



WORLD EDUCATION

WELCOMING
AMERICA



Lessons Learned from Networks for Integrating New Americans

Welcome!



National Webinar

29 February 2016, 2:00-3:30 PM EST



Presenters



Silja Kallenbach, Vice President
World Education, MA
Director, Networks for Integrating
New Americans



Andy Nash, World Education
Technical Assistance Coordinator
Networks for Integrating New
Americans



Karisa Tashjian, Education
Program Director, Providence
Public Library, RI
Coordinator, We RI Network



Cheryl Hiester, Executive Director
Literacy Council of Lancaster-
Lebanon, PA
Project Coordinator, Lancaster
County Refugee Coalition



Tara Wolfson, Employment
& Training Program Manager
Idaho Office for Refugees, ID
Neighbors United



Ana Jovel Melendez
Deputy Director
Maddy Institute, CA
Co-Coordinator, Central
Valley Immigrant
Integration Networks

Lisa Agao, Teacher on
Special assignment, Fresno
Adult School, CA
Coordinator, Central Valley
Immigrant Integration
Networks



Jo Anderson Cavinta,
Diversity Services
Coordinator, King
County Library
System, White Center
Promise Network



Linda Faaren, Director
Puget Sound Welcome Back Ctr
and ESL Special Programs
Highline College, WA
Co-Coordinator, White Center
Promise Network

The Agenda

Core Concepts

Building Effective Immigrant Integration Networks with Adult Education

Addressing Immigrants' Work Readiness and Employers' Readiness to Hire Them

Expanding the Approach to Adult Education

Civic Integration

Questions & Comments

Multiple Dimensions of Learning

Reaping the Benefits of the Network Approach

●
Implications



**Division of Adult Education and Literacy (DAEL)
Office of Career Technical and Adult Education (OCTAE)
U.S. Department of Education**



Cheryl Keenan, Director, DAEL

Christopher Coro, Deputy Director, DAEL

Heidi Silver-Pacuilla, Team Leader, DAEL

Debra Suarez, ELL Specialist and COR,
DAEL

Johan Uvin, Acting Assistant Secretary, OCTAE

Nearly one in ten working-age U.S. adults—19.2 million—is limited English proficient

Role of Adult Education

Tie linguistic integration to civic and economic integration

Include and involve English Language Learners



Networks for Integrating New Americans

Goal:

