Harnessing Immigrant Talent in Our Communities
Workshop Agenda

• Welcoming Remarks (Governor Rick Snyder's Office, Global Detroit, Michigan Talent Investment Agency)
• Untapped Talent Findings (NAE)
• Skilled Immigrant Integration (WES Global Talent Bridge)
• Group Discussion
New Americans in Michigan
An Economic Engine & Opportunity

Kate Brick
500 Republican, Independent, and Democratic mayors and CEOs in all 50 states agree: **Immigration is critical to America’s economic success.**
Zero.
The Number of Major U.S. Metros that Grew Without Immigrants, 1970-2013

Immigrant Population Growth in Michigan

6.5% of the Michigan population was born abroad—641,874 residents.

59,327 People immigrated to Michigan between 2010 and 2014.

5.8% Growth of immigrant population in U.S.

10.2% Growth of immigrant population in Michigan
Spending Power & Tax Contributions in Michigan

$19.6B Immigrant Household Income in Michigan in 2014

$14.2B Total Spending Power

$1.5B — State & Local Taxes Paid

$3.9B — Federal Taxes Paid
The Median Age of the U.S. is Climbing

U.S. MEDIAN AGE, 1970—2065*

* Projection

Source: U.S. Census and Pew Research Center
Immigrants are More Likely to be Working Age

Source: U.S. Census Bureau, American Community Survey, 2013 American Community Survey 1-Year Estimates
Immigrants in the Michigan Labor Force

Foreign-Born Share of the Population

- Detroit: 5.6%
- Michigan: 6.5%
- National Share: 13.2%

Foreign-Born Share of the Employed Labor Force

- Detroit: 8%
- Michigan: 7.6%
- National Share: 16.5%

AGE

FOREIGN-BORN

- 19% in WORKING AGE

U.S.-BORN

- 34% in WORKING AGE
Aging Seniors Increase Demand for Health Care Professionals

- By 2020, more than 1.3M additional direct care workers will be needed nationwide.

- Nearly 1 out of every 6 Michigan residents is elderly, and the ratio of open healthcare jobs to available workers is 4.7 to 1

![Projected Growth in Direct Care Jobs, 2012-2022 (Thousands)]

Immigrants are Twice as Likely to be Doctors and Home Health Aides

Source: New American Economy and The Brookings Institution, "Immigrant Workers in the U.S. Labor Force" (March 2012)
Immigrants in Michigan Help Fill Healthcare Labor Gaps

**FOREIGN-EDUCATED**

- **Doctors**: 9,287 graduates of foreign medical schools
- **Psychiatrists**: 487 graduates of foreign medical schools

**FOREIGN-BORN**

- **Nurses**: 8,808 foreign-born workers
- **Nursing, Psychiatric, and Home Health Aides**: 4,754 foreign-born workers

- **30%**
- **39%**
- **8%**
- **5%**
We’re facing a shortage in STEM workers

13 STEM jobs were posted online for each unemployed worker in 2016.

• In 2014, if half of Michigan’s 2,470 advanced-level STEM grads on temporary visas stayed in the state after graduation, 3,236 jobs for U.S.-born workers would be created by 2021.

• 33% of students earning STEM Master’s degrees were foreign-born in 2014.

• 39% of students earning STEM PhDs were foreign-born in 2014.

In Michigan, that number was 19 to 1.

Source: Derived from Integrated Postsecondary Education Data System / Department of Education (2009)
Educational Attainment in Michigan

Immigrants tend to have higher levels of education than U.S.-born residents in Michigan.

<table>
<thead>
<tr>
<th></th>
<th>Less than Bachelor's Degree</th>
<th>Bachelor's Degree</th>
<th>Advanced Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>FOREIGN-BORN</td>
<td>60%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>U.S.-BORN</td>
<td>74%</td>
<td>16%</td>
<td>10%</td>
</tr>
</tbody>
</table>
Brain Waste in Michigan

- Nearly 2M educated immigrants are underemployed or unemployed nationally.
- Underemployed immigrants incur a loss of nearly $40B in annual earnings.
- In Michigan, 20% of educated immigrants—29,000 people—are underemployed.
- As a result of low-skilled employment, $512M in earnings have been foregone...
- A loss of $48.6M in unrealized state and local taxes.
Brain Waste in Michigan

TOP FACTORS DRIVING BRAIN WASTE

- English Proficiency
- Place of Education
- Level of Degree
- Legal Status/Citizenship
- Time in the U.S.
- Gender
- Race & Ethnicity
Thank You!

