



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

Resources for ESL Transitions: Career Pathways Guidance and Credential Evaluation Support for Skilled Immigrants

MACAE Annual Conference
Oct 29th, 2021



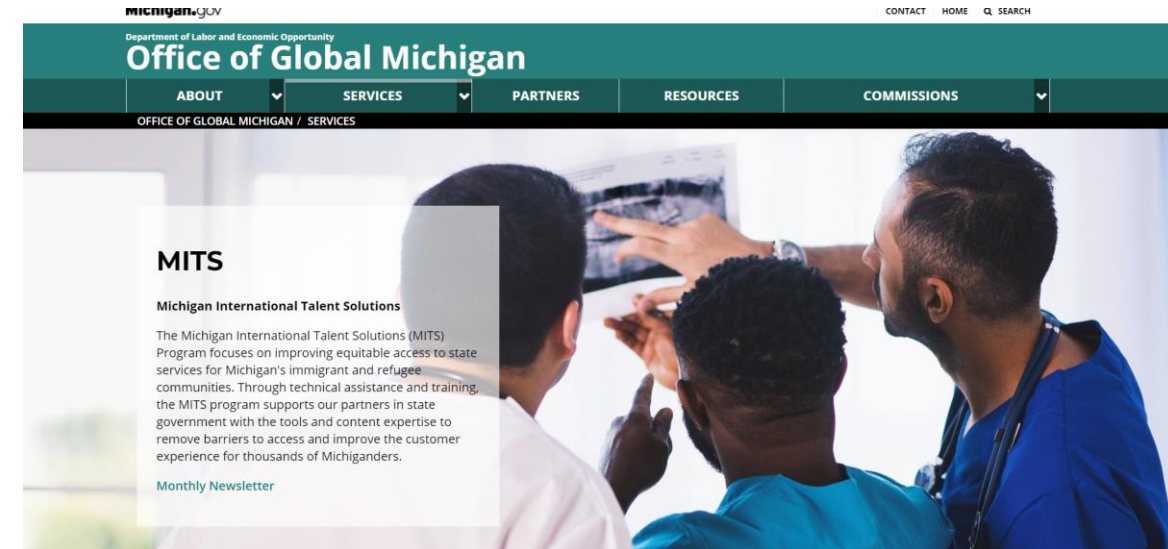
Office of Global Michigan

The Office of Global Michigan was created to help grow Michigan's economy by retaining and attracting global talent; to promote the skills, energy, and entrepreneurial spirit of our immigrant and refugee communities; and strives to make Michigan a more welcoming state. Consistent with that vision, the office supports immigrant and refugee integration initiatives for the state.



Michigan International Talent Solutions (MITS) Program

- Launched in 2015 as a professional job search training program for immigrant professionals
- Pivoted in 2020 to provide technical assistance and content expertise to our partners in state government



Establishing Learning Objectives

Learn about career pathways as a foundation of responsible career coaching for immigrants and refugees

Build working knowledge of degree & credential evaluation for job placement, career development, and professional licensing

Understand the difference between reskilling and upskilling and how to incorporate into career pathway guidance for refugees and immigrants

Develop confidence in providing professional licensing support for skilled immigrants and refugees



Most Common Types of Immigrant Visas

Family-based: Spouse of USC (IR-1/CR-1), Immediate Relative and Family Preference (F3/F4/IR-5),

Humanitarian: Refugee, Asylum, SIV

Employment-based: EB1-EB5

Other: Diversity Lottery



Most Common Types of Nonimmigrant Visas

- Visitors/Business (B-1/B-2)
- Student (F-1/M-1)
- Exchange (J-1)
- Employment (H1-B, H-2A/B L, E1-5)
- Trafficking/Crime Victims (O, U)

Nonimmigrant Visa Categories

▪ A	Diplomats	▪ N	Parents or children of special immigrants
▪ B	Visitors (bus/pleasure)	▪ O	Persons of extraordinary ability
▪ C	Transit	▪ P	Athletes or entertainers
▪ D	Crewman	▪ Q	International cultural exchange visitors
▪ E	Treaty trader/investors	▪ R	Religious workers
▪ F	Academic students	▪ S	Federal witnesses (sneaky snitches)
▪ G	International Organization	▪ T	Trafficking of persons victims
▪ H	Temporary workers	▪ TN	NAFTA professionals (Mexico and Canada)
▪ I	Journalists/Media	▪ U	Certain crime victims
▪ J	Exchange visitors	▪ V	Certain spouses/children waiting for green cards
▪ K	Fiancés/fiancées of US citizens		
▪ L	Intracompany transferees		
▪ M	Vocational students		



