

Immigration, Community, and the Economy

September 27, 2023



PennState
College of Agricultural Sciences

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- The information, analyses, and conclusions set forth are those of the presenters and do not necessarily reflect the views of the Federal Reserve Bank of Philadelphia or the Federal Reserve System.
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- Please, if possible, **log in with your video enabled and be prepared to ask questions to the panelists and discuss your feedback with other attendees.**
- Use the **Q and A** box to ask questions and offer comments. You have the option to submit your questions or comments anonymously.

Guidelines

- Si necesita traducción, envíe un mensaje a Ashley Putnam
- Be sure to **mute yourself when you are not speaking**. If there is background noise while you are not speaking, the host may mute you.
- **Today's assembly will be recorded**. The recording of today's presentations will be shared with slides after the assembly.
- A **survey evaluation** will be available after the assembly. Your input and feedback is important for informing future programming.

Agenda

10:00 a.m. Immigration, Community, and the Economy

- Monica Munn, Chief Social Impact Officer, World Education Services
- Craig Livermore and Carlos Gutierrez, Codirectors, Midstate Council on Occupational Safety and Health
- Vicky Perez, Branch Manager, Community Bank, N.A.
- **Moderator:** Kyle C. Kopko, Executive Director, Center for Rural Pennsylvania

11:05 a.m. Panel Q&A

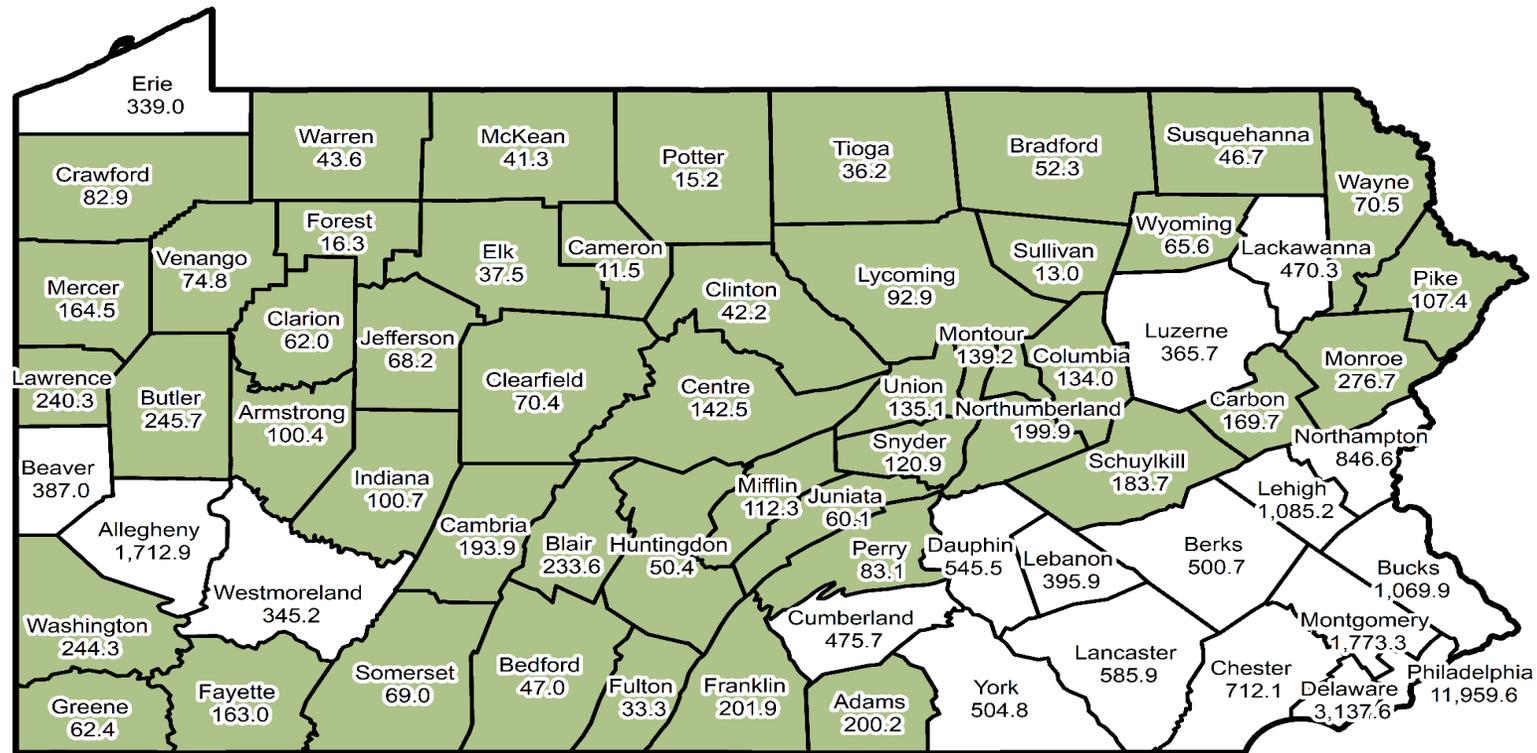
11:25 a.m. Closing Remarks



Kyle C. Kopko

Executive Director
Center for Rural Pennsylvania

Pennsylvania Rural and Urban Counties, 2020

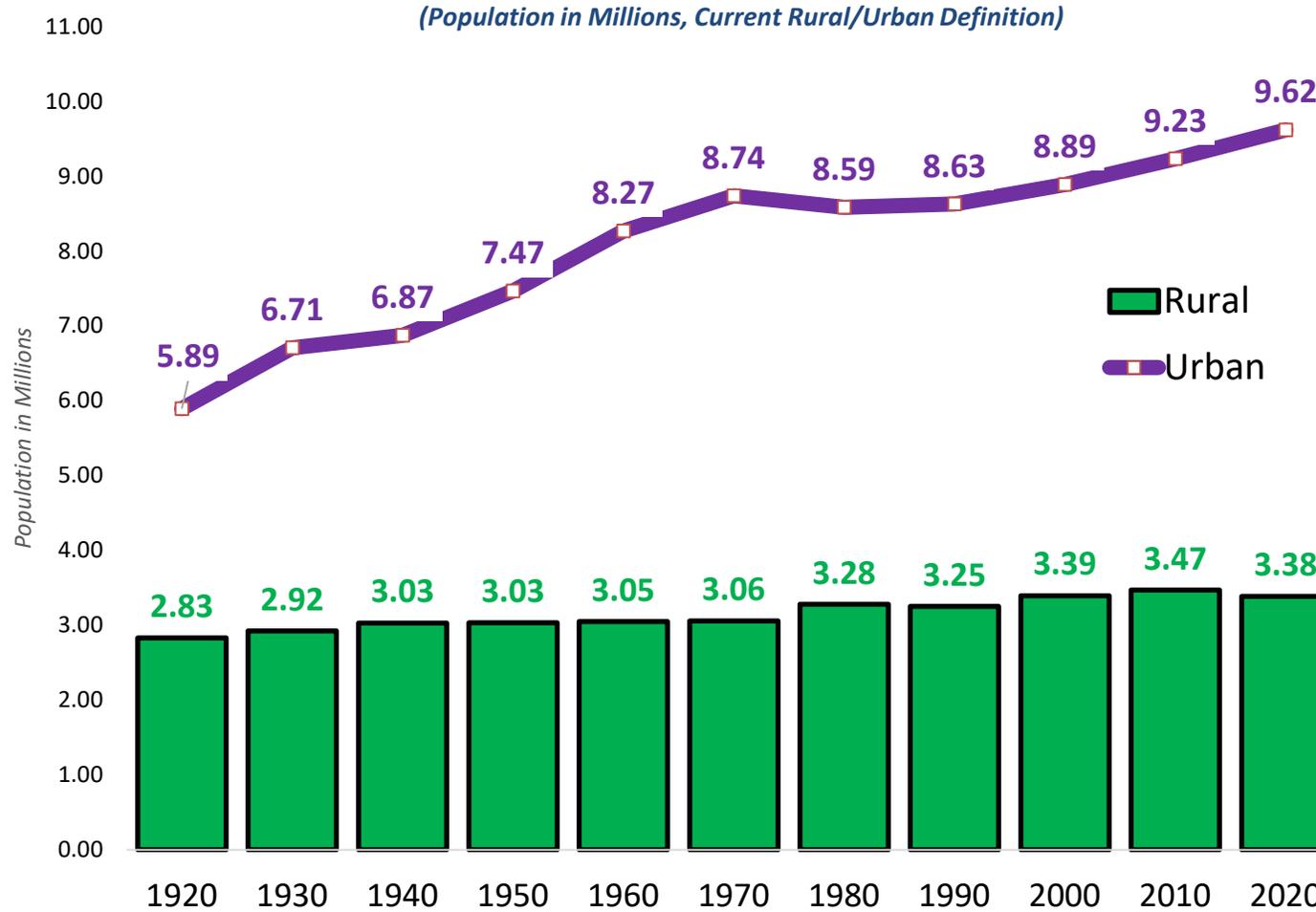


Statewide Population Density = 291 Persons per Square Land Mile, 2020

- 19 Urban Counties - Population Density At or Above Statewide Rate
- 48 Rural Counties - Population Density Below Statewide Rate

Data source: U.S. Census Bureau.

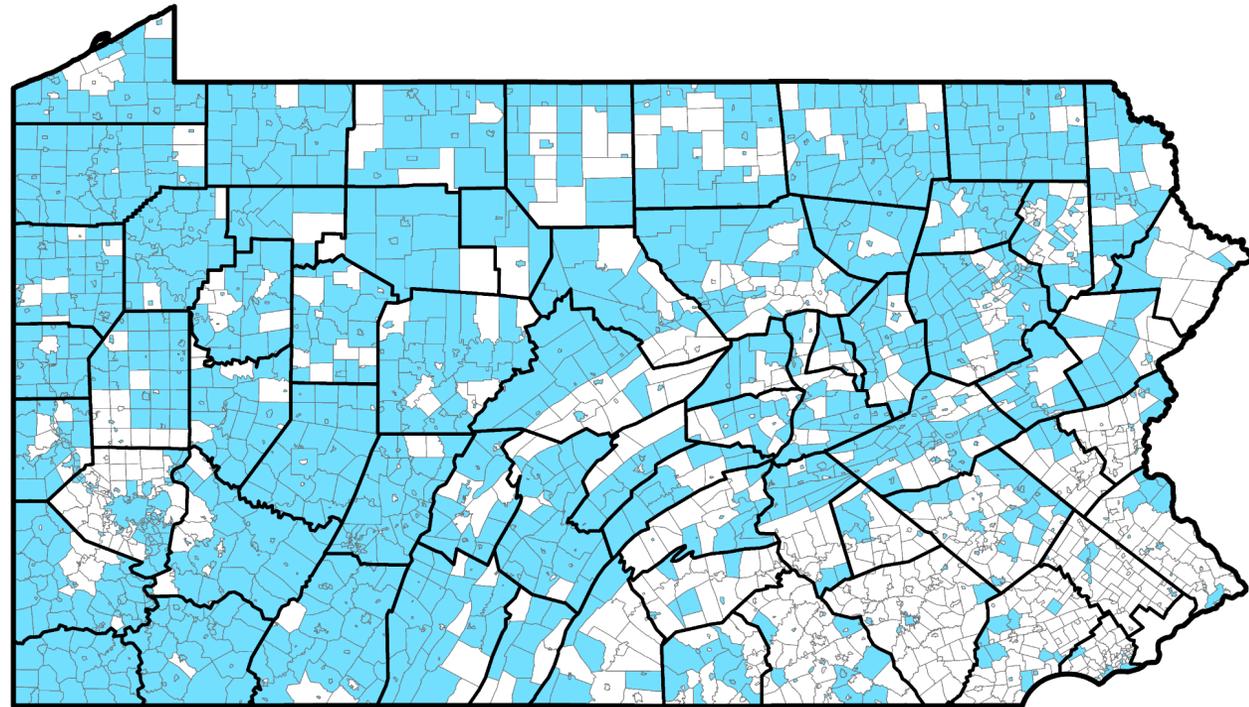
Rural and Urban Pennsylvania Population, 1920 to 2020



Data sources: Decennial Censuses, U.S. Census Bureau.



