

RCP Employer Engagement Project

Funded by the US Office of Refugee Resettlement

A partnership of:



Local Employers

Refugee Resettlement in Central Pennsylvania

Each year, hundreds of thousands of people are forced to flee their homes seeking safety. According to the UNHRC (<http://tinyurl.com/65u7ampr>), more than 2 million refugees will be in need of resettlement. Resettlement is the selection and transfer of refugees from a country where they have gone for safety to one that has granted them to stay as long-term or permanent residents. This process gives immediate safety, protects them from forced return, provides access to rights similar to being a citizen, and gives them the chance to become citizens in their resettlement country eventually. Read more about the resettlement process at: <http://tinyurl.com/yc5zzzt4>.

In the United States, Pennsylvania ranged in the top 10 US states resettling refugees in 2022, welcoming 664 refugees. Refugees come from Africa, Near East/South Asia, East Asia, Europe and Latin America/Caribbean.

They come with the belongings they can carry. They come with hope for a better future.

IU13 Community Education has partnered with Church World Service and The Literacy Council of Lancaster-Lebanon to support employers who want to hire refugees.

How the RCP Employer Engagement Project Can Help

Pipelines – connect refugee job seekers to pipelines into jobs. Working in partnership with employers, the project will support refugee job seekers in attaining the skills needed to successfully get and keep jobs. This includes English language acquisition, job and skill training support, and understanding the American workplace's culture.

Pathways – support employers in articulating career paths into and upward, providing onsite professional development and training to managers and employees that contributes to talent retention. The goal is getting and keeping a quality workforce.

Employer Support – This project is built around the needs of each employer. Using an individualized approach with a standardized process, we will help employers:

- Assess the education and training needs of the existing foreign-born workforce (with a special focus on refugee workers).
- Support employers in the development of training plans to address those needs.
- Support employers in the delivery of workplace education and training programs to support the success of refugee workers.
- Help employers connect to refugees seeking jobs.

Why should employers care about expanding their capacity to hire foreign-born workers?

A new report released by Pennsylvania's Independent Fiscal Office (IFO) describes the impact of an aging population. Read the full report at: <http://tinyurl.com/3s26du44>.

- Pennsylvania's total population at nearly 13 million will remain flat for now while showing a slight decrease by 2030 when the next U.S. Census is taken.
- Births are declining while deaths are increasing.
- Net migration to Pennsylvania decreased during the COVID-19 pandemic but is expected to revert to pre-COVID-19 levels in the coming years.
- The decline of the school-age (up to age 19) population at a 3.2 percent rate will now accelerate to 3.5 percent by 2030.
- The working-age population (19 to 64) has been contracting and will continue to do so until 2030 as Baby Boomers retire.
- The number of retirees (65 to 79) is currently increasing at a 13.4 percent rate, while that growth rate is projected to be at 3.4 percent by 2030.

Employers are already challenged to find and keep employees. This is not a passing challenge. **Pennsylvania's employers will need to look to newcomers to fill jobs and stay competitive.**