



# Flourish Tulsa

## Supporting internationally trained Tulsans access careers

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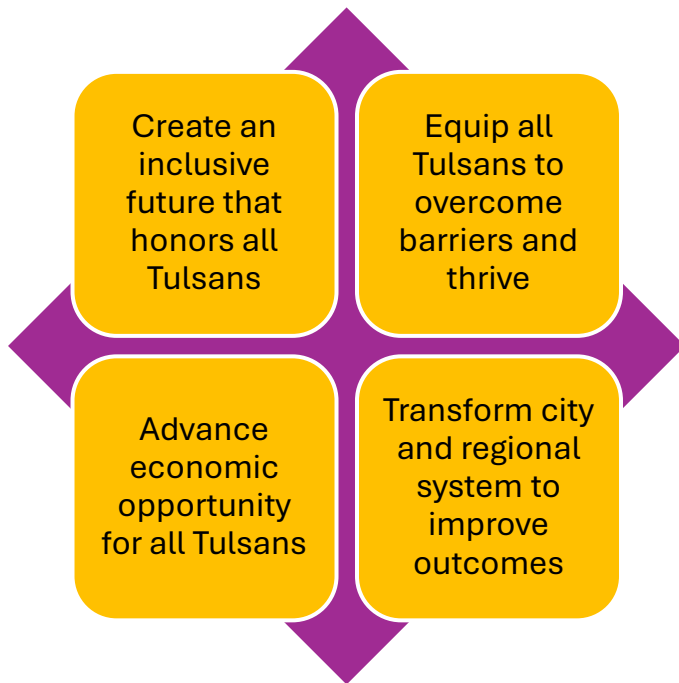
# Presentation Overview

- 1. Quick introduction to immigrant and refugee inclusion work of the Mayor's Office of Resilience and Equity**
- 2. New Tulsans Initiative Goals and Flourish Tulsa Program**
- 3. Work to date and opportunities**
- 4. Questions**

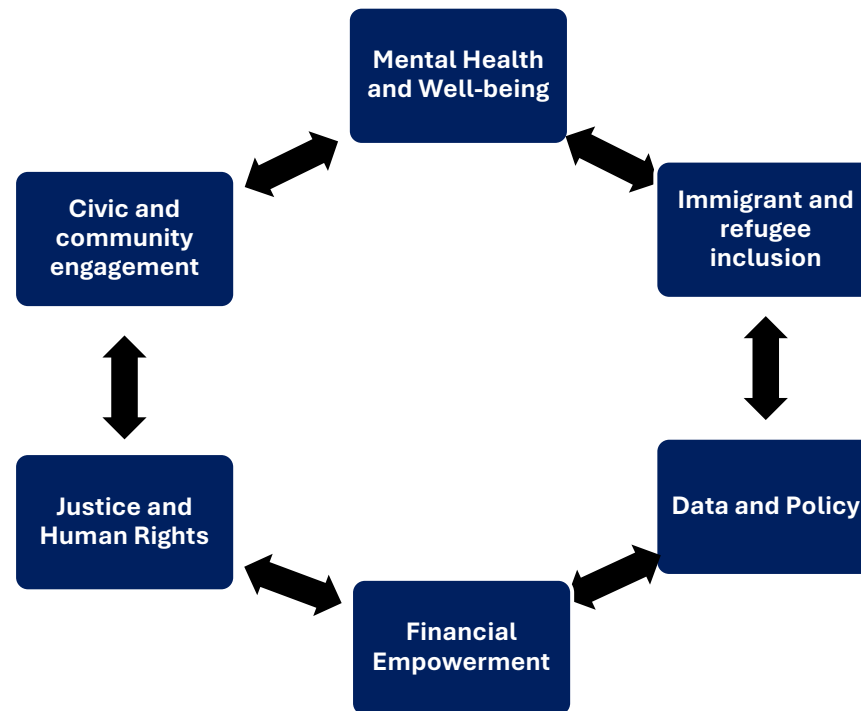


# The Mayor's Office of Resilience and Equity implements programs, policies, and practice changes to support resilience, equity, inclusion, and ultimately, our city's mission and vision.

## Four Pillars of Resilience



## Six Functional Areas



## City of Tulsa Mission, Vision, Values

### OUR MISSION:

Build the foundation for economic prosperity, improved health and enhanced quality of life for our community.