Percent Change in Pennsylvania Municipal Population, 2010 to 2020

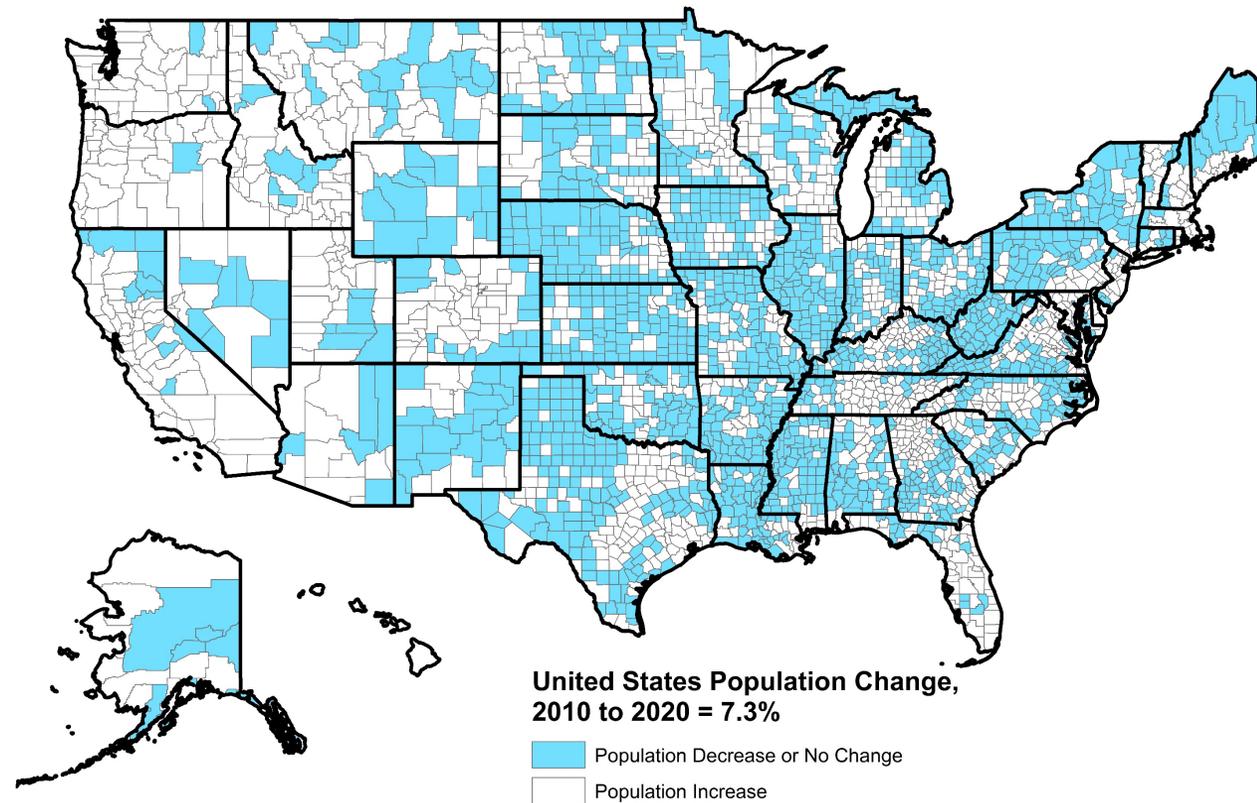


Pennsylvania Population Change, 2010-2020 = 2.4%