Immigrants' linguistic, economic, and civic integration

Adult education programs in a central role in existing networks of organizations

Collective impact

Place-based

Multi-sector

Mutually reinforcing activities

Networks for Integrating New Americans

Work is driven by evolving Action Plans
and benchmarks of progress

Technical Assistance

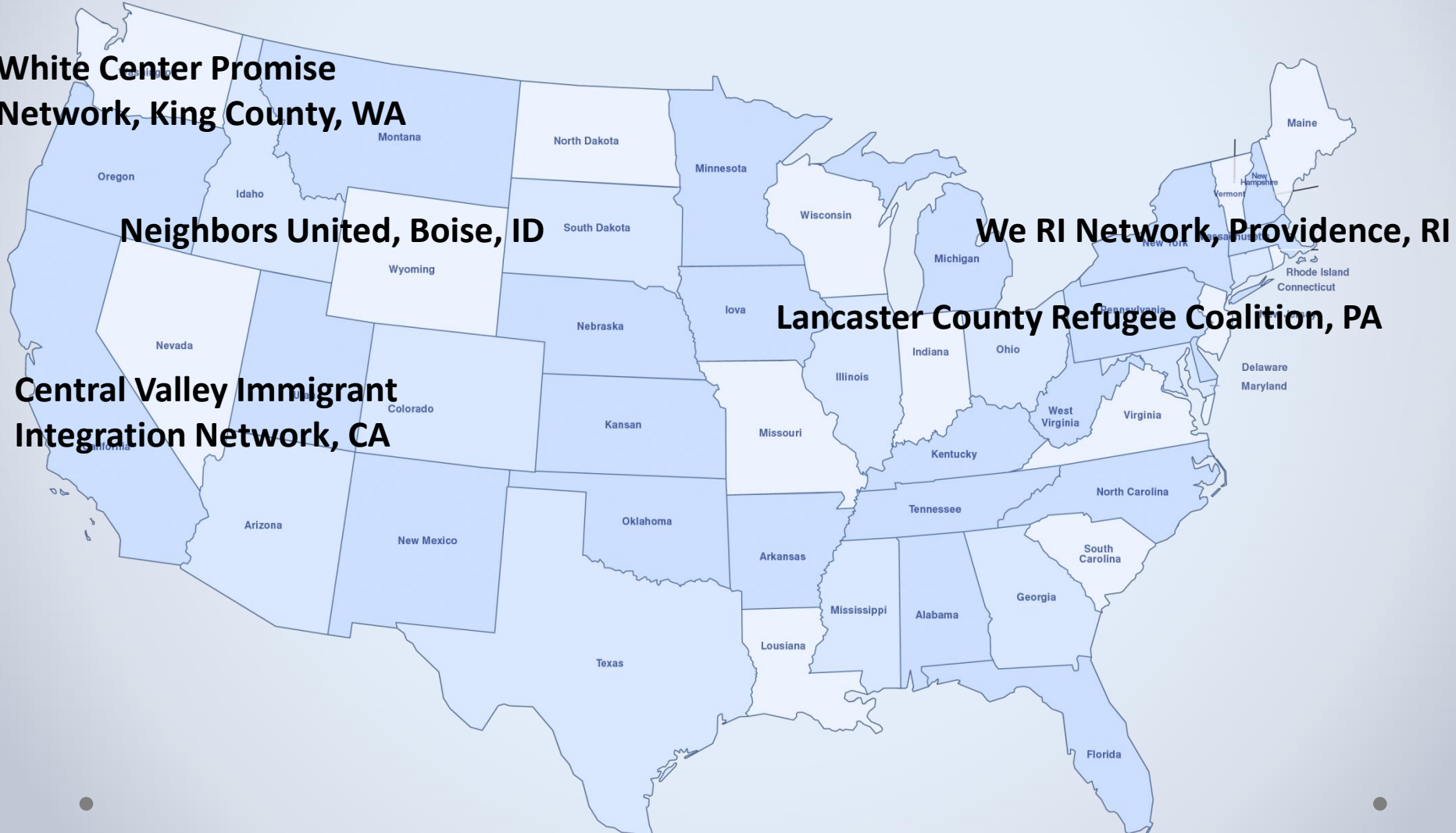
Coaching

Coordination
by
“backbone”
agency

Shared
accountability

Shared
credit

Networks for Integrating New Americans



White Center Promise Network, King County, WA

Neighbors United, Boise, ID

We RI Network, Providence, RI

Lancaster County Refugee Coalition, PA

Central Valley Immigrant Integration Network, CA

Networks for Integrating New Americans

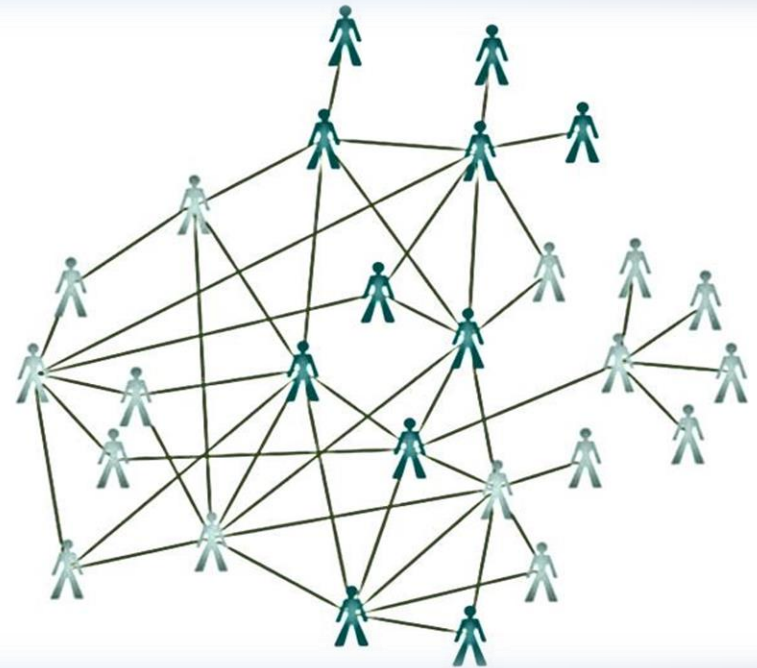


What's one lesson you have learned about immigrant integration and/or working as part of a network to accomplish common goals?

Write in the chat box.

BUILDING EFFECTIVE IMMIGRANT INTEGRATION NETWORKS WITH ADULT EDUCATION IN A CENTRAL ROLE

1. *A network's action agenda development is a dynamic process that is shaped by changing needs and opportunities, and an evolving identity.*
2. *Ongoing cultivation of internal relationships is key to building trust, buy-in, and shared sense of purpose.*
3. *Adult education programs strengthen immigrant integration networks by building awareness of the educational strengths and needs of immigrants, and of their own capacity to provide contextualized English instruction.*



Cheryl Hiester, Executive Director, Literacy Council of Lancaster-Lebanon
Project Coordinator, Lancaster County Refugee Coalition

Lancaster County Refugee Coalition



Lutheran Refugee
Services



Church World Service



BUILDING EFFECTIVE NETWORKS

Attending to Relationships

- Understanding that networks operate at the speed of trust
- Building in time and ways to get to know each other personally and organizationally
- Consistently sharing credit among member organizations

Attending to structure

- Articulating clear roles and guidelines for decision-making
- Sharing leadership

The Refugee Center & Community School, Lancaster, PA

- Adult education & citizenship classes
- Job readiness, search
- Prep to enter training programs
- Financial literacy
- Health services & dental screening
- Parent engagement
- Backpacks with food for children
- Mentoring



BUILDING EFFECTIVE NETWORKS

1. Anchor projects help networks move from connecting to producing networks.

1. Networks increase the *efficiency* and reduce redundancies in services among member organizations.

Innovative programs for adults at the library



Karisa Tashjian, RIFLI Director
Providence Public Library
Coordinator, We RI Network

