

# Employment Barriers Faced by ELLs and Strategies to Overcome Them

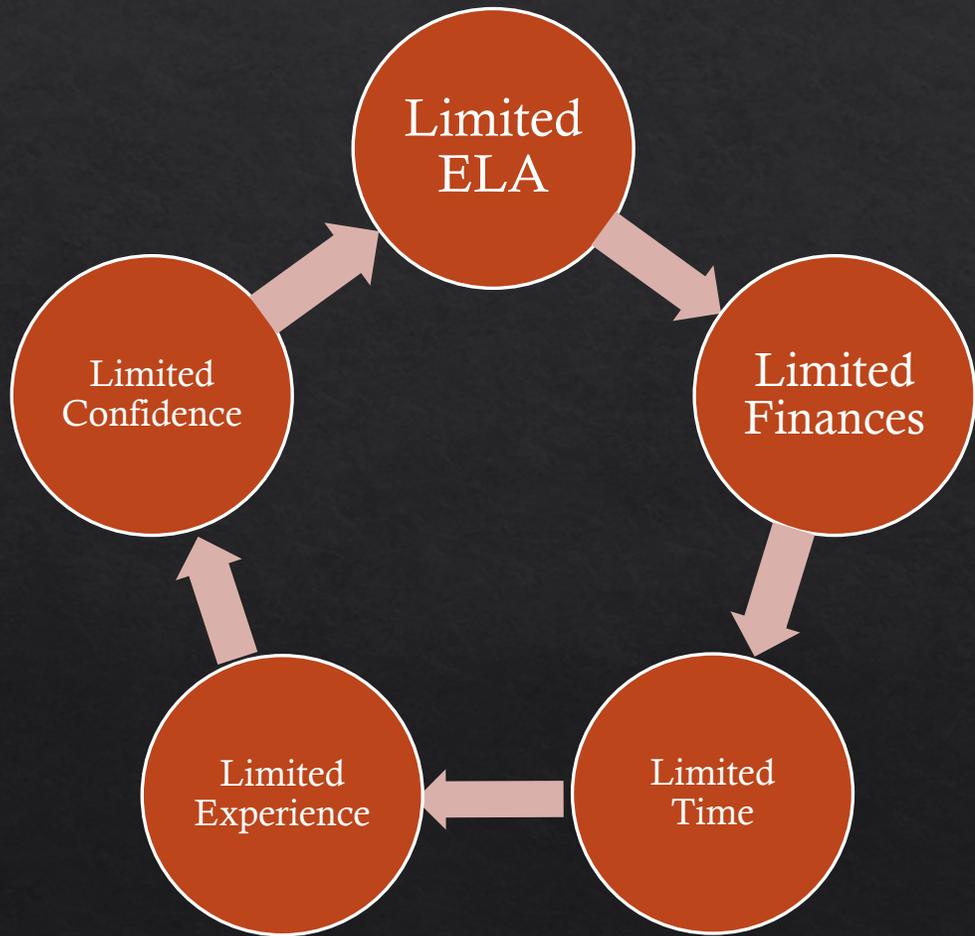
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# Employment Barriers

## Primary Barriers Include:

- ◇ Limited English Language Ability (ELA): from Beginning Literacy onwards
- ◇ Limited Finances: low income quite common among new arrivals, refugees, and migrants
- ◇ Limited Time: disproportionate amount of time navigating everyday life
- ◇ Limited Experience: cultural differences that stand in the way of employment
- ◇ Limited Confidence: low expectations for themselves and their families



# Overcoming Barriers: ESL

- ◆ Native Language Teachers for Beginning Levels, *not* for Intermediate and Advanced Levels
- ◆ Emphasis on Everyday & Practical Language Acquisition: Colloquialisms, Small Talk, Business English, etc.
- ◆ Technology Focus: Canvas, Burlington English, etc.
- ◆ In-Person and Online/Remote (Zoom) Options
- ◆ Nontraditional Class Schedules
- ◆ Direct Employment Content in Classes: resume building, interview prep, real and mock job searches, etc.
- ◆ ESL Today: Beyond 'Bread and Butter' Curriculum

# Overcoming Barriers: Civics

- ◆ Integrated English Literacy & Civics Education
- ◆ IELCE as ESL+: Civics Competencies
- ◆ Focus on Migrants and Refugees
- ◆ Transition to Bridge/ICAPS Programs
- ◆ Comprehensive Career Readiness Curriculum

# Overcoming Barriers: Bridge & ICAPS Programs

- ◆ PAA: Health Care, IT, Entrepreneurship
- ◆ Meaningful Incentives for Clients
- ◆ Mutually Beneficial Relationships for all Partners
- ◆ ICAPS as Prescriptive: What Should We Become?

# Employment Department

- ◆ WIOA, CDBG, & ICIRR Programs:
  - ◆ Employment Readiness
  - ◆ Job Placement
  - ◆ OJT
- ◆ Career Navigators and Job Developers
- ◆ Future Directions

# Resources and Takeaways

- ◆ Live Interpretation and Support Hotline: 833-242-3842
- ◆ Holistic Approach to Clients: Towards Case Management (Comprehensive Intake Process)
- ◆ Community Health Initiative: Community Event Leaders
- ◆ External Partnerships: Beyond Networking