

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

MAY 1, 2017

Kate Brick



New American Economy

500 Republican, Independent, and Democratic mayors and CEOs in all 50 states agree:

Immigration is critical to America's economic success.

**INFLUENTIAL
CO-CHAIRS
& MEMBERS**



**ECONOMIC
IMPACT
STUDIES**



**AGRICULTURE,
BUSINESS, & TECH
ADVOCACY**



**LOCAL
IMMIGRATION
ACTION PLANS**

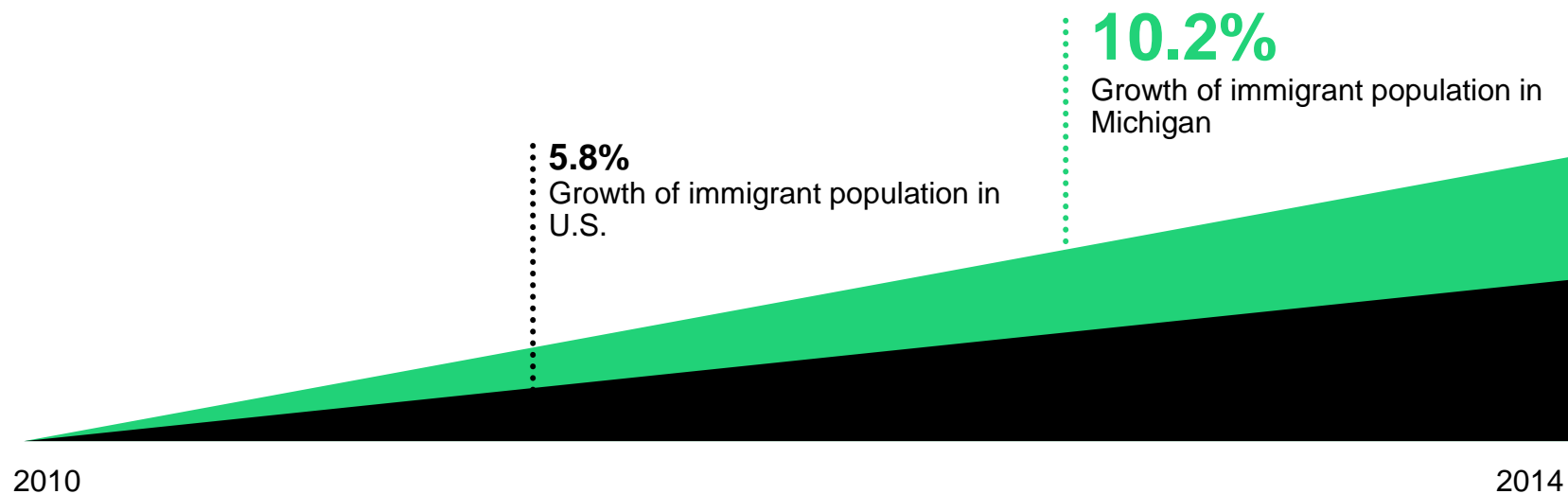


Zero.

**The Number of Major U.S. Metros
that Grew Without Immigrants, 1970-2013**

Source: Fiscal Policy Institute / Americas Society / Council of the Americas (2014)

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.