### OUR VISION:

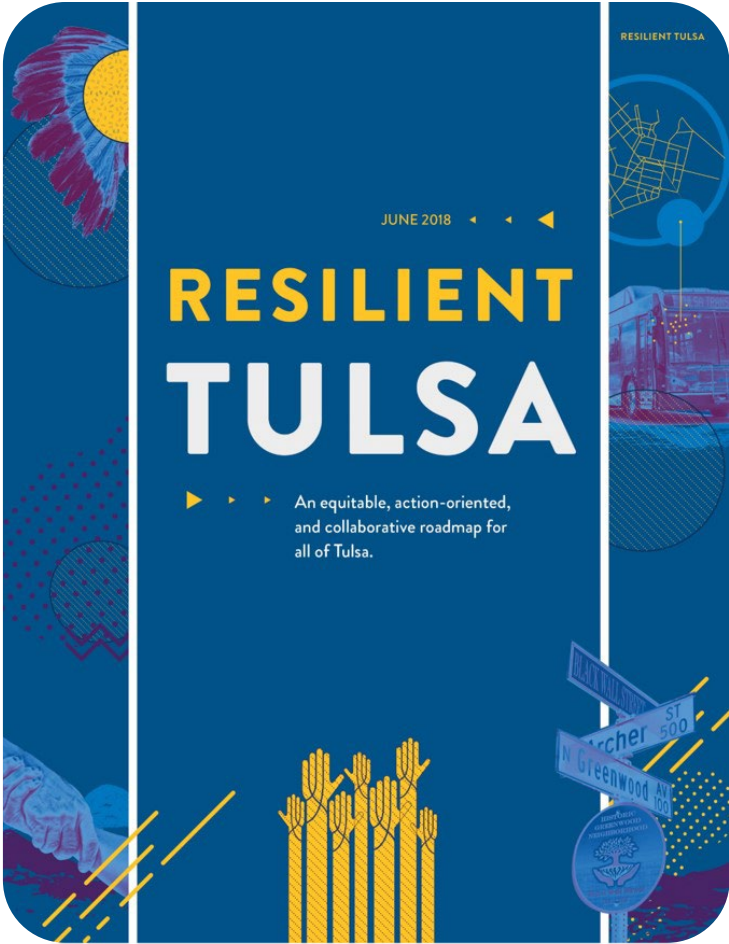
Tulsa will be a globally competitive, world-class city.

### OUR VALUES:

**Committed Teamwork** – We work **together** toward common goals.

**High Expectations** – We expect **excellence** in our work, our organization and the city we are building.

# Community-informed city-wide strategies guide our work



# New Tulsans Initiative

- It is a comprehensive roadmap for **building** a more cohesive and equitable Tulsa and **fostering** connections between all immigrant and long-term residents.
- Ultimately, the Welcoming Plan is a **commitment to the social inclusion** of all immigrants and promoting **shared prosperity for all Tulsans**.
- **Flourish Tulsa** is part of NTI's Economic Development Goals

## 26 goals are organized into five categories



### Civic Engagement

Increasing access to municipal services, leadership opportunities, naturalization and voter registration



### Economic Development

Recognizing and celebrating immigrant entrepreneurs, increasing access to financial literacy and workforce supports



### Education

Ensuring equitable access to educational supports for immigrants and their children across the life span



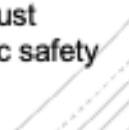
### Health

Collaborating with community partners to ensure that immigrants receive high quality and culturally appropriate physical and mental health care and services



### Public Safety

Implementing policies that promote justice, security and trust between immigrants, law enforcement agencies and public safety agencies



# Tulsa's Immigrant Communities

The City of Tulsa has seen a growing community of immigrants over the past few decades with 46,000 immigrant residents making up 11 percent of Tulsa's population. The City of Tulsa is committed to creating an inclusive world-class city that promotes opportunity for all its residents.

- Among the foreign-born population about 65% were born in Latin America, 25% in Asia, 4% in Africa, 5% in Europe, 0.4% in Oceania, and 1% in Northern America.
- 30.7% of the immigrant population have limited English language proficiency (LEP). The top three languages spoken at home other than English are: Spanish, Zopau or Burmese, and Vietnamese.
- 19 percent or about 73,000 Tulsans 5 years and older speak a language other than English.



