



INTERNATIONAL INSTITUTE  
*of Minnesota*

# THE NEW AMERICAN WORKFORCE: A SOLUTION TO MINNESOTA'S CRITICAL WORKFORCE NEEDS

## 2023 Legislative Request

**HF 576 Authors: Sencer-Mura; Finke; Hussein; Frazier; Lee, K; Hassan**

**SF 557 Authors: Oumou Verbetan; Marty; Mohamed; Gustafson**

\$550,000 appropriation in fiscal year 2024 and \$550,000 in fiscal year 2025 from the workforce development fund to the International Institute of Minnesota to support workforce training, employment advising and placements in Minnesota's long-term care, healthcare, and other supporting industries.

This appropriation accelerates financial independence for newly arrived refugees and immigrants while expanding the tax base through placing skilled workers in industries with critical workforce shortages.

## International Institute of Minnesota

Our mission is to help New Americans achieve self-sufficiency and full membership in American life. Since 1919, the Institute has delivered vital services and resources to help New Americans successfully transition to life in Minnesota. Through refugee services, immigration assistance, English-language learning, education, and employment services, the Institute helps New Americans realize their talents and potential.

## 3188 Employed in Healthcare

The Medical Careers Pathway has trained and placed 2521 Nursing Assistants graduates in hospitals and long-term care. We help graduated advance to higher positions in healthcare: 329 Registered Nurses, 176 Licensed Practical Nurses and 162 other advanced healthcare professions.

## 135 Employer Partners

The long-term care industry and hospitals hire and rely on Institute graduates to meet their demand for skilled healthcare workers because they are committed caregivers.

## 90% 1-year average job retention

Our graduates are loyal employees, that improve patient care and reduce healthcare costs. Recent 12-month job retention is 90% for nursing assistants and 100% for nurses in an industry with high turnover.

**Nationally  
Recognized  
Programs**



# Why Support Career Pathways at the International Institute of Minnesota?

More than one in ten workers in Minnesota is an immigrant. New Americans are a significant and growing portion of Minnesota's labor force.

In 2022, 3,238 New Americans sought services at the Institute – To learn English, find a job and navigate the systems they need to support themselves and their families. The International Institute of Minnesota's programs are:

- **Outcome Based:** When our training programs began, New Americans were unsuccessful in college-based programs, so we offered customized training that integrated English language learning into the curriculum. Today, more than 3000+ Institute graduates are employed as certified nursing assistances, licensed practical nurses and registered nurses.
- **Comprehensive:** To ensure success, our program combines technical training, language learning, academic and career advising and finance education.
- **Innovative:** We think like a start-up by developing programs quickly in response to feedback from newly-arriving communities and employer needs.



## Nour's Story

From arriving in Minnesota as a child bride, to becoming a registered nurse caring for COVID-19 patients in Hibbing, Nour Tamimi proves how an immigrant with no English or previous work experience could turn around her life and give back to the community. Nour began by leaving her abusive husband, and with four children to care for, she enrolled in certified nursing assistant training. "For the first time in my life, I had a career. It felt amazing. Accomplishing, confident, strong. I was proud to have a job," she said.

Nour spent years advancing her nursing career with support from the International Institute of Minnesota. While the country struggled to keep up with the COVID-19 pandemic, patient needs and staff burnout, Nour was one of the heroes who rushed in. She cared for COVID-19 patients through agency nursing, pool nursing and working for the state of Minnesota. "Nobody was able to be there for these patients who were passing and dying alone. I was able to be there, to hold their hands and to give them touch and love."



*I'm excited to start working in the field that I want to do for the rest of my life.*

– Stefanie

## CONTACT US

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