

**“The minute a  
refugee gets a job is  
the minute they stop  
being a refugee.”**

—Hamdi Ulukaya,  
Founder and CEO of Chobani



### Connect with Job Candidates

The following non-profit agencies work directly with refugees and newcomers to help them find suitable employment:

#### **Dorcas International Institute of RI**

(401) 784-8600

[www.diiri.org](http://www.diiri.org)

#### **Refugee Dream Center**

(401) 300-0544

[www.refugeedreamcenter.org](http://www.refugeedreamcenter.org)

#### **Beautiful Day RI**

(508) 955-0747

[www.beautifuldayri.org](http://www.beautifuldayri.org)

#### **Genesis Center**

(401) 781-6110

[www.gencenter.org](http://www.gencenter.org)

#### **Progreso Latino**

(401) 728-5920

[www.progresolatino.org](http://www.progresolatino.org)

#### **New Bridges for Haitian Success**

(401) 408-2114

[www.nb4hs.org](http://www.nb4hs.org)



#### **Governor's Workforce Board**

RI Department of Labor and Training  
1511 Pontiac Ave., Cranston, RI 02920

Phone: 401-462-8860

E-mail: [dlt.gwbinfo@dlt.ri.gov](mailto:dlt.gwbinfo@dlt.ri.gov)

Web: [www.gwb.ri.gov](http://www.gwb.ri.gov)

*An equal opportunity employer.  
Auxiliary aids and services available upon request.  
TTY via RI Relay: 711.*



**Accessing Untapped Talent:**

**Employer Resources  
for Refugee and  
Newcomer Hiring**



## Understanding Status Types

Status types for displaced migrants living in the U.S. include, but are not limited to:

- Refugees
- Humanitarian Parolees
- Temporary Protected Status (TPS) and Special Immigrant Visa (SIV) holders
- Asylees and Asylum Seekers
- Victims of Human Trafficking
- Victims of Criminal Activity

Individuals with the above status types are typically work-authorized, but their work authorization document types may vary.

## Verifying Work Authorization (Valid Document Types)

It is common to have questions about work authorization documents – especially those presented infrequently.

The Tent Partnership for Refugees has a [U.S. Employers' Guide to Hiring Refugees](#). The comprehensive and informative guide contains information on verifying various document types for employers.

Further information can be found in the U.S. Citizenship and Immigration Services' [M-274 Handbook for Employers](#).

Additionally, the Immigrant and Employee Rights Section of the U.S. Department of Justice's Civil Rights Division can answer questions from companies about work authorization documents via its **Employer Hotline: 1-800-255-8155**. The hotline is free of charge and available during normal business hours!



## Tax Credits, Incentives, and Training Grants

The **Governor's Workforce Board** also offers several programs that can incentivize and facilitate newcomer hiring, training, and accommodations including:

- On-the-Job Training
- Work Immersion
- Incumbent Worker Training Grants
- Workplace Accessibility Grants

The **Work Opportunity Tax Credit** is a federal tax credit available to employers for hiring individuals with barriers to employment including newcomers receiving Temporary Assistance to Needy Families (TANF) or Supplemental Nutrition Assistance (SNAP).

The Rhode Island **Investment Tax Credit** can benefit employers in specified industries who either pay above average wages or invest at least two percent (2%) of total payroll costs in worker training.

For additional information on these tax credits, incentives, and training grants, please visit: [www.gwb.ri.gov](http://www.gwb.ri.gov).

## Best Practices and Free Expert Guidance on Newcomer Hiring

**Tent U.S.** is a coalition of more than 200 major companies from across the United States stepping up to help refugees enter the labor market. Joining Tent is free of charge and offers employers a range of services including:

- Tailored advice on how to set up successful refugee hiring programs.
- Resources, trainings, best practices, and peer-to-peer learning.
- Access to Tent's professional refugee mentorship programs.
- Communications guidance and opportunities to amplify efforts.

For additional information, please visit: [www.tent.org/us](http://www.tent.org/us).

The [Preferred Refugee Employer Program](#) at **Global Refuge** both facilitates and recognizes employers' commitment to implementing refugee employment best practices. Preferred Refugee Employers (PREs) implement at least five (5) of the following, including, but not limited to:

- Annual goals for refugee hiring
- Transportation assistance
- Housing assistance
- Childcare subsidies
- Cohort hiring
- Refugee-specific orientation sessions
- ESOL/adult education classes
- Vocational mentorship
- Delineated pathways for promotion

For additional information, please visit: [www.globalrefuge.org/pre](http://www.globalrefuge.org/pre).