

Integration Super Highway

KEY TO SYMBOLS

 Always consider the impact that policies, laws and procedures can have on your progress.

 Hazards can appear at any point on your journey. Beware of discrimination, unscrupulous employers, and fear.

 Use bridges to get around hazards and other obstacles.

ARE YOU ACHIEVING YOUR EDUCATIONAL MILESTONES?

Measure your progress.

You're almost there! Stop now to measure your progress.

WHAT ARE YOUR EMPLOYMENT AND SELF-SUFFICIENCY LEVELS?

HAVE YOU ASSESSED YOUR BUSINESS GROWTH AND TAX REVENUES?

UNDERSTANDING

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Expand your resources and strategies.

ENCOURAGE THE DEVELOPMENT OF IMMIGRANT LEADERSHIP.

Enable and support all workers, including immigrant and native-born. Expand your strategies, discover available resources, and consider new ones to create.

UTILIZE LOCAL FOUNDATIONS AND PUBLIC FUNDING.

SUPPORT ACCESS TO TRANSPORTATION, HOUSING, BANKING AND DAYCARE.

TOLERANCE

Recognize immigrants as part of the mainstream workforce. Encourage programs that level the playing field by acknowledging diversity and serving all workers fairly.



Merge and harmonize programs.

HELP IMMIGRANTS UNDERSTAND AMERICAN CONVENTIONS.

HELP IMMIGRANTS ACQUIRE ENGLISH.

RECOGNIZE IMMIGRANT CREDENTIALS AND COMPETENCIES.

HOW WILL YOU CREATE EQUITABLE OPPORTUNITIES FOR ALL WORKERS?

Now that you have a better sense of the workforce environment, it's time to identify and plan for inevitable risks, prejudices, and perceived competition.

REST AREA
Consider risks before continuing your journey.

Determine where workers are needed to sustain and grow the economy. Consider how immigrants can fill the need. Encourage new business ownership opportunities.

CONSIDER CREATING AN EMPLOYER COUNCIL.

MEET WITH LOCAL ECONOMIC DEVELOPMENT LEADERSHIP.

Watch for upcoming jobs.

ALIGN WITH LABOR MARKET NEEDS.

FAIRNESS

HOW WILL YOU ENSURE THAT ALL WORKERS ARE TREATED FAIRLY?

Have open conversations with members of the immigrant community, employers, unions, educators, community organizations, immigrant-serving groups, and policy makers.

IS IMMIGRATION A NEW PHENOMENON FOR OUR COMMUNITY?
WHAT ARE OUR CONCERNS?
HOW ARE WE RESPONDING?

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START

Ready to integrate immigrant workers into the workforce and community? Hit the Integration Super Highway today to make sure that everyone—employer, employee, and the community—wins!

STOP
Know your workplace and community.

WHAT ARE THEIR COUNTRIES OF ORIGIN?

WHAT ARE THEIR SKILLS AND LEVELS OF EDUCATION?

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SCENIC AREA
Take a fresh look at immigrant workers.

"Immigrant" tells you only that the person wasn't born in the U. S. Get to know the rich diversity of immigrants in your community and workforce.

UNDER WHAT CIRCUMSTANCES DID THEY COME TO THE U.S.?

Final Destination

Welcome to a fully-integrated workforce.



For long-term success, take periodic trips along the Integration Super Highway!