Career Pathways

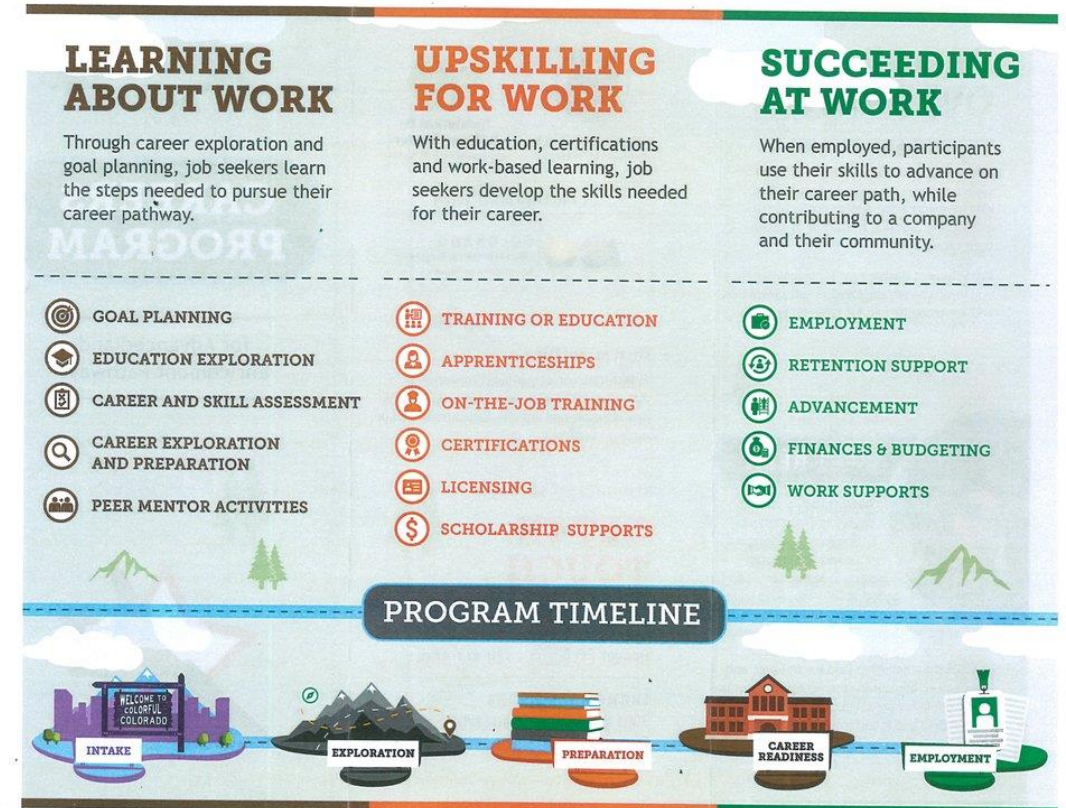
The Workforce Innovation and Opportunity Act (WIOA) of 2014 (Pub. L. 113-128) defines a career pathway as a combination of rigorous and high-quality education, training, and other services that——

- (A) aligns with the skill needs of industries in the economy of the State or regional economy involved;
- (B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships;
- (C) includes counseling to support an individual in achieving the individual's education and career goals;**
- (D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- (E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- (F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and (G) helps an individual enter or advance within a specific occupation or occupational cluster.

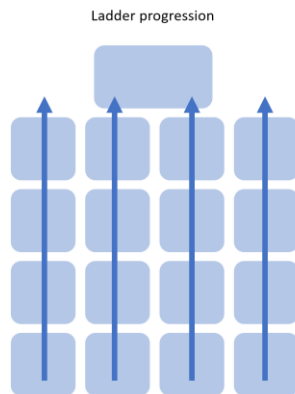


Contextualizing Career Pathways for Immigrants

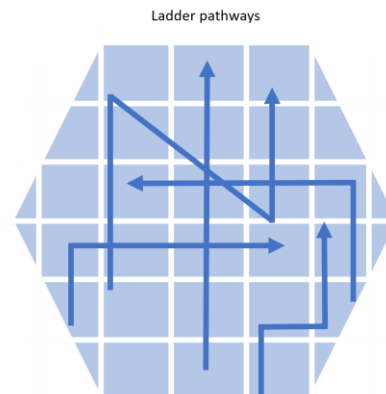
- Focusing on individualized career counseling
- Identifying “on-ramps” to career field, opportunity for career advancement
- Addressing skills/language gap for success
- Supporting with job search skills