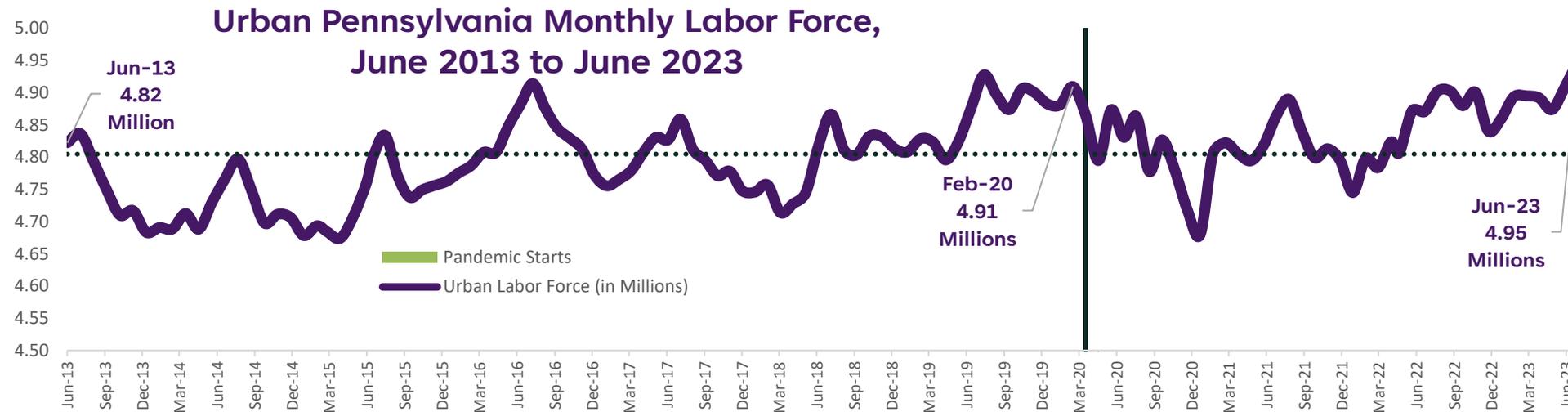
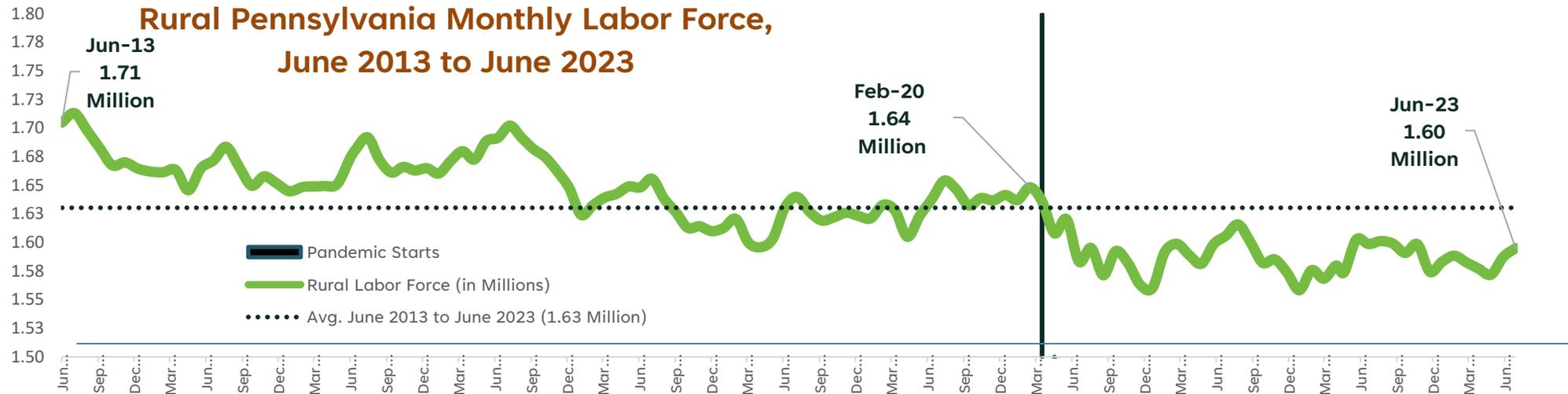
- Population Decrease or No Change
- Population Increase

Data source: U.S. Census Bureau.

