

# TENT PARTNERSHIP FOR REFUGEES

## EMPLOYMENT

Today, more than 65M people have been forcibly displaced worldwide. Refugees face a number of challenges to employment and career advancement.

Below is information about the challenges refugees face and how the private sector can help address them:

### CHALLENGE

### HIRING

### TAKE ACTION

#### **Refugees face significant barriers to gaining and sustaining employment after resettlement:**

- Arriving in a new community, refugees with skills, education, and experience, are challenged with navigating an unfamiliar job search locally
- Refugees often may work below their skill level to provide a basic livelihood for their families
- Skilled and experienced professionals may have certifications that are not recognized by American employers
- Even after finding employment, refugees may not have transportation to physically reach their job site daily

#### **Examples of how the private sector can help in collaboration with local stakeholders:**

- Commit to hiring refugees as a part of your broader talent strategy
- Offer work-based learning opportunities, such as internships or apprenticeships
- Offer transportation support for employees (driver's education, bus passes, etc.)
- Offer funding for certifications or re-certifications to help reintegration
- Create new technologies or software to match skilled refugees to available employment opportunities

**CHALLENGE****WORKFORCE DEVELOPMENT****TAKE ACTION****Refugees have limited access to career and workforce development opportunities and programs:**

- Differences in workplace cultures and lack of job skills training can be significant barriers to refugees looking to advance their careers
- Refugees are often unfamiliar with the American recruitment, training, and interview process
- Refugees often leave behind mentor and career counselors when resettling into their new community

**Examples of how the private sector can help in collaboration with local stakeholders:**

- Provide pre-employment language, soft skills, or industry-specific technical training
- Host on-site networking events for refugees and staff
- Connect refugees with career navigation tools and mentorship services to assist them in career development

**CHALLENGE****ENTREPRENEURSHIP****TAKE ACTION****Though entrepreneurship is a valuable way to secure sustained employment, refugees face unique barriers to building their own businesses:**

- There may be a lack of access to capital or investors in order to successfully launch a business
- Refugees may have limited access to formal entrepreneurship skills training
- A lack of mentorship or counseling can hinder attempts to start their own businesses

**Examples of how the private sector can help in collaboration with local stakeholders:**

- Provide refugee entrepreneurs access to seed funding to enable them to start new businesses
- Build supply-chain relationships with refugee-owned small businesses
- Integrate refugee-owned businesses into existing incubators or accelerators
- Offer entrepreneurship skills training to new business owners

For more information, please visit: [www.tentalliance.org](http://www.tentalliance.org)