Kate Brick
Director of State & Local Initiatives
kate@newamericaneconomy.org
Immigrant Workforce Integration
Leveraging Skills of Work-authorized Immigrants and Refugees

Detroit, Michigan
May 1, 2017
Global Talent Bridge is a program of World Education Services (WES) that is dedicated to helping skilled immigrants fully utilize their talents and education in the United States

www.globaltalentbridge.org
IMPRINT is a national coalition of nonprofits helping underemployed skilled immigrants to start their American careers.

IMPRINT:
• Creates and disseminates resources
• Advocates for policies that facilitate immigrant integration
• Broadcasts best practices

Join our mailing list at:
www.imprintproject.org
“Skilled” Immigrants/Immigrant Professionals: Who Are We Talking About?

Immigrants/refugees/asylees with university education and/or professional experience earned abroad, seeking to work in their profession or pursue further education to qualify for a career in the United States
“Skilled” Immigrants: The Numbers

• 7.6 million college-educated immigrants in the U.S. (Migration Policy Institute)

• 50% have advanced degrees

• 28% of college-educated immigrants are Limited English Proficient (LEP)
The Scope of “Brain Waste”

Nearly 2 million immigrants with college degrees in the U.S. — one out of every four — are working in low-skilled jobs or are unemployed. This skill underutilization results in a combined loss of more than $10 billion in federal, state, and local tax revenue.

* via Migration Policy Institute

imprintproject.org/principles
FACT: Almost half of immigrant adults who entered the U.S. between 2011 and 2015 were college graduates.

*via Migration Policy Institute

imprintproject.org/principles
Steps to Success

First-of-its kind study documents multiple factors that correlate with the successful integration of immigrant professionals.

Provides recommendations for:

• Service Providers
• Funders
• Policy Makers
Barriers

• Foreign Credential Recognition
• Need for “Made in America” credentials
• Lack of Social Capital
• Difficulties with English
Policy Recommendations

- Fund existing public programs
- Improve data collection
- Connect mainstream providers & specialized services
- Identify opportunities within government for immigrant professionals to acquire American experience
Innovative City/State Initiatives

• Michigan Office of New Americans – International Talent Solutions (MITS)
• Ohio Welcoming Initiatives Network
• New York State Office for New Americans – Community Navigator Program
• St. Louis Mosaic
• Maryland Statewide Taskforce
State Offices for New Americans

• Michigan!
• New York
• California
• Maryland
• Massachusetts
Thank You

For more information and resources, visit our website

www.GlobalTalentBridge.org

Please feel free to contact us:

Email:
Paul Feltman - pfeltman@wes.org
Katherine Gebremedhin - kgebreme@wes.org
Harnessing Immigrant Talent in Our Communities

Keynote Speaker:
Mike Zimmer, Cabinet Director, Office of Governor Rick Snyder
Employer Roundtable Agenda

- Welcoming Remarks (Michigan International Talent Solutions, Detroit Mayor’s Office, Global Detroit)
- Roundtable Discussion (WES, NAE, Global Detroit, Governor Snyder's Office, Sorenson Gross Construction Services)
- Q&A
Michigan International Talent Solutions (MITS) Program
Recent MITS Success Stories

**Susana G. (Accounting)**
Bilingual Staff Accountant
Full benefits + retirement
Southfield, MI

Previous Salary: $18k
Starting Salary: $55k

**Wajih F. (Engineer)**
Facilities Manager at GM
Full benefits + retirement
Warren, MI

Previous Salary: $0
Starting Salary: $100k
Recent MITS Success Stories

Olivier T. (Marketing)
Global Marketing Manager (X-Rite)
Full benefits + retirement
Grand Rapids, MI
Previous Salary: $0
Starting Salary: $125k

Nawar A. (Business/IT)
Business Analyst (DTE)
Full benefits +retirement
Detroit, MI
Previous Salary: $0
Starting Salary: $45k
Other Useful Links from the Event

NAE Map the Impact (includes congressional level data)
www.maptheimpact.org

Michigan State Licensing Guides
http://www.michigan.gov/lara/0,4601,7-154-10573_68301---,00.html

Untapped Talent Report (WES, NAE, MPI)