



# NEW AMERICAN WORKFORCE

## Citizenship and Business: A WIN-WIN

New American Workforce seeks to work with businesses to assist their eligible immigrant employees with the citizenship process so they become more valuable workers and full participants in the workplace, community, and economy.

In 1915, Bethlehem Steel was one of the first U.S. employers to provide free English language instruction to its immigrant workforce. We expanded this idea to include citizenship training and assistance. We look to work with innovative companies that are in the forefront as strategic diversity leaders. We offer each partner customizable services for their operation without increasing personnel workload.

**Nationally, there are approximately 8.8 million immigrants eligible for citizenship, including:**

- Los Angeles, CA: nearly 1.5 million
- NYC area, NY: nearly 1.5 million
- San Jose area, CA: 536,000
- Miami area, FL: 483,000
- D.C. metro area: 286,000
- Houston, TX: 262,000
- San Diego, CA: 204,000
- Detroit, MI: 98,000

### ★ PROJECT OVERVIEW

**New American Workforce facilitates citizenship assistance through a two-step process. This is offered on the worksite and often during employee breaks or before/after work hours.**

#### Information Workshops

Experienced immigration professionals provide an introduction to the citizenship process; including eligibility requirements, benefits of citizenship and group Q&A.

#### Application Workshops

Employees receive one-on-one assistance to further determine eligibility and complete the application.

#### English Language and Civics Instruction

In order to pass the naturalization test, immigrants must possess a basic knowledge of U.S. history and proficiency in English. Group classes are provided as an optional follow up.

### Benefits to Businesses

Statistics show that there is a direct correlation between immigrant integration and happier, more effective workers, directly impacting business profitability.

- Celebrate the diversity in your company's workforce.
- Build employee recruitment, loyalty, retention and productivity.
- Generate goodwill among a growing foreign-born consumer demographic in a global market.
- Create positive publicity opportunities (if desired).

### How is the project funded?

Start-up funding to launch this innovative naturalization partnership has been privately funded by national and local regional foundations. The New Americans Campaign and the Kresge Foundation are two of our generous partners. Participating businesses have options to support through both in-kind and sponsorship opportunities as well as internal support for employees.

### Partners

The National Immigration Forum (Forum) is the project manager and liaison – acting as the go-between with local businesses and regional community agencies that provide citizenship facilitation. The Forum identifies regional service providers equipped to offer citizenship training and works with businesses to coordinate the training with the service providers. The Forum ensures the quality and effectiveness of training.

For more information  
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