# Flourish Tulsa

An initiative that brings city and nonprofit resources together in an accessible way to help internationally skilled & trained immigrants transition into careers that are more closely aligned with their international education & professional experience.

**22.8%** of the foreign-born population 25 years and older in Tulsa County have at **least a bachelor's degree.**

In Tulsa County, **35.6 percent** of college-educated foreign-born individuals are **underemployed.**

As many as 2.2 million immigrants with degrees currently face unemployment or underemployment in the U.S. despite advanced experience in in-demand fields



# Flourish Tulsa Network



- **Tulsa Regional Chamber Mosaic** - Mosaic is the Tulsa Regional Chamber's coalition of companies and nonprofit partners who celebrate diversity, champion equity and cultivate inclusion to attract top talent and strengthen the regional economy.
- **Partner Tulsa - Tulsa Authority for Economic Opportunity** - The Tulsa Authority for Economic Opportunity (TAEO) seeks to transform Tulsa by increasing economic opportunity for our residents by keeping and growing local businesses, attracting new businesses, investing in job training, and more.
- **Green Country Workforce Tulsa** - Green Country Workforce offers job seekers career counseling and exploration, workshops, training assistance, and employment placement, wage subsidies and training programs
- **YWCA Tulsa** - YWCA Tulsa offers Civics and Citizenship classes, legal services for naturalization and family-based cases, English as a second language classes, employment and social services for refugees and asylee clients and much more.
- **Tulsa Community College** The Tulsa Community College ESL Program team is committed to helping immigrants, refugees, and international students become more proficient in American English and developing the skills to succeed in college and the workplace.
- **Uma Tulsa** – Founded by Dr. Martha Zapata, an internationally trained immigrant, uma Tulsa utilizes the peer educator and the trainer of trainers model, to reach, educate, and support culturally diverse, historically underserved communities in their native language(s).



# Work to date:

## Informational materials

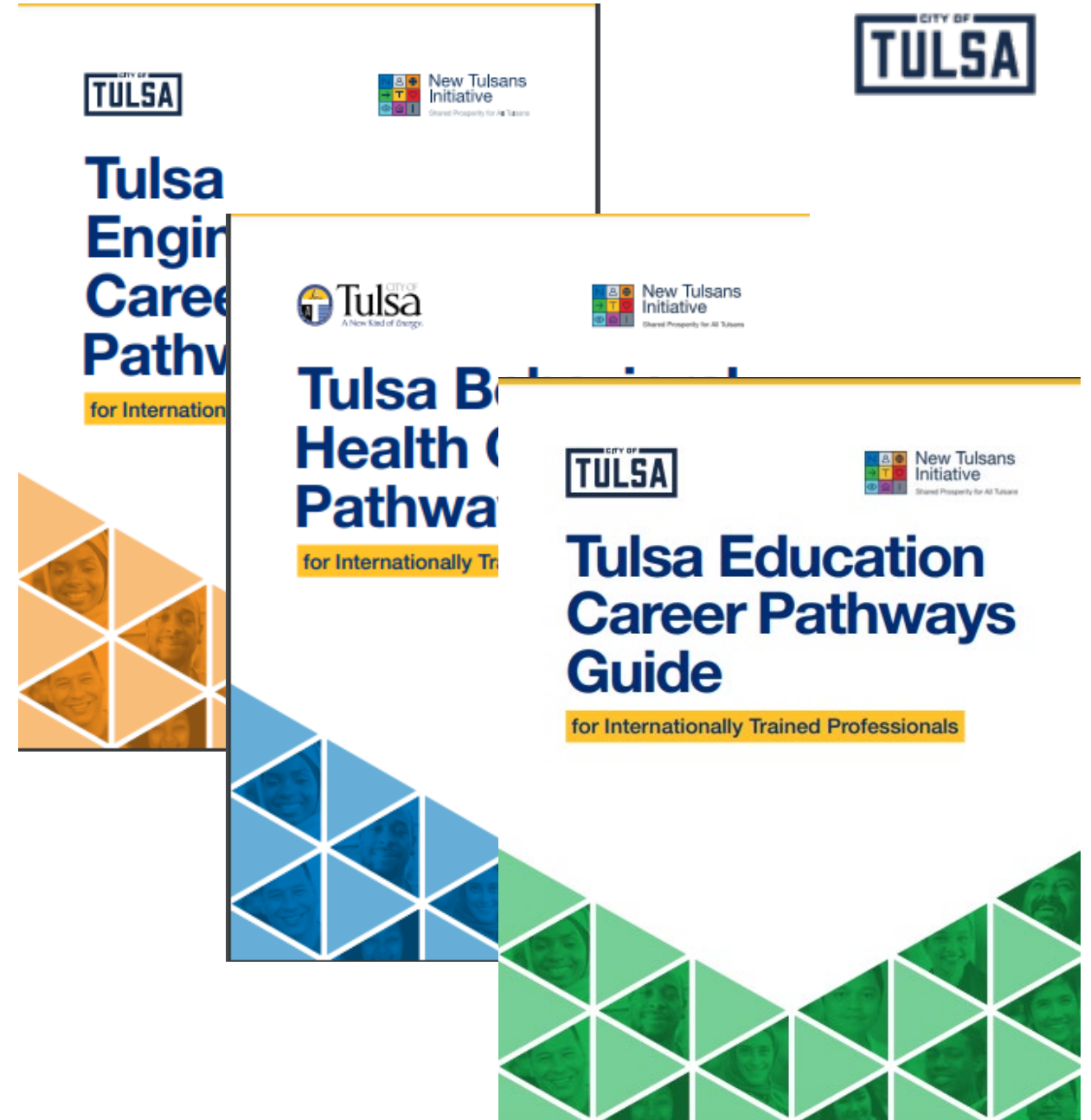
- Created a data one pager on the need to support internationally trained talent get back into relevant careers to support our local economy.
- Created multilingual materials that show a path for internationally trained immigrants to utilize the Flourish Tulsa partners' services and resources.



