



Our Expertise. Your Success.

DECEMBER 5, 2017

OCCUPATIONAL LICENSING MULTI-STATE CONSORTIUM

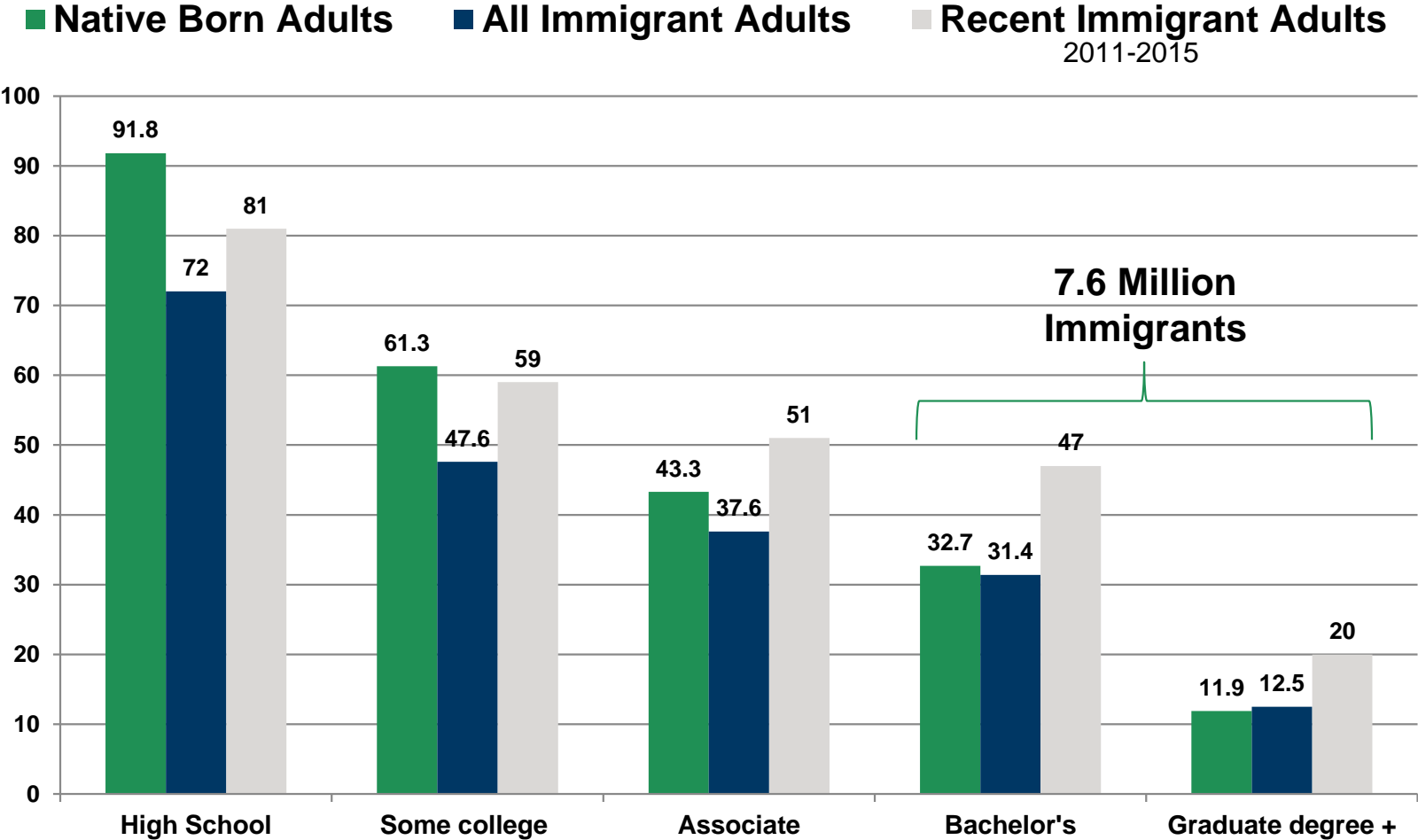
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World Education Services (WES)