Population Change by County, 2010 to 2020

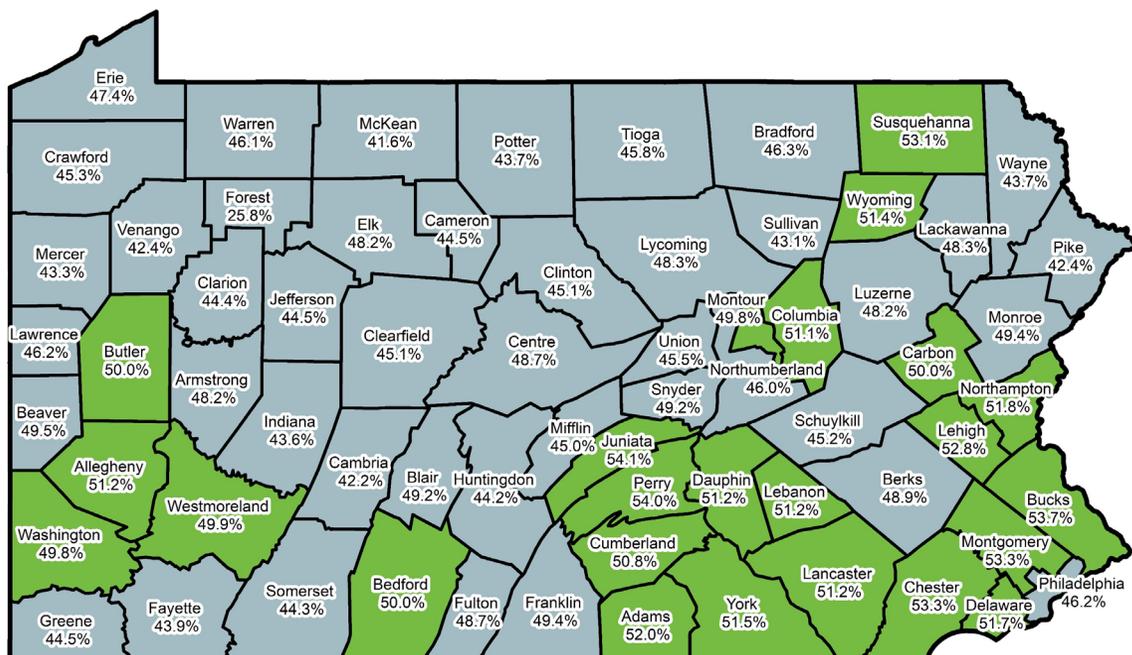


Data source: U.S. Census Bureau.



Labor Force Participation Rates

Labor Force Participation Rates by County, 2022



Statewide Rate = 49.6%

At or Below Statewide Rate

Above Statewide Rate

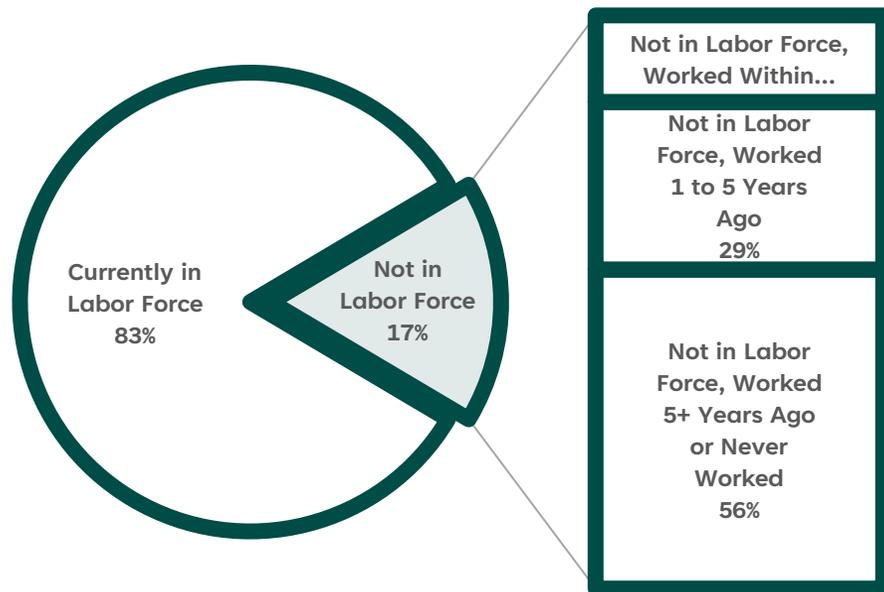
Rural and Urban Labor Force Participation Rates, 2012 to 2022



Sources: U.S. Census Population Estimates and Pennsylvania Department of Labor and Industry. Number of people in labor force divided by total population. Note: the 2022 labor force is the 12-month not seasonally adjusted average.

