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WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



# We Will Begin Shortly

Sara Bareilles - A Safe Place  
to Land ft. John Legend  
(Lyrics)

- › How to increase your number of applicants and new hires
- › About tools for reviewing and enhancing your current training programs
- › Ways to enhance Diversity, Equity and Inclusion (DEI) within your workplace
- › How to be recognized as an employer of choice in your industry



## 2024 Workforce Wednesday Schedule

- **January 3:** Demographics are Destiny: Utilizing Labor Market Data as a Business Strategy
- **February 7:** DEIAB: More Than Just an Acronym
- **March 6:** Supporting the New American Workforce
- **April 3:** Top 5 employee benefits to offer experienced job seekers and your best employees
- **May 1:** Improved Employee Engagement through Authentic Leadership
- **June 5:** Fair Chance 101: How to Recruit & Retain a Justice-Involved Workforce
- **August 7:** Navigating the Workforce System - An Employer's Guide
- **September 4:** What's Does Your Strategy Say About You: Engaging, Attracting, & Retaining Your Workforce
- **October 2:** Build Your Own Future Workforce- Training & Upskilling Your Workforce for Tomorrow's Needs
- **November 6:** The Evolving Native American Workforce and Indigenous Economy
- **December 4:** 2024 In Review: Regional Employer Best Practices

Workforce Wednesday Sessions from 11 a.m. to noon are recorded and available online after the event.

# Workforce Strategy Consultants

Assist employers in increasing the number of applicants and new hires

Offer employer tools to assist them in reviewing and enhancing their current training programs

Enhance Diversity, Equity and Inclusion (DEI) within their workplace

Develop programs that help employers be recognized as an employer of choice in their industry



**Jessica Miller**

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Interim Director, Workforce Strategy

**mn** EMPLOYMENT AND  
ECONOMIC DEVELOPMENT

Leading  
**CareerForce**

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# Supporting the New American Workforce

**March 6, 2024**

# Agenda

- Overview of resettlement in Minnesota
- Intro of Panelists
  - Jessica O'Brien, Department Human Services Resettlement Programs Office
  - Liban Nuur, Lutheran Social Service of Minnesota - Metro
  - Ahmed (Jaffer) Mohamud, MN Council of Churches (MCC), Refugee Services-Mankato
  - Becca Hovland, Director of Refugee Services, CAPI USA - Metro
  - Mohamed Haashi, Program Manager - Lutheran Social Service of Minnesota – Central MN
  - Robin Christianson, Economic Empowerment Director- CAP LP– Northwest MN
- Panel Discussion
- Resources
- Unplugged

# Panel Intros



# E.A.R.N.

## Employment Achievement Resettlement Network

Employment: Assisting newly arrived refugees in securing employment as they strive towards self-sufficiency:

- Employability Assessment
- Job Placement
- Building Employer Partnerships

Includes seven partnered resettlement agencies in the metro which include:

- Lutheran Social Services
- Arrive Ministries
- Minnesota Council of Churches
- International Institute of MN
- Karen Organization of MN
- African Community Services
- CAPI USA

Liban Nuur  
Program Manager  
Lutheran Social Services -Metro

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<http://www.lssmn.org/refugeeservices/>



Lutheran  
Social Service  
of Minnesota





# MINNESOTA COUNCIL OF CHURCHES

Mankato Area Refugee Services

- Nonprofit 501 c3 statewide Organization
- Mission: Manifesting Unity and Building the Common Good
- Refugee Services:
- Mankato office opened in 2012



**Ahmed Mohamud**  
Team Coordinator

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[www.mchurches.org/refugeeservices/  
manakto](http://www.mchurches.org/refugeeservices/manakto)



guiding self-determination & social equality

## What We Do:

- Support immigrants, refugees, and those in need meet their basic needs, find financial stability, and get engaged in their communities

## Contact:

- Becca Hovland, Director of Refugee Services
  - [Becca.Hovland@capiusa.org](mailto:Becca.Hovland@capiusa.org)
  - [Refugee.Services@capiusa.org](mailto:Refugee.Services@capiusa.org)
  - Phone: 612-721-0122

## Employer Engagement Program:

- Partner with employers to develop inclusive pathways to upskill and retain refugee employees
- Provide tailored consultation to address challenges and set up resources:
  - Job-specific ELL classes
  - Cultural orientation
  - Translation of onboarding/training material
  - Tools for language and cultural accommodations
  - Individualized goal plans



**Lutheran  
Social Service**  
of Minnesota

We have a multilingual and multicultural staff that can team with employers when assistance is needed with interpreters, job coaching, or cross-cultural training. We also work with refugees to help them understand important qualities required in the workplace, such as teamwork, a strong work ethic, a good attitude, and employment retention

Our Service include:

- Job readiness training
- Assist to secure and maintain employment
- Post-employment support
- Access to an employment specialist for individual help
- Interpretation and referrals to English classes
- Case management
- Referral to other community resources

Mohamed Haashi, Program Manager

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[www.lssmn.org/refugeeservices/](http://www.lssmn.org/refugeeservices/)



Robin Christianson,  
Economic  
Empowerment Director

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[www.caplp.org](http://www.caplp.org)

We provide a wide array of programs and services that are designed to meet the unique needs of the children, individuals and families living in poverty in the communities we serve. One such program is Refugee Resettlement. This service works with New Americans to help overcome challenges or barriers so they can be stable & successful in their new community.

# Panel Discussion



# Resources

- Find Your Workforce Strategy Consultant:  
<https://mn.gov/deed/business/help/workforce-assistance/wf-strategy.jsp>
- Find Your Local CareerForce:  
<https://www.careerforcemn.com/locations>
- Resettlement Agency Contact Statewide Contact List :  
<https://mn.gov/dhs/people-we-serve/adults/services/refugee-assistance/resettlement-programs-office-agency-contract-list/>

# U.S. Department of Justice (DOJ), Immigrant and Employee Rights (IER)

## For Employers:

IER Employer Hotline: **1-800-255-8155**

Calls can be anonymous, and language services are available.

Consider calling IER before rejecting documentation for the Form I-9.

Video: [Employer Training: Avoiding Unlawful Immigration-Related Employment Discrimination](#) | United States Department of Justice

IER [Fact Sheets for Employers](#)

IER [Frequently Asked Questions](#)

### **USCIS – M-274 Handbook for Employers on the Form I-9**

[Section 4.4 acceptable receipts](#), includes a table on I-94s that most humanitarian parolees from Afghanistan and Ukraine can use as a List A receipt for the Form I-9 for 90 days

[Section 7.1 Evidence of status for lawful permanent residents](#), note that Special Immigrant Visa-holders are LPRs

[Section 7.3 Evidence of status for refugees and asylees](#), documents workers granted asylum or refugee status might have

[Section 13 Acceptable documents](#)

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**Next Session:**

***Top 5 Employee Benefits to Offer Experienced Job Seekers  
and Your Best Employees***

**Wednesday, April 3<sup>rd</sup>**

**11:00 a.m. – Noon**

**(Noon-12:30 p.m. Unplugged Audience Q&A)**

# Thank You!

DEED Workforce Strategy Consultants



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**SOUTHWEST & SOUTH CENTRAL**

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*Vacant*

# UNPLUGGED – Q AND A

