Presenters

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Program Manager

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Employment Navigator
HOSPITALITY CAREER PATHWAY

Housekeeping Training - International Institute
Dietary Aide Training - With Employer and at the College
Professional Leadership Training
Leadership Internship
Business College Credit

Housekeeping average starting wage: $15/hr
What We Do

- English language integrated with work skills learning
- Computer skills
- Job search and readiness learning
- Financial coaching
- Wrap around services
- Post class employment navigation
What is NOT a barrier?

**Work Ethics**
- Hardworking
- Determined
- Want to work

**Loyalty**
- 70% stay in their first job for at least 12 months

**Diversity**
- Variety in perspective
- Different backgrounds
- Transferable and technical skills

**Skilled Workers**
- High level degrees from home country
- Speaks multiple languages
- Past work experiences (US & Non-US)
Barriers to Employment

- Language
- Transportation
- Childcare
- Housing insecurity
- Food insecurity
- Limited social and professional network
How are we addressing these barriers?

• Integrated education and training (IET)
• Employment navigation
  – Holistic approach to supporting participant needs
  – Provide advice to employers on how to better support immigrant and refugee applicants/employees
  – Educate employers and local community about importance of including immigrant and refugee applicants in the American workforce
Integrated Education and Training (IET)

What is it and why is it important?
What is IET?

Integrated Education and Training (IET) is a service approach that provides:

(1) Adult education and literacy activities **concurrently** and **contextually** with...

(2) Workforce preparation activities and...

(3) Workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement

Source: Workforce Innovation and Opportunity Act | Prepared by: Amy Dalsimer
3 Required Components of IET Programs

- Adult education
- Literacy
- English language
- Family literacy
- Workforce prep
- English language and civics preparation

Workforce Preparation
- Critical Thinking
- Digital Literacy
- Self-management
- Employability Skills

Workforce Training
- Occupational skills training
- On-the-job training
- Incumbent worker training
- Pre-apprenticeship
- Customized employer-sponsored training

Prepared by: Amy Dalsimer
Collect Materials from Employers

Meal ticket from Sholom nursing home
Decode Abbreviations

<table>
<thead>
<tr>
<th>Abbreviations</th>
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Define Industry Specific Terminology: **Dysphagia**

<table>
<thead>
<tr>
<th>Thin</th>
<th>Nectar Thick</th>
<th>Honey Thick</th>
<th>Pudding Thick</th>
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<tbody>
<tr>
<td>Thin fluids include juices, milk, water, pop, thin broth soups, coffee, tea, nutritional supplement drinks</td>
<td>Can be easily poured fruit nectars strained pureed cream soups e.g. - peach or mango juice</td>
<td>Slightly thicker and not as easy to pour as nectar e.g. - liquid honey</td>
<td>Holds own shape Cannot pour Usually eaten with a spoon e.g. - pudding - yogurt - applesauce</td>
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Provide Hands-on Practice
Benefits of IET to Students

- Builds confidence and familiarity with industry specific terminology
- Using language in real life situations promotes language acquisition and retention
- Being in a workplace helps to give them a better idea what the job will entail
Benefits of IET to Students

- Job seekers are more prepared for the workplace
- Employers are able to showcase why they are a good place to work
- Employers trust our recommendations
- Follow-up services we provide
Participant Testimonies

How have our job training class at the institute help you succeed in your career goals?
## Employment Navigation

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<thead>
<tr>
<th>Action</th>
<th>Description</th>
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<tbody>
<tr>
<td>Connect</td>
<td>Connect graduates with partnered employers</td>
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<tr>
<td>Assist</td>
<td>Assist with application process</td>
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<tr>
<td>Ensure</td>
<td>Ensure there is clear and direct communication between employer and employee/potential candidates</td>
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<tr>
<td>Guide</td>
<td>Guide participant through hiring, training and onboarding as needed</td>
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<tr>
<td>Advocate</td>
<td>Advocate for participant’s worker’s rights</td>
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<tr>
<td>Encourage</td>
<td>Encourage partnered employers to participate in program events</td>
</tr>
<tr>
<td>Provide</td>
<td>Provide advice and creative ways to improve hiring process and retention with employers</td>
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“We have found the skills students learn in these programs prepare them for successful entry into the workforce. We have employed several students post International Institute training and have found that the time to train is dramatically reduced.”

Ben Coady

Human Resource Specialist | TPI Hospitality
Importance of Employer Partnerships

How have partnering up with the Institute benefit your company?
Recommendations to Eliminating Barriers in your Workplace

- Application & hiring
- Onboarding & training process
- Continual investment in employees
Additional Resources

• [Hospitality Students Find Confidence in Hands-on Training](#)
• [Rose’s Story](#)
• [USCRI Agencies](#)
• [Career pathways](#)
• [TPI Hospitality](#)
• [Professional Leadership Pathway](#)