NETWORKS INCREASE THE EFFICIENCY AND REDUCE REDUNDANCIES IN SERVICES



<http://www.englishforaction.org/>

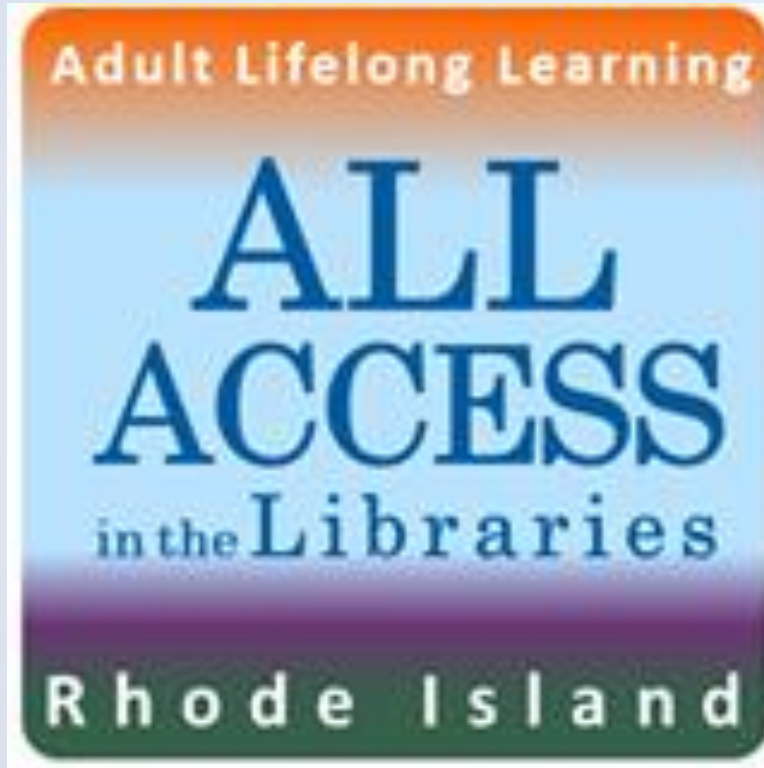


<http://riilsr.org/>



<http://www.rifli.org/>

ANCHOR PROJECTS HELP NETWORKS MOVE FROM CONNECTING TO PRODUCING NETWORKS



www.allaccessri.org

ADDRESSING IMMIGRANTS' WORK READINESS AND EMPLOYERS' READINESS TO HIRE THEM



1. Immigrant/refugee economic integration requires multiple approaches that serve high and lower-skilled English learners.
2. Engaging employers is challenging and requires practical strategies that build long-term relationships to address employers' immediate goals.

Tara Wolfson, Employment & Training Program Manager, Idaho Office for Refugees, Neighbors United





Neighbors United
Refugee Collaborative of Boise

Global Talent Idaho

Economic integration of immigrants with professional degrees with language as key barrier to career advancement

- **Employment services:** mentoring, mock interviews, networking, resume writing, job placement
- **English for Professionals**
- **U.S. work culture**

Results

- 23 refugee professionals placed into jobs, average income increase of \$22,000
- 150 U.S. professionals volunteered



EMPLOYER ENGAGEMENT STRATEGIES

- Soliciting employer input for curriculum, program's strategic plan
- Recruiting professionals to do mock interviews and to mentor
- Providing workplace exposure and experience through visits, job shadowing, and internships
- Collaborating with One-Stop Career Centers
- Recognizing employers
- Making presentations to Workforce Investment Boards, employers

AN EXPANDED APPROACH TO ADULT EDUCATION

1. *Naturalization and citizenship education can lead to broader civic engagement.*
2. *The immigrant integration framework encourages adult education programs to contextualize instruction in real-world activities and facilitate engagement with the receiving community.*



Ana Jovel Melendez
Deputy Director
Maddy Institute
Co-Coordinator
Central Valley
Immigrant Integration
Networks



Lisa Agao, Teacher on
Special Assignment
Fresno Adult School
Coordinator, Central Valley
Immigrant Integration
Networks