Characteristics of People Not in Labor Force, 2021

Rural Pennsylvania Adult Labor Force Participation Rate 2021*

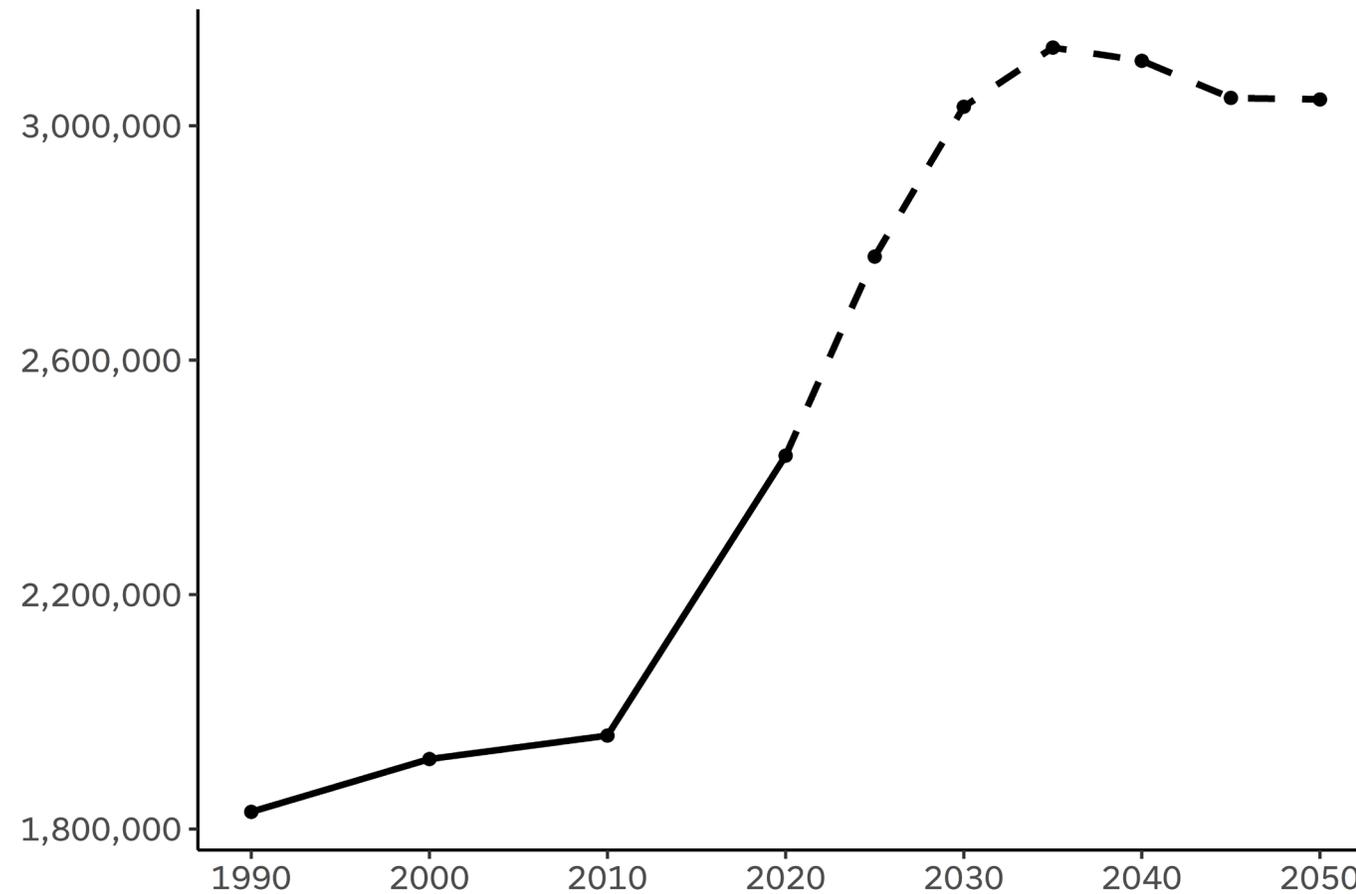


Avg. Age <ul style="list-style-type: none"> • 39.3 Rural • 38.6 Urban 	Female <ul style="list-style-type: none"> • 66% Rural • 65% Urban 	With Disability <ul style="list-style-type: none"> • 32% Rural • 28% Urban 	College Degree <ul style="list-style-type: none"> • 14% Rural • 23% Urban 	Households with Children <ul style="list-style-type: none"> • 51% Rural • 53% Urban
No Vehicle Available <ul style="list-style-type: none"> • 12% Rural • 16% Urban 	No Internet Access <ul style="list-style-type: none"> • 9% Rural • 5% Urban 	Median Household Income <ul style="list-style-type: none"> • \$51,496 Rural • \$58,809 Urban 	Poverty Rate <ul style="list-style-type: none"> • 33% Rural • 30% Urban 	Married <ul style="list-style-type: none"> • 45% Rural • 46% Urban