Spending Power & Tax Contributions in Michigan



\$19.6B

Immigrant Household Income in Michigan in 2014

\$1.5B — State & Local Taxes Paid

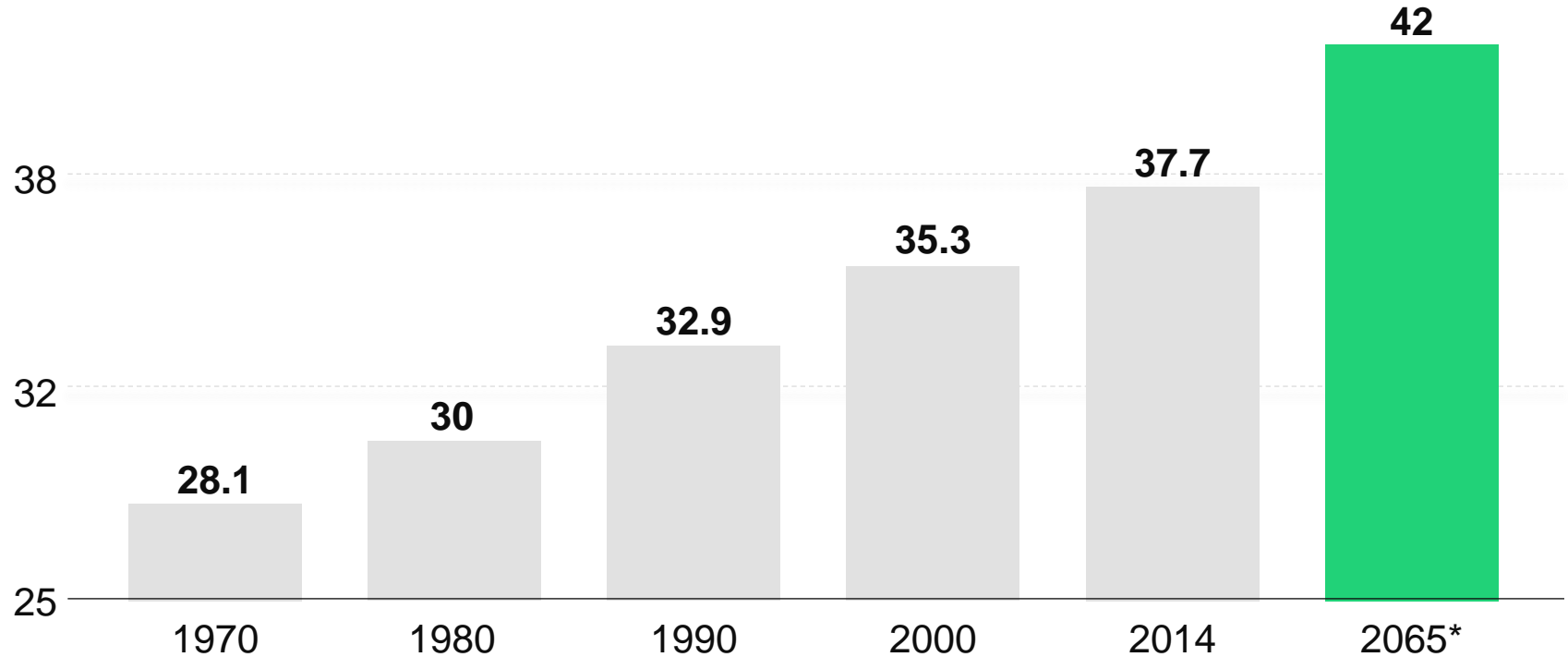
\$3.9B — Federal Taxes Paid

\$14.2B

