

# Upwardly Global Partnerships for Workforce Integration of Immigrant Professionals

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



Upwardly Global

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## Who We Are

**Upwardly Global is a national nonprofit with offices in San Francisco, New York, and Chicago**

### **Focus:**

- Helping immigrant professionals rebuild their careers in the US and helping employers understand and tap into this hidden talent pool

### **Support:**

- Foundations, social investors, corporate partnerships, State of Illinois

## 3-Part Solution

### **1. Jobseeker Services Program:**

Job search workshops, resume revision, volunteer mentorship, and staff support over a 6-month period

### **2. Employer Network Program:**

Education and resources for employers to successfully integrate immigrants into the workplace

### **3. Policy and Systemic Change Initiatives Program:**

Partnerships across sectors in workforce training, employer recruitment and public policy to promote the economic integration of immigrant professionals



# The Status Quo

At any given time in the United States there are **1.3 Million** work-authorized, college-educated immigrant professionals who are unemployed or earn less than \$19,800/year

- Migration Policy Institute, *Uneven Progress*



Alicia, Mexico,  
EE, PhD  
**Fruit stand clerk**



Daria, Mongolia  
Broadcast Journalist  
**Barista**



Sylvia, Peru  
Biologist  
**Welfare-to-work**



Jonas, Cameroon  
Attorney  
**Security Guard**



# Universal Barriers to Workforce Re-entry



- Unfamiliarity with US job search and customs
- Lack of professional networks
- US employers unaware of qualified candidates or how to access them
- English language skills
- Discrimination based on gender, religion, national origin, accent

# Licensing-Specific Barriers



▶ Immigrants must be able to make informed decisions about licensing *and* its professional alternatives

- Bureaucratic, slow, and expensive (\$\$\$) processes
- Lack of transparency and centralized information
- Licensing requirements vary by state
- Foreign credentials don't fit the regulator mold
- Lack of accelerated/bridge programs to speed career reintegration
- Influential professional organizations may oppose streamlined licensing



# Policy Program Close-up: Professional Licensing in Illinois



## Partnership with IL Office of New Americans:

- Website explaining licensing process to foreign-educated professionals in popular regulated professions
- Research and reporting on barriers
- Upwardly Global access to decision-makers and experts across state agencies
- ▶ **Scalable project: now seeking partnerships in other states**



# Careers for New Americans Site Concept and Considerations

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Careers for New Americans | Illinois  
GLOBAL PROFESSIONALS, AMERICAN DREAMS. BETA

Home » Careers in Illinois » Accountant (CPA)

### Licensing Guide

Click on a topic below to open or close it:

- > 1. How the Profession Is Organized in Illinois
- ▼ 2. Eligibility for CPA License or Registration

The licensed public accountant institutes of Canada, Australia, Mexico, and Ireland have a reciprocal agreement with several US states, including Illinois. Their members qualify to take the Uniform Certified Public Accountant Qualification Examination (IQEX), which is administered by the National Association of State Boards of Accountancy. The Illinois Board of Examiners gives these candidates with passing IQEX scores the authorization to apply directly for CPA certification in Illinois for a \$250 fee. They do not have to have their foreign degrees evaluated. More information is available in the *Important Links* section under links on testing.

The majority of foreign-educated accountants, however, need to go through the three-step process described in this section before becoming licensed as a CPA in Illinois.

1. Credential evaluation by Illinois Board of Examiners
2. Pass Uniform CPA and Professional Ethics Exams
3. IDFPR License and/or Registration

1. Credential Evaluation → 2. CPA + Ethics Exams → 3. IL License or Registration

CLICK TO ENLARGE

- > 1. Credential Evaluation by Illinois Board of Examiners
- > 2. Pass Uniform CPA and Professional Ethics Exams

Welcome!  
Guide for Foreign-Educated Accountants

LICENSING MAP ▶  
See the process from start to finish

ACCOUNTANT (CPA) RESOURCE BOARD ▶  
Find and post links

TIPS ▶  
Helpful hints to get started

COMMON WORDS ▶  
See definitions of words used in this page

FREE BEST INTERVIEW TIPS ▶

- Targeted audience and professions
- Licensing in context
- Alternative pathways
- Standardized information and proven advice
- Easy to understand
- Easy to maintain
- Data collection tool

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

# Careers for New Americans Promotional Materials



Immigrant Professionals: Earn Your License in Illinois!

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

The Careers for New Americans website explains the steps for foreign-educated professionals to become licensed in Illinois.

#### Professions:

Accountant (C.P.A.)	Engineer (P.E.)	Physician (M.D.)
Architect	IT Professional	Teacher (K-12)
Attorney	Nurse (R.N.)	
Dentist	Pharmacist	

#### The Site Features:

- A complete overview of the licensing process, with requirements for degree evaluation, testing, internships, and applications
- Practical advice you can start putting to use today
- Links to official sites and a user Resource Board

**Other states coming soon!**



Questions? Contact [jennifer@upwardlyglobal.org](mailto:jennifer@upwardlyglobal.org)

Upwardly Global helps immigrant professionals with permanent work authorization rebuild their careers in the US. **Learn more** at [www.upwardlyglobal.org](http://www.upwardlyglobal.org)

# How You Can Support This Work!

- Visit [www.careersfornewamericans.org](http://www.careersfornewamericans.org) and share your feedback
- Sign-up for email updates
- Connect us to partners in your state
- Refer refugee professionals

## The 10 Best Interview Tips for Immigrant Jobseekers

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

- 1. Make every answer relevant to the job for which you are applying**  
Try to talk specifically about how your experience and skills fit to the job and company.
  - **Example:** "One of the things I find really interesting about your company is that it is German-owned. In the past I worked as a translator at various trade shows in Poland. Many of my customers were German businessmen and I took advantage of this and learned a lot about the German style of doing business. I could utilize this experience very easily at your company."
- 2. Americans love numbers and data**  
Whenever possible, provide numbers to give your interviewer a feel for the size and scope of your work.
  - **Example:** "I was in charge of doing all the accounts payable and accounts receivables the company. Each month I paid approximately 100 vendors and billed 200 customers"
  - **Example:** "I'm used to working in a very busy environment. At the bank where I work handled 50 business accounts and \$20 million in assets and was also the team lead department of 8."
- 3. Provide context and share your accomplishments**



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# How You Can Support Jobseekers Trained in Regulated Professions

- Survival jobs are necessary – so are plans to leave them
- Immigrants must be able to make informed decisions weighing licensing against other *professional* alternatives
- Identify transferrable skills, contextualize foreign ed + experience in résumé
- Market existing education and discourage collection of unnecessary/inferior US credentials
- Encourage networking, volunteerism, internships
- Build volunteer base: low-pain events (mock interviews, networking sessions); identify and orient career mentors



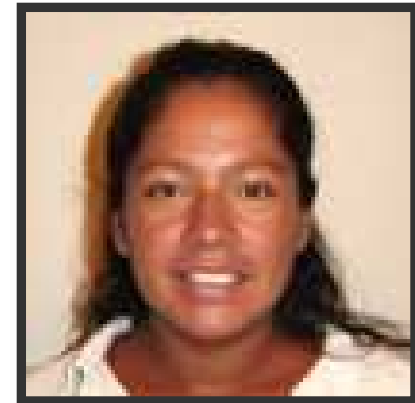
# Success Stories



Mai, Vietnam  
Internal Med. Resident  
\$35K, Coney Island  
Hospital



Kahder, Benin  
Management Analyst  
\$50K, BearingPoint



Alicia, Mexico  
Post-Doc Research Assoc.  
\$60K, Lawrence Livermore  
Labs

# Contact Information



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