

COMPASS

New Workforce New Markets New Opportunities

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Workforce Development

Cultural Competence

Mentoring Pilot

Our Communities are Changing





Mohawk Valley Resource Center for Refugees

Recognized by UN for unique success of program

Hub of vibrant international communities



Our Communities are Changing

AFGHANISTAN	**73**
Ameriasian and	1281
VIETNAM	782
BOSNIA	4449
BULGARIA	25
CAMBODIA	365
CHINA	9
CONGO (ZAIRE)	21
CUBA	63
CZECHOSLOVAKIA	**80**
EGYPT	3
ETHIOPIA	11
FORMER SOVIET UNION	2425
Meskhetian Turks	**63**
HAITI	89
HUNGARY	29
IRAN	49
IRAQ	166
KOSOVO	77
LEBANON	1
LAOS	266
LIBERIA	84
LIBYA	6
Thailand (BURMA)	**1015**
POLAND	146
ROMANIA	28
SIERRA LEONE	22
SOMALIA	252
SUDAN	127
YUGOSLAVIA	5
Total Refugees Resettled by MVRCR	12,012



Global Population: 6.5 Billion

- Over **21 million** people are under the protection of the UNHCR
- The UNHCR recognizes 8.4 million as Refugees fleeing persecution of some form of persecution
- 6.6 million are internationally displaced and 773,500 are seeking asylum



Perspective on Population Shifts

- 1 million immigrants come to US annually
- By Executive Order, the number of refugees to be allowed in is established
  - For 2008, the number has been set at 50,000
  - Refugees are eligible to work here shortly after arrival
  - Eligible to apply for Citizenship after five years



New York State Population

- Over 150 languages are spoken
- Nearly 30% of population speaks language other than English at home
- Only California has more residents from other nations
- Not only is the composition of your workforce going to continue to change rapidly, the composition of your resident and family populations will change



In Utica

- 9000 students in the city school district speaking forty-one languages
- Teachers, students, administrators, and public safety officers face multi-cultural challenges, and opportunities, daily
- 600 houses have been renovated
- New businesses enrich our community
- Our clients are often in jobs within 120 days

Who are Refugees?



Initial Displacement



Refugee Camp



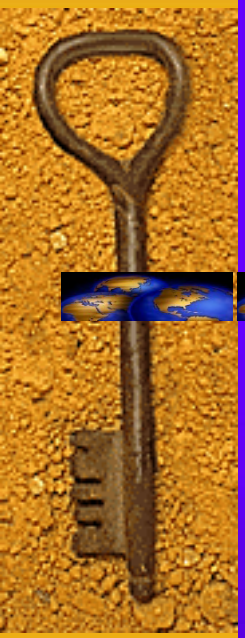
Urban Refugee

UNHCR
The UN Refugee Agency

With host governments, international community and NGO's Search for…

Durable Solutions:

- Repatriation
- Integration
- Resettlement



Who are Immigrants and Refugees?

A Class of Immigrant admitted to the US under a special humanitarian program designed to protect persons who flee to a different country because of a fear of persecution based on race, religion, nationality, social group, political opinion, or armed conflict, and lack of a durable solution.





Services provided or coordinated by MVRCR

- Resettlement- Housing and basic set up
- Health Screenings
- School Enrollments
- Cultural Orientation
- ESL instruction
- Employment screening and placement
- Citizenship
- Interpretation and Training



Culture is an **Inner Compass** which provides a mental map and direction based on ideas and beliefs. It serves as a reference point, and asks us continually if we will modify or maintain our core beliefs.



Culture is…

- Culture is **learned and shared**
- Culture is **a source of pride**
- Culture is constantly **evolving**



Who Are We Welcoming Today?



Keep in Mind- in the camps:

- Mortality rate for children is 10%
- Life expectancy is under 60 years
- Living conditions are meager and cramped
- Residents set policies and manage food supplies

Mae La Camp



















In 2008, we expect 500+ arrivals

- Many have been living in camps for over ten years
- 26% of adults have never held a formal job
- Over half were farmers before conflict
- Main languages: Karen, Burmese, and Thai
- Over sixty percent are Christians
- Extremely strong, supportive community here



The Karen people are

- Kind
- Gentle
- Joyful
- Resiliant
- Eager to work
- Dedicated to education for children
- Community and faith focused
- Maintain strict norms on gender interactions
- Adapting well
- Respectful



Definitions of Cultural Competence

A group of skills, attitudes, and knowledge that allows persons, organizations, and systems to work effectively with diverse racial, ethnic, and social groups. (SAMSHA)



Another explanation

- Culture implies integrated pattern of behavior that includes thoughts, communication, actions, customs, beliefes, values, and institutions.
- Competence implies having the capacity to function effectively.



- ***Awareness*** of cultural challenges, issues as well as your own cultural base.
- ***Knowledge/Familiarity*** with special issues/needs affecting individuals/groups from other cultures.
- ***Skills*** to effectively communicate cross-culturally.
- ***Commitment*** to continually learn and gain new knowledge of the influence of culture in our relationships.



Making It Real



The Mentoring Program Plan

- Cultural Competence Training for mentors and management
- Message Board for support
- Six month evaluation
- Tools, vocabulary lists, retention metrics



Coordinated Support from MVRCR Employment

- Key concepts will be incorporated into Cultural Orientation and Job Preparation instruction
- All new arrivals will be screened for potential for health care career
- Concept of job ladder and progression introduced and reinforced



Adults Learning English

- Each journey is different
- One on one tutoring effective
- Focus on 7-10 new vocabulary words at once
- Can take over five years to read at middle school level



What steps can you take now?

- Examine your own cultural compass
- Identify your hot buttons
- Learn more about conflict in Myanmar
- Practice patience
- Learn new communication skills
- Volunteer to be an ESL tutor
- Implement organizational support and recognition for mentors

See www.mvrcr.org for more information

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