Total Spending Power

The Median Age of the U.S. is Climbing

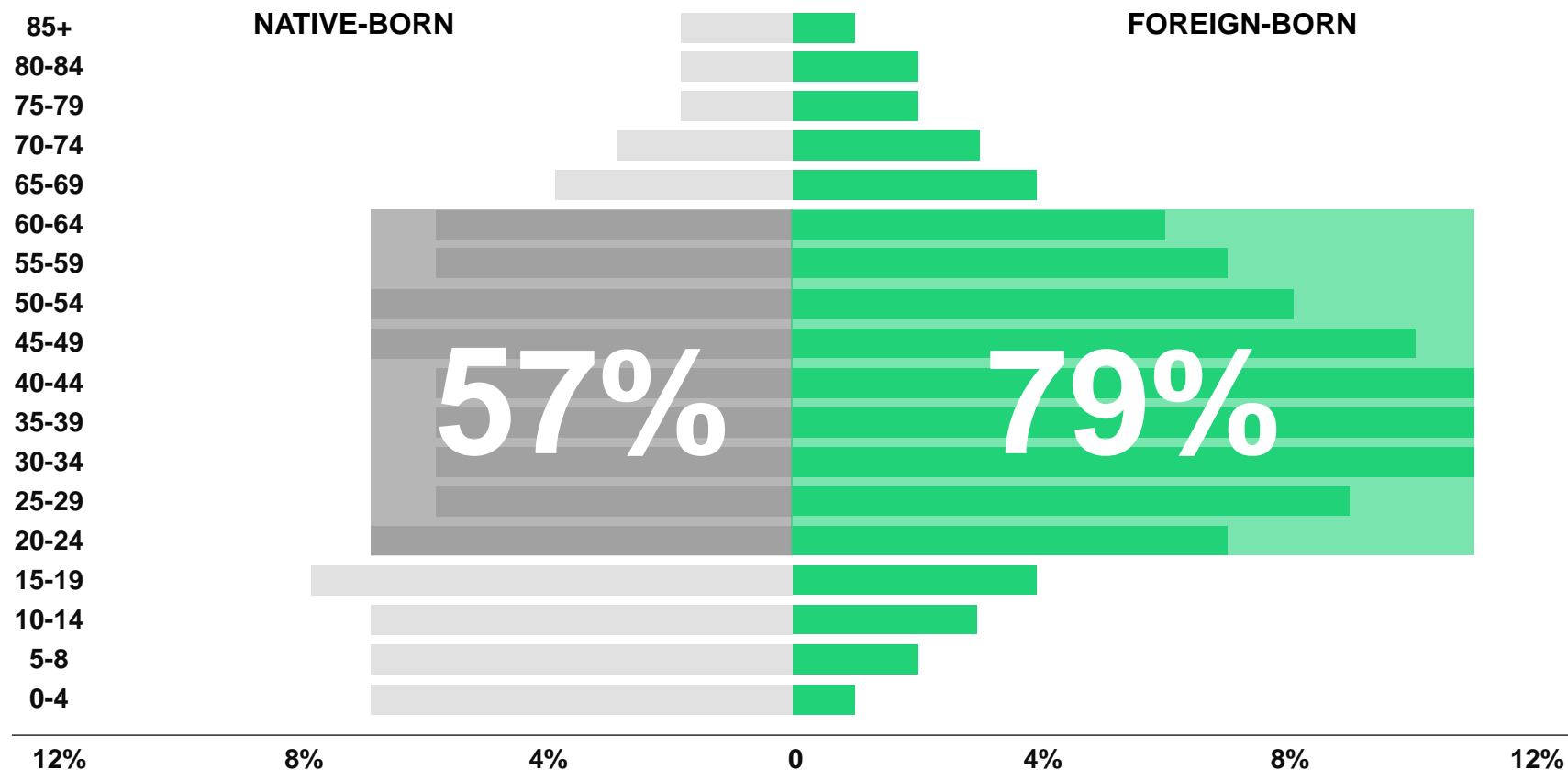
U.S. MEDIAN AGE, 1970—2065*



* Projection

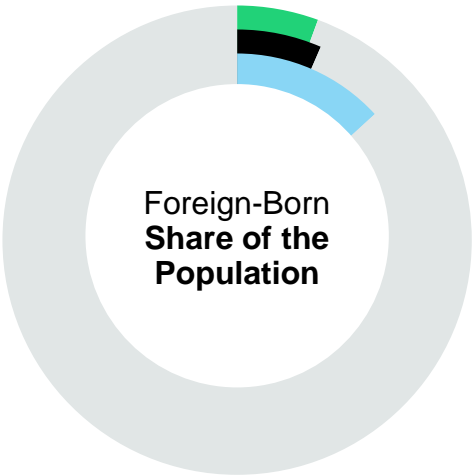
Source: U.S. Census and Pew Research Center