Career Ladder vs. Career Lattice



Examples of linear career paths



Examples of more varied paths for growth and development

- Vertical, rigid progression makes traditional concept of career laddering difficult for immigrant and refugee job seekers
- Vertical and horizontal rungs allow for more varied opportunities for career growth and advancement



education+ experience+ qualifications= placement



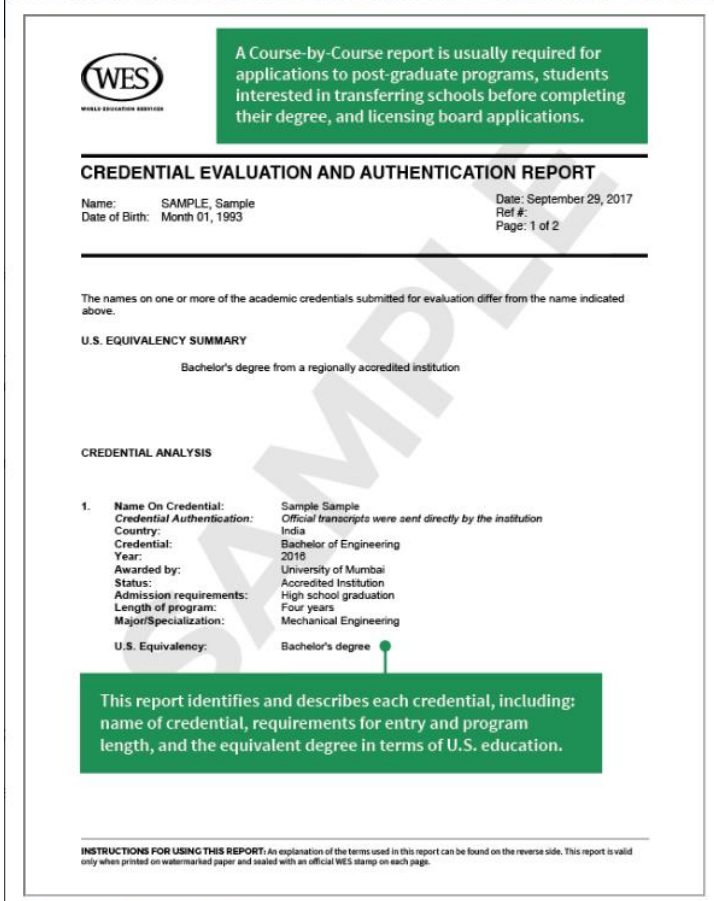
Credential Evaluation

Degree and Credential Evaluation

When is a degree evaluation necessary?

What are the different types of evaluation?

Which credential evaluator is best in each situation?



A Course-by-Course report is usually required for applications to post-graduate programs, students interested in transferring schools before completing their degree, and licensing board applications.

WES
WORLD EDUCATION SERVICES

CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

Name: SAMPLE, Sample Date of Birth: Month 01, 1993 Date: September 29, 2017 Ref #: Page: 1 of 2

The names on one or more of the academic credentials submitted for evaluation differ from the name indicated above.

U.S. EQUIVALENCY SUMMARY

Bachelor's degree from a regionally accredited institution

CREDENTIAL ANALYSIS

1. Name On Credential: Sample Sample
Credential Authentication: Official transcripts were sent directly by the institution
Country: India
Credential: Bachelor of Engineering
Year: 2010
Awarded by: University of Mumbai
Status: Accredited Institution
Admission requirements: High school graduation
Length of program: Four years
Major/Specialization: Mechanical Engineering
U.S. Equivalency: Bachelor's degree

This report identifies and describes each credential, including: name of credential, requirements for entry and program length, and the equivalent degree in terms of U.S. education.

INSTRUCTIONS FOR USING THIS REPORT: An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.



WES Gateway Evaluation



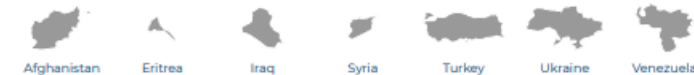
Our Expertise. Your Success.

✓ UNDERSTANDING THE WES Gateway Program

The WES Gateway Program seeks to further the academic and career goals of qualified individuals who, because of adverse circumstances in their country of education, lack standard proof of their academic achievement.

Through the Gateway Program, WES can reliably validate and assess the education of eligible individuals displaced by political unrest, conflict, and natural disasters even when verifiable documents are not available. The WES Gateway Program provides high-quality credential evaluation reports that can be accepted and recognized by employers, higher education institutions, and regulatory bodies throughout the U.S.