# Work to date:

## Resources for Immigrant Talent

- Trainings on credential evaluations and how to access and use them for career growth
- Created 3 Career Pathways Guides in high need sectors: Education, Mental Health, and Engineering.



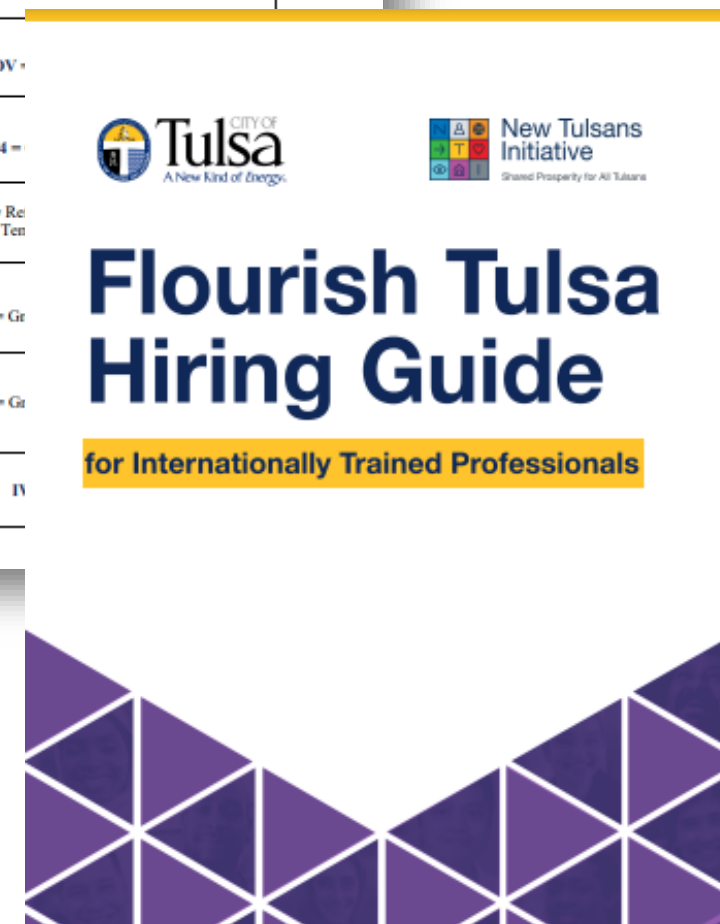
# Work to date:

## Resources for Employers

- Created a simple Hiring Guide for employers to demystify hiring internationally trained talent.
- Hosted online trainings for employers on hiring internationally trained talent.