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



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



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

AGE

FOREIGN-BORN



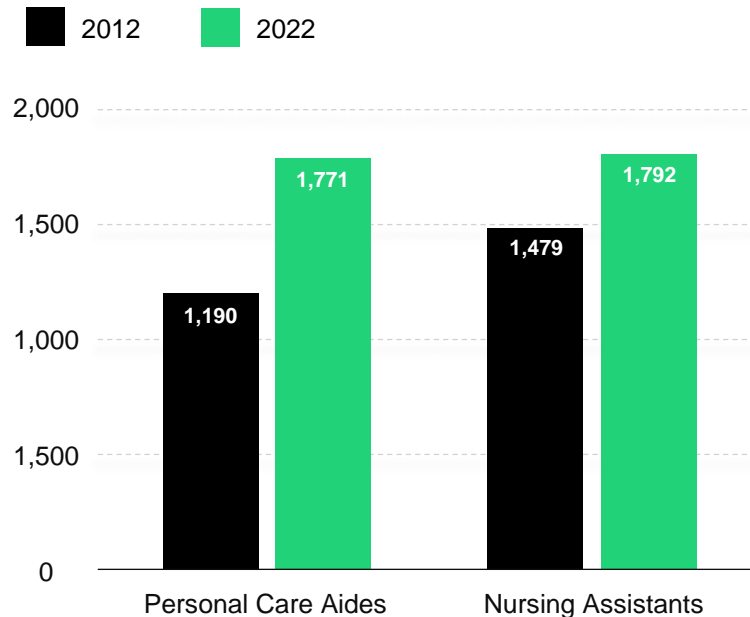
U.S.-BORN



Aging Seniors Increase Demand for Health Care Professionals

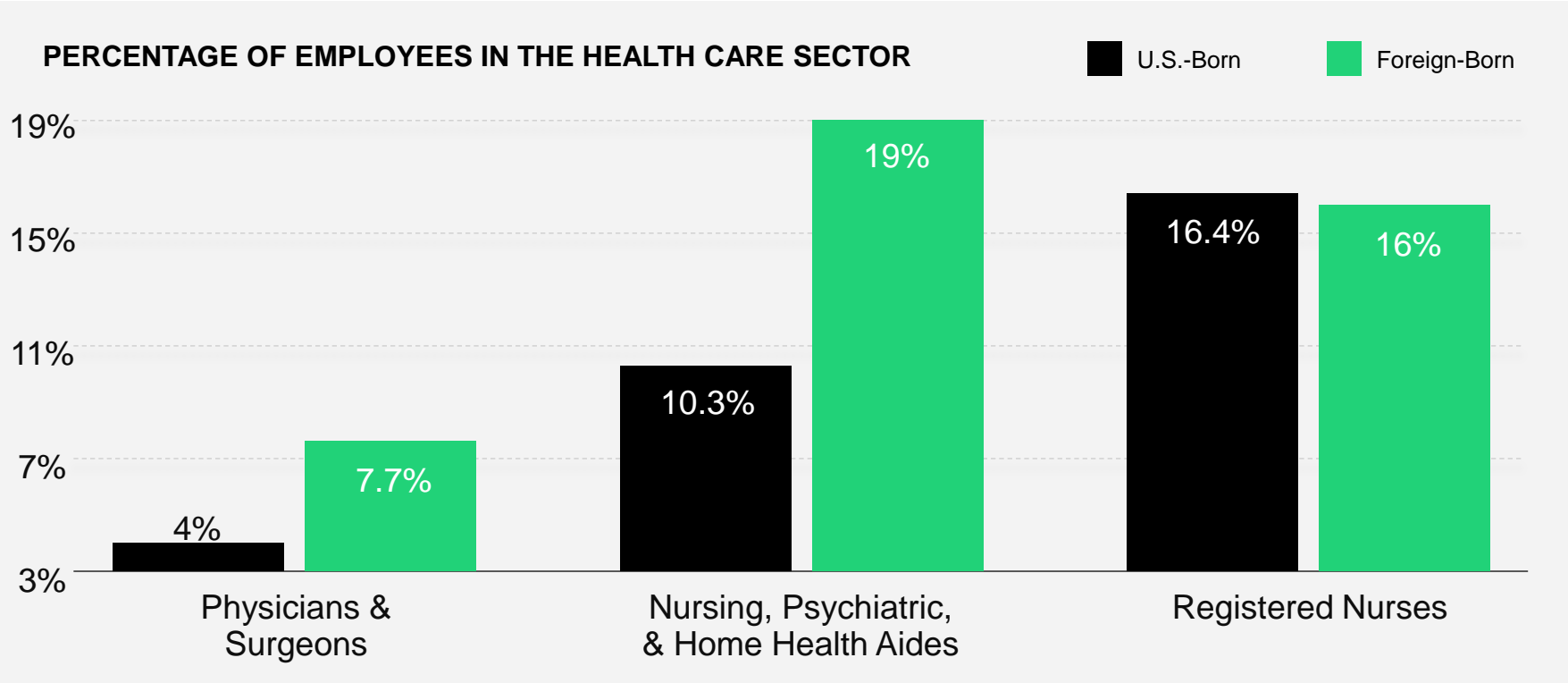
- By 2020, more than **1.3M** additional direct care workers will be needed nationwide.
- Nearly 1 out of every 6 Michigan residents is elderly, and the ratio of open healthcare jobs to available workers is **4.7 to 1**