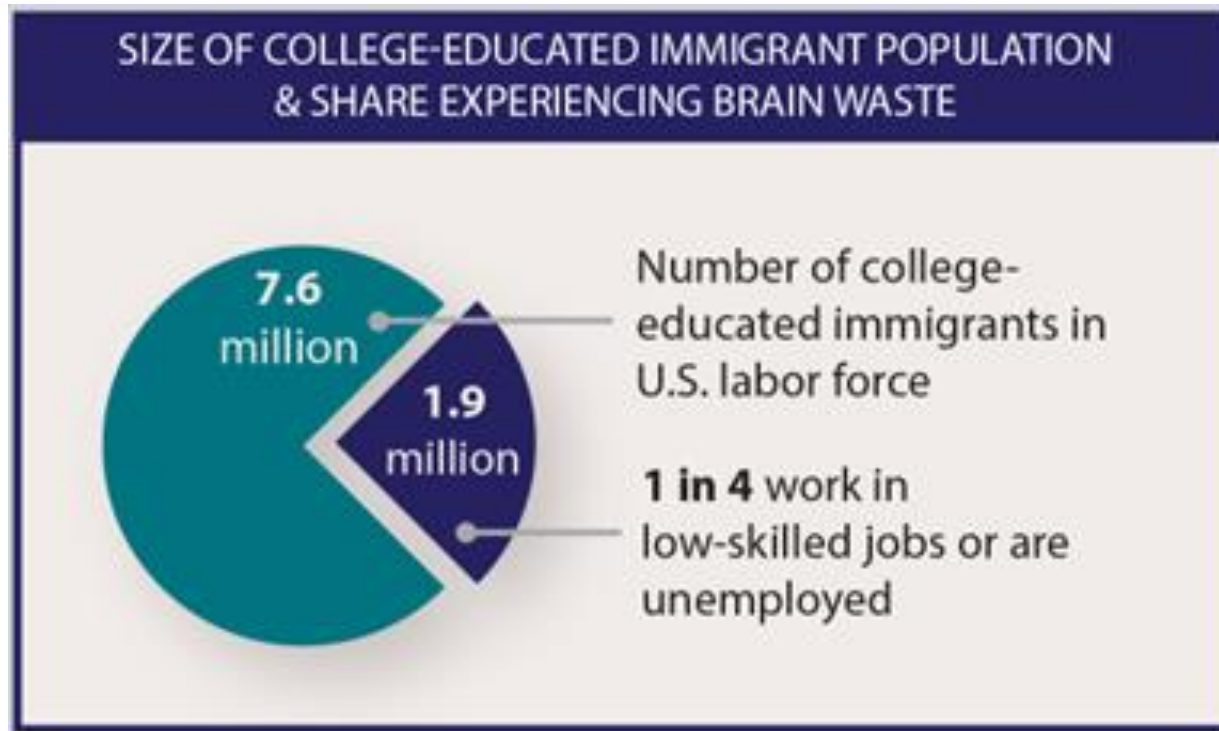
- WES is a non-profit organization dedicated to helping individuals with foreign education achieve their educational and professional goals in the United States and Canada.
- Founded in 1974, we evaluate and advocate for the recognition of international education qualifications.
- WES Global Talent Bridge program
 - We provide community organizations and public agencies that assist skilled immigrants with tools, training and other resources
 - We identify and promote best practices, and advocate for policies that facilitate the integration of immigrants into the U.S. economy

Education Levels of U.S. Immigrant Adults



Sources: Migration Policy Institute, US Census Bureau

Brain Waste



Definition: Brain waste (aka skills underutilization) College graduates cannot fully utilize their skills and education in the workplace despite their high professional qualifications. Includes two outcomes:

- *Unemployment.* Persons are actively searching for employment but unable to find work.
- *Underemployment.* College graduates working in low-skilled jobs (e.g., home-health aides, personal-care aides, maids and housekeepers, taxi and truck drivers, and cashiers). These occupations typically require a high school diploma or less.

Source: Untapped Talent, 2016. Migration Policy Institute, WES, NAE

Costs of Brain Waste

COST OF UNDEREMPLOYMENT OF HIGHLY SKILLED IMMIGRANTS

UNITED STATES

\$39.4 billion in forgone earnings annually

\$10.2 billion in forgone taxes annually

\$7.2 billion in federal taxes

\$3 billion in state and local taxes

Source: Untapped Talent, 2016. Migration Policy Institute, WES and NAE

Immigrants are Well Positioned to Address Economic and Community Needs

- Substantial talent pool in high-demand fields including sciences, engineering, healthcare, education
- Skilled immigrants' career re-entry takes time; middle skill occupations and paraprofessional positions can be interim steps or alternative careers
- Bring linguistic and cultural competence to health care and education fields

Key Barriers for Immigrants

- Limited English Proficiency
- Difficulty understanding requirements and navigating complex systems
- Legal Status
- Discounting of foreign education and training

Foreign Education and Training

- Regulators may lack understanding and confidence in foreign education or training
- Gaps or misalignment between US licensing requirements and foreign curricula
- Promising Approaches
 - Improved credential evaluation
 - Upskilling and Certifications
 - Bridge programs, Accelerated pathways
 - Competency assessment
 - Limited or provisional licensing models

Promising Practices

- State Workforce/Licensing Initiatives
 - Michigan – 40 immigrant licensing guides, Michigan International Talent Solutions
 - Maryland Skilled Immigrant Task Force
- Occupation-specific
 - Nurses – LaGuardia NCLEX program
 - Education – WA State “Grow Your Own”
 - Minnesota – funds bridge programs for doctors and teachers



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THANK YOU

Need more information?

www.wes.org/gtb

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