At this time, the program is available to individuals educated in the following countries who meet program requirements:



IS THE WES GATEWAY PROGRAM RIGHT FOR YOU?

WES recommends its standard evaluation process whenever possible to ensure the verification and authentication of all credentials. Applicants should make every effort to obtain their official documents from their institution before looking to access the services of the WES Gateway Program.

Please visit applications.wes.org/required-documents to view document requirements, and wes.org to access the standard application.

- For individuals who cannot get required documentation from their university to pursue traditional degree evaluations
- Manage expectations for what's possible with this alternative degree evaluation



International degrees are valid and valued!



Upskiling & Reskilling

Upskilling and Reskilling

- Upskilling vs Reskilling
- Best practices for immigrant job seekers--building on principles of career pathways!
- Short term credentials of value
- IET
- When is reskilling necessary?



Identifying “Credentials of Value”

- Industry-accredited
- Short term, non-degree
- Transferable and stackable
- Meets labor market demand
- Builds on job seeker’s *existing* skills and experience



Professional Licensing

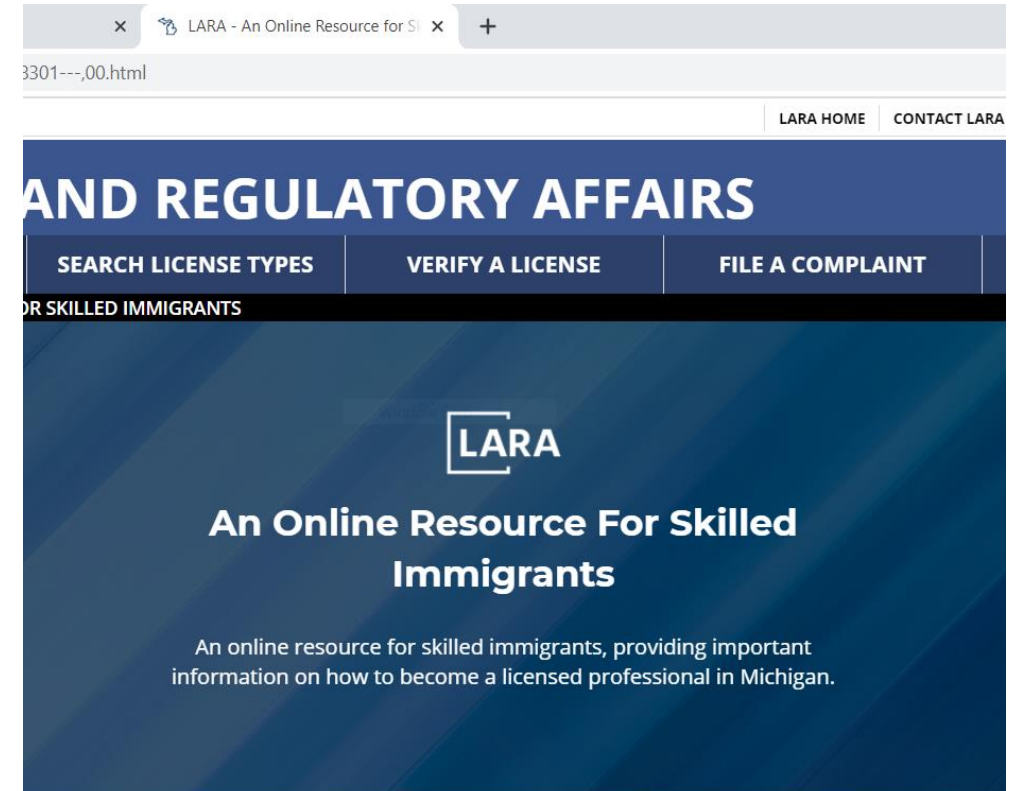
Licensing for Internationally Trained Professionals

When is licensing necessary for placement?

Longer term support for career advancement

Understanding the process of professional licensing in Michigan

Key resources



Healthcare Career Pathway Guides



Alternative Career Pathways

Professional licensing isn't always possible or feasible for immigrant job seekers...

Alternative career pathways allow individuals to ***utilize previous experience in a different capacity from within their preferred industry***



Key Takeaways for Supportive ESL Transitions

- Internationally trained professionals have existing set of skills and qualifications to use to pursue professional employment in the US
- ESL learning can continue without enrolling in GED programs—vocational/technical and integrated ESL opportunities support more immediate job outcomes
- Internationally trained professionals benefit from short term credentials of value that build on their existing skills and experience—work experience still key in job placement outcomes!



Thank you.
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