PROJECTED GROWTH IN DIRECT CARE JOBS,
2012-2022 (THOUSANDS)



Source: Association of American Medical Colleges, "The Complexities of Physician Supply and Demand: Projections from 2013-2025" (March 2015); New American Economy, "New Americans in Michigan"(2016)

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



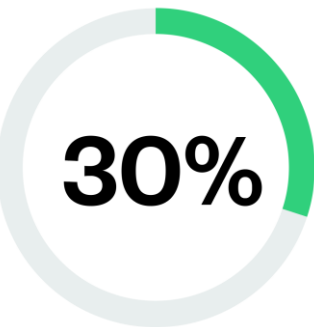
Source: New American Economy and The Brookings Institution, "Immigrant Workers in the U.S. Labor Force" (March 2012)

Immigrants in Michigan Help Fill Healthcare Labor Gaps

FOREIGN-EDUCATED

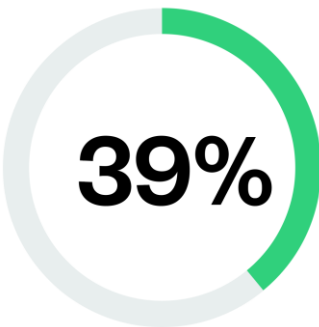
Doctors

9,287 graduates of foreign medical schools



Psychiatrists

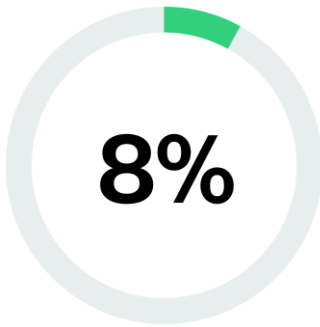
487 graduates of foreign medical schools



FOREIGN-BORN

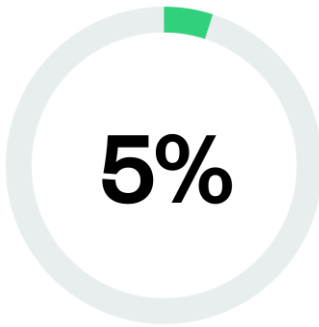
Nurses

8,808 foreign-born workers



Nursing, Psychiatric, and Home Health Aides

4,754 foreign-born workers



We're facing a shortage in STEM workers

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

In Michigan, that
number was
19 to

1.

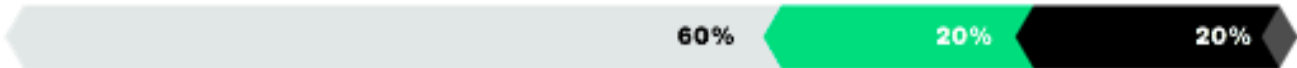
- In 2014, if half of Michigan's 2,470 advanced-level STEM grads on temporary visas stayed in the state after graduation, **3,236 jobs for U.S.-born workers** would be created by 2021.
- **33%** of students earning STEM Master's degrees were foreign-born in 2014.
- **39%** of students earning STEM PhDs were foreign-born in 2014.