Central Valley Networks

*Partnering to Share
the
American Dream*



Fresno Unified School District



CVIIC

Central Valley Immigrant Integration Collaborative

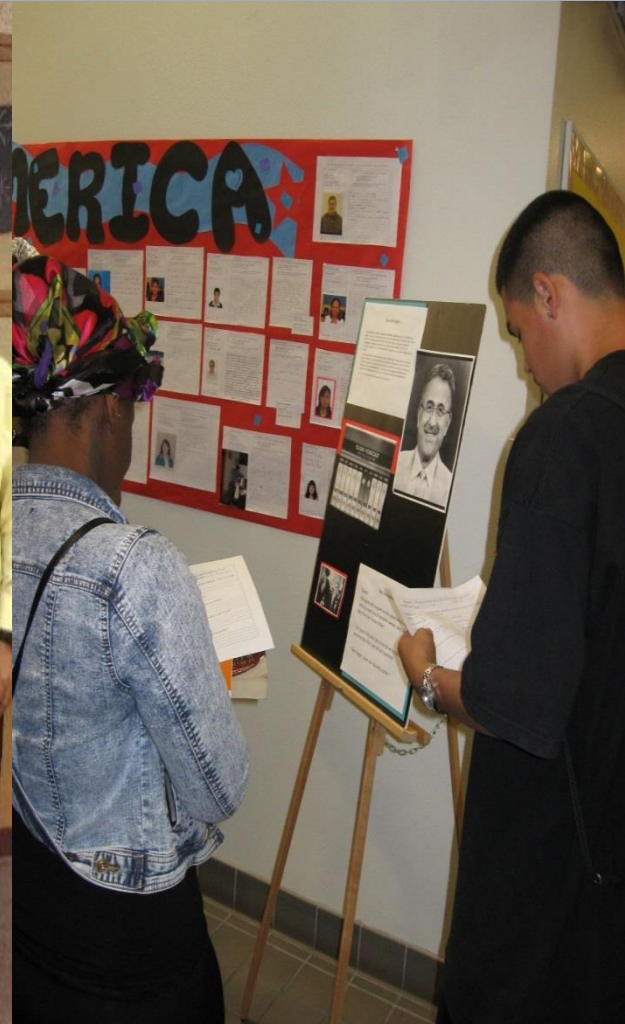


Civic and Linguistic Engagement

Contextualized instruction promotes civic engagement.

Lessons are aligned to Common Core State Standards.

Lessons include voter education and registration opportunities.



Welcoming America 2014 and 2015

Civic Engagement: Citizenship Academy

Immigrants and Receiving Communities volunteer at the event.

Immigrants meet their elected officials.

Voter registration is provided.

Positive media coverage promotes Citizenship.



Hosts Oath Ceremony

Neighbors Stronger Together

White Center

- 1. Engaging immigrant and refugee English learners in structured civic activities lays the groundwork for further civic engagement and leadership.*
- 2. Multiple organizations with a common message are more far-reaching than single organizations.*



Linda Faaren, Highline College
Puget Sound Welcome Back
Center and ESL Special
Programs Director
Co-Coordinator
White Center Promise
Network



Jo Anderson Cavinta, Diversity
Services Coordinator
King County Library System

WHITE CENTER Network for Integrating New Americans

Highline College, Highline Public Schools,
King County, King Country Housing Authority
King County Library System, King Country Public Health
OneAmerica, Port Jobs,
Southwest Youth and Family Services,
Trusted Advocates, White Center Community
Development Association,
YWCA of Seattle-King-Snohomish



CIVIC ENGAGEMENT

Immigrants & Refugees Legislative Day 2015

50 first-time
attendees from
White Center



CIVIC ENGAGEMENT

THE BIG READ

"I was profoundly moved by this tale of an Ethiopian immigrant's search for acceptance, peace, and identity."
—KHALED HOSSEINI,
author of *The Kite Runner* and
A Thousand Splendid Suns

