

## Tackling Job Development During a Recession: Ten Points of Advice

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### 1. Look for Hidden Jobs

Eighty percent of jobs go unadvertised. Other hidden jobs include those that match client skills you might not have known about, which are uncovered through a complete assessment of work history and life accomplishments. You can also refine your hunt for hidden jobs using geographic searches and registering for job alerts with search engines such as craigslist, acinet.org and oodle.com.

Resource: RefugeeWorks "Hidden Jobs" Newsletter #27, 2008

--> [http://www.refugeeworks.org/downloads/rwnews\\_27.pdf](http://www.refugeeworks.org/downloads/rwnews_27.pdf)

### 2. Research Growth Trends

Which skilled or professional backgrounds are in demand? The prospects for refugees seeking employment in health care aren't bad at all. Nearly 1 million nurses will be needed across the country by the year 2010.

Resource: RefugeeWorks "Healthcare Hotspots" Newsletter #25, 2008

--> [http://www.refugeeworks.org/downloads/rwnews\\_25.pdf](http://www.refugeeworks.org/downloads/rwnews_25.pdf)

### 3. Increase Networking Opportunities

Improve professional networking and assist clients in finding peer mentors. Help your professional clients set up online profiles, as employers increasingly conduct online searches of candidate profiles to learn more about their backgrounds. LinkedIn has 32 million members. Wordpress.com offers free web space. Cosponsor an international networking event similar to the model piloted at the Baltimore Resettlement Center.

Resource: RefugeeWorks "Social Networking/Peer Mentoring" Newsletter #26, 2008

--> [http://www.refugeeworks.org/downloads/rwnews\\_26.pdf](http://www.refugeeworks.org/downloads/rwnews_26.pdf)

### 4. Encourage Clients to Pursue Education and Develop Vocational Skills

Historically, higher education enrollment has gone up in hard times. Work harder to form partnerships with community colleges and seek funding for refugee scholarships.

Resource: The Vital Role of Community Colleges in the Education and Integration of Immigrants (Grantmakers Concerned with Immigrants and Refugees, 2008)

--> [http://www.gcir.org/system/files/GCIR\\_ComCollege\\_web.pdf](http://www.gcir.org/system/files/GCIR_ComCollege_web.pdf)

### 5. Look for Emerging Industries

The Obama administration has announced plans to create five million green-collar jobs in the coming decade, making this an interesting area of growth for refugee employment specialists. The diversity of this job sector mirrors the varied skill backgrounds of refugee and asylee clients.

Resource: RefugeeWorks "Green Jobs" Newsletter #28, 2009

--> [http://www.refugeeworks.org/downloads/rwnews\\_28.pdf](http://www.refugeeworks.org/downloads/rwnews_28.pdf)

### 6. Recommend Volunteering and Internships to Get a Foot in the Door

Having an updated résumé with recent U.S. work experience is critical. Some internships lead to full-time positions, and all of them look good on a résumé.

Resource: Idealist.org's Volunteer Management Resource Center

--> <http://www.idealists.org/en/vmrc/index.html>

### 7. Form Partnerships with Other Refugee Service Organizations and Funders

Project SOAR (Strengthening Organizations Assisting Refugees) provides organizations that serve refugees with the tools they need to deliver high-quality services to their clients.

--> <http://www.ethniccommunities.org>

### 8. Capitalize on the Benefits of Hiring Refugees

Stress the qualifications of refugee jobseekers and how these skills can meet current business needs.

Resource: RefugeeWorks Fact Sheets on Marketing and Communication

--> [http://www.refugeeworks.org/service\\_providers/marketing\\_communication.html](http://www.refugeeworks.org/service_providers/marketing_communication.html)

### 9. Increase Services

Increase your agency's job development capacity by connecting with outside funding sources. Private foundation grants will help you set up training programs and tackle employment obstacles such as child care and transportation. Enhance your financial literacy training.

Resource: The Foundation Center

--> <http://fconline.foundationcenter.org>

### 10. Maximize Your Organization's Volunteer and Peer Mentor Services

Today, service providers match new arrivals with volunteer mentors who help them with everything from vocational English tutoring to job interviewing.

Resource: RefugeeWorks "Social Networking/Peer Mentoring" Newsletter #26, 2008; Idealist.org's volunteer management resource center

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