Educational Attainment in Michigan

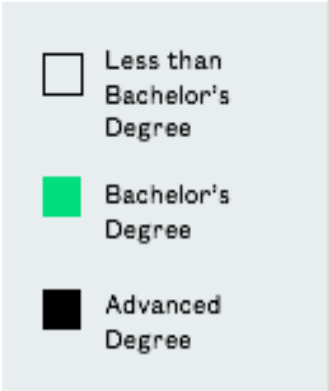
EDUCATIONAL ATTAINMENT

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

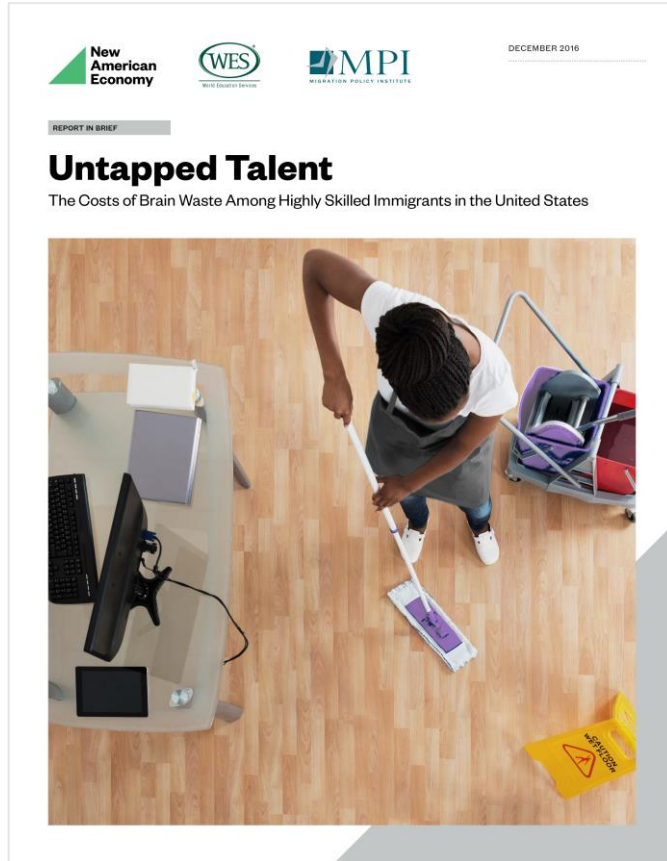
FOREIGN-BORN



U.S.-BORN



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

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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