Below is a list of **Fully Work Authorized Visa & Status Types**. These visa and status types do not require sponsorship from employers:

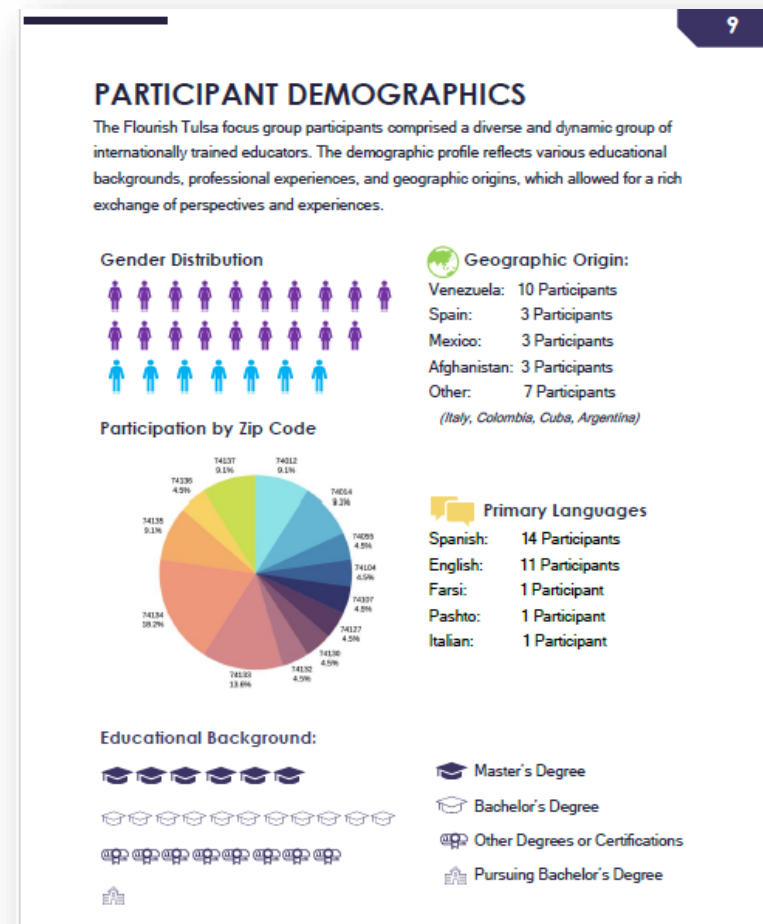
SB = Green Card: Returning Resident	CR-1 = Green Card: Spouse of US Citizen
SI = Iraq or Afghan Translator – Special Immigrant Visa	DV =
SQ = Iraq or Afghan workers who worked for U.S Government – Special Immigrant Visa	F3/F4 =
TPS = Temporary Protected Status	I-94 = Re Ten
T-1/T2 = Victim of Human Trafficking/ Spouse who has already decided a 2-year EAD	IR-1 = Gr
U = Victim of Criminal Activity/Spouse who has already revived a 2-year EAD	R-5 = Gr
	IV





# Work in progress

- Received a grant from World Education Service to pilot a program to increase the number of internationally trained educators entering the classroom.
- Hosted 3 focus groups with immigrant educators with foreign bachelor's degree to understand and address the challenges they face in pursuing teaching careers.
- Allocated ARPA Funds to cover the costs of credential evaluations and translation services for job seekers with international training, education and credentials.



# Challenges faced by internationally trained talent

- Cost of credential evaluations or recertifications, including translations, evaluations, etc.
- Restrictive licensing requirements at the state level for example Commercial Driver's Licenses
- Federally funded programs that limit training participants to those with at least 5 years of legal permanent residency have limited some individuals from pursuing opportunities.
- Language barriers – need for more contextualized English classes to help individuals in specific industries
- Lack of awareness among employers on how to hire internationally trained talent and visa processes.

# Future work and opportunities

- Continue to get the word out about career pathways guides and hiring guides.
- Launch a Tulsa Professional Connector Program to empower internationally skilled immigrants to build a professional network.
- Pilot an education pathways program to remove barriers for educators to access careers in the classroom.
- Explore state licensing requirements that are barriers to internationally trained talent accessing jobs
- Research ways to fund workforce supports for internationally trained talent.





# Thank you

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