



Hiring Immigrant Workforce Discussion

The following are ideas that were discussed by employers at the Hiring Immigrant Workforce event, hosted by the Immigrant Employment Connection Group, **June 29th, 2016**. Topics and ideas discussed included:

In an effort to more effectively recruit immigrant job seekers, these suggestions were offered by employers to change recruitment processes to attract immigrants:

- Multilanguage applications
- Utilize interpreters
- Outreach and presence in cultural communities
- Simplifying applications so they are easier to be completed
- Make sure to ask individuals what work they have done outside the US
- Have helpers available to fill out applications
- Ask the employees how we can accommodate them – put it on the employee
- Explaining in orientation they can ask for help as needed

Ideas of how to overcome language barriers with employees:

- Scholarships for bilingual
- Smile/non-verbal communication
- Use internal staff to aid

Changes that can be made to orientation processes to ensure comprehension:

- Communication in native language (if possible)
- Increase bilingual/bicultural staff to help learn cultures, protocols and expectations
- Offer scholarships as a way to promote bilingualism within your company

Accommodations that have been made within companies:

- Back up person – “mentor program”
- Honored religious holidays
- Provided interpretation services
- Employed bilingual staff
- Provide private rooms/space for prayer
- Flexible break times to accommodate prayer time

What can companies do to increase cultural competency?

- Need to get out of our comfort zones from our traditional recruiting methods (how to recruit, who to recruit, etc.)
- Educate ourselves and ask questions
- Employers need to be open minded and willing to learn

If you are interested in learning more about this group or joining our next event, please contact Tammy Biery at Tammy.Biery@sbetc.org or call 320-308-5702.