The
Beautiful
Things
That
Heaven
Bears

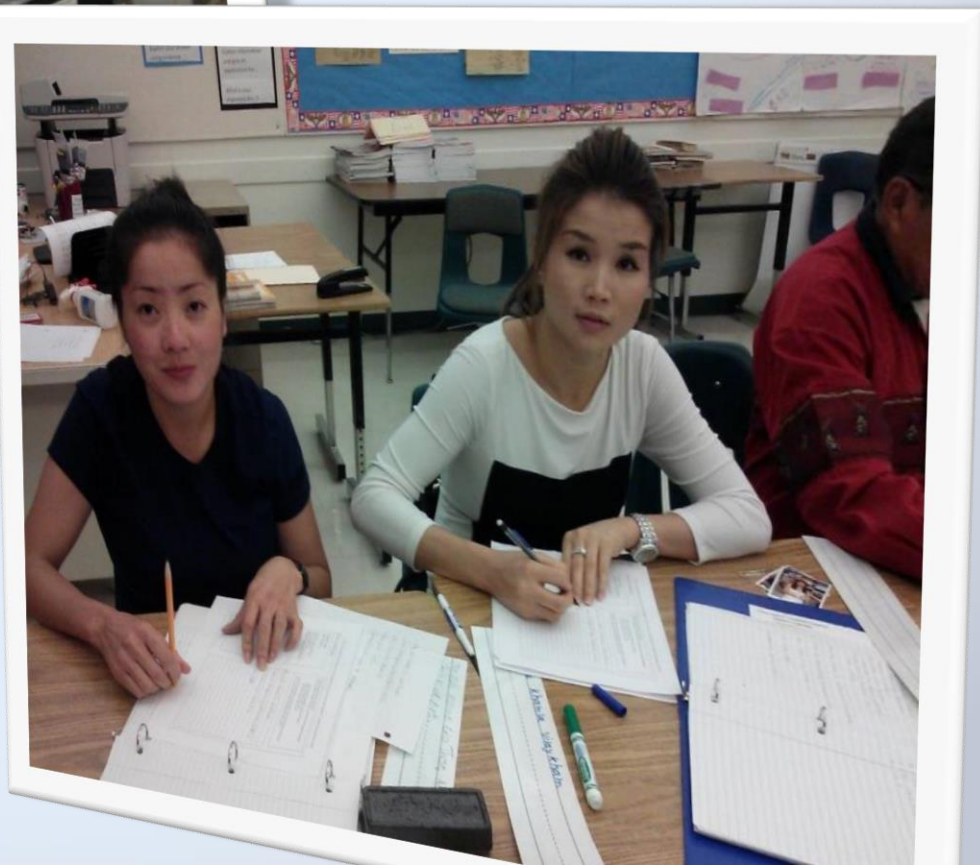
"A great African novel,
a great Washington novel,
and a great American novel."
—*The New York Times*
Book Review

a novel

Dinaw
Mengestu



Questions, Comments?



WHAT TECHNICAL ASSISTANCE WAS NEEDED

Networks were supported by:

- Project-wide technical assistance in the form of webinars, institutes, and coaching
- Network-specific technical assistance related to network development and immigrant integration strategies.



Andy Nash, World Education
Technical Assistance Coordinator,
Networks for Integrating New Americans

THE MULTIPLE DIMENSIONS OF LEARNING

- Learning **with** one another builds relationships and deepens understanding

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- Learning **with** one another builds relationships and deepens understanding
- Learning **about** one another enables the network to maximize its capacity
- Learning **from** one another supports innovation and cross-fertilization of ideas

REAPING THE BENEFITS OF THE NETWORK APPROACH

Effective networks attract resources to provide new or improved services to immigrants.



Silja Kallenbach
World Education
Director, Networks for
Integrating New Americans

IMPLICATIONS FOR ORGANIZATIONS

- **Questions?**
- **Suggestions?**

1. Dual focus on network development and integration activities.
2. Ensure top leadership and staff are informed, onboard, and supported to participate in the network's activities.
3. Identify an anchor project to provide a focal point.
4. Create differentiated English language programming related to economic integration for high and lower skilled immigrants.
5. Create civic integration pathways for citizens and non-citizens.
6. Create programming that brings communities together and is sensitive to the needs of English Language Learners.

IMPLICATIONS FOR FUNDERS

- **Questions?**
- **Suggestions?**

1. Fund a scale-up of specific promising practices adapted to local contexts.
2. Incentivize the inclusion of adult education programs in immigrant integration networks and welcoming communities initiatives.
3. Provide funding and technical assistance for network development and for shared data collection systems.
4. Coordinate federal funding for immigrant integration across multiple sectors.

QUESTIONS? COMMENTS?

LEARN MORE:

Worlded.org/us

- Lessons Learned Paper
- Welcoming Toolkit
- Webinars
- Theoretical Framework