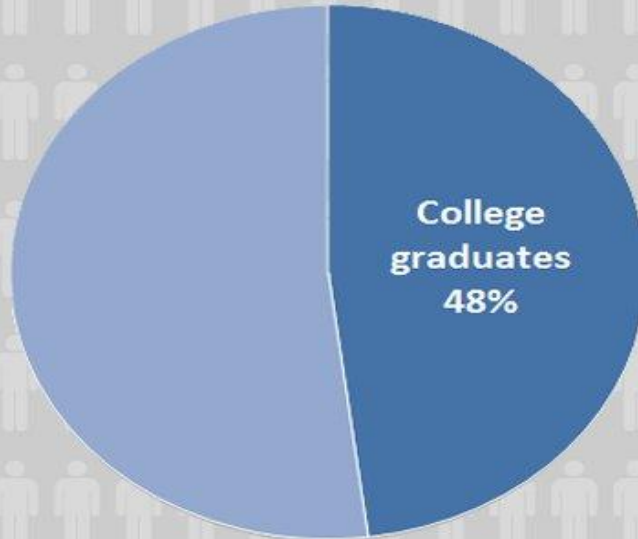
2 million

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

IMPRINT



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

IMPRINT

Steps to Success



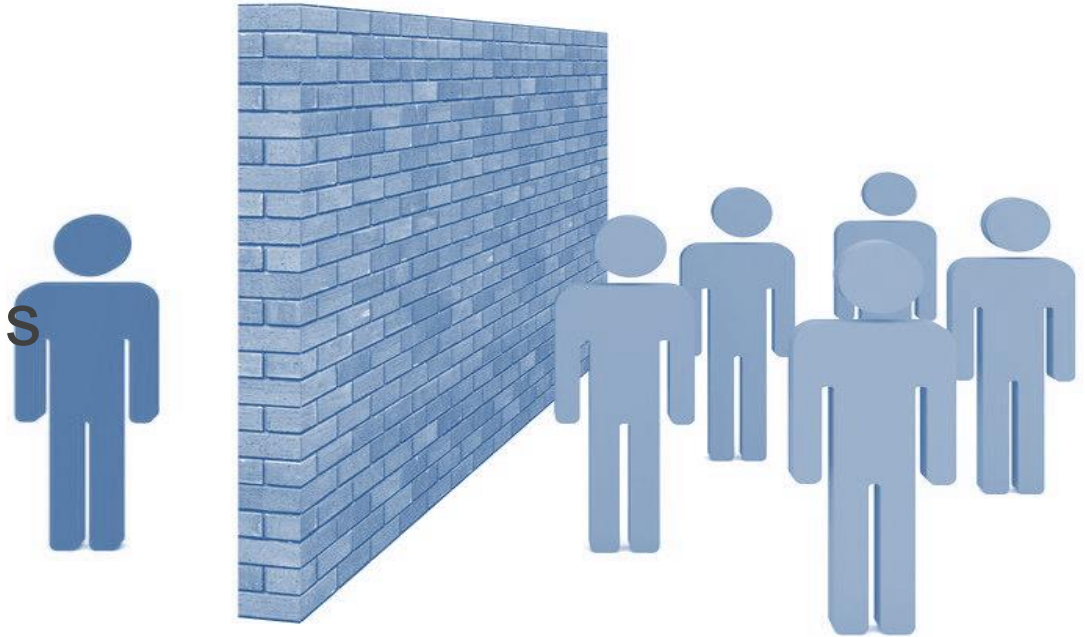
First-of-its kind study documents multiple factors that correlate with the successful integration of immigrant professionals.

Provides recommendations for:

- Service Providers
- Funders
- Policy Makers

Barriers

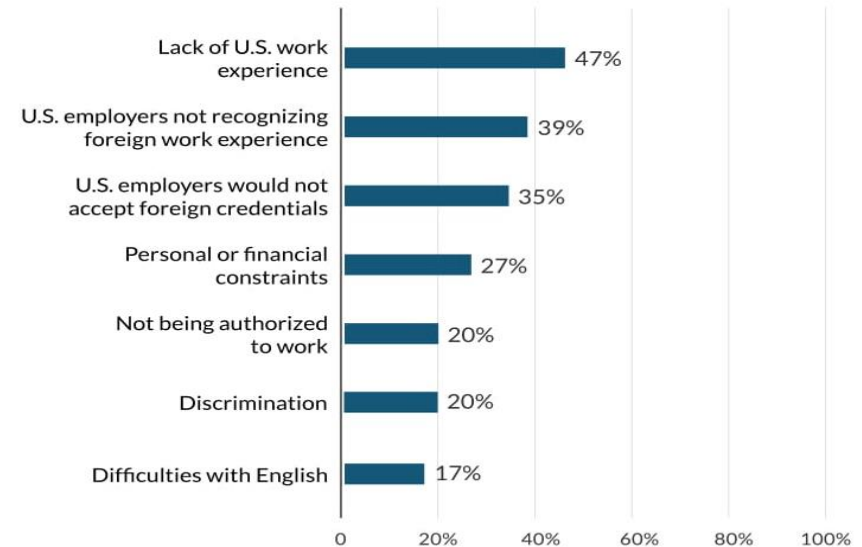
- Foreign Credential Recognition
- Need for “Made in America” credentials
- Lack of Social Capital
- Difficulties with English



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

Appendix A - 15. Types of Barriers Faced by IMPRINT Respondents in Searching for Employment



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

100



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)

<http://www.newamericaneconomy.org/research/untapped-talent-the-costs-of-brain-waste-among-highly-skilled-immigrants-in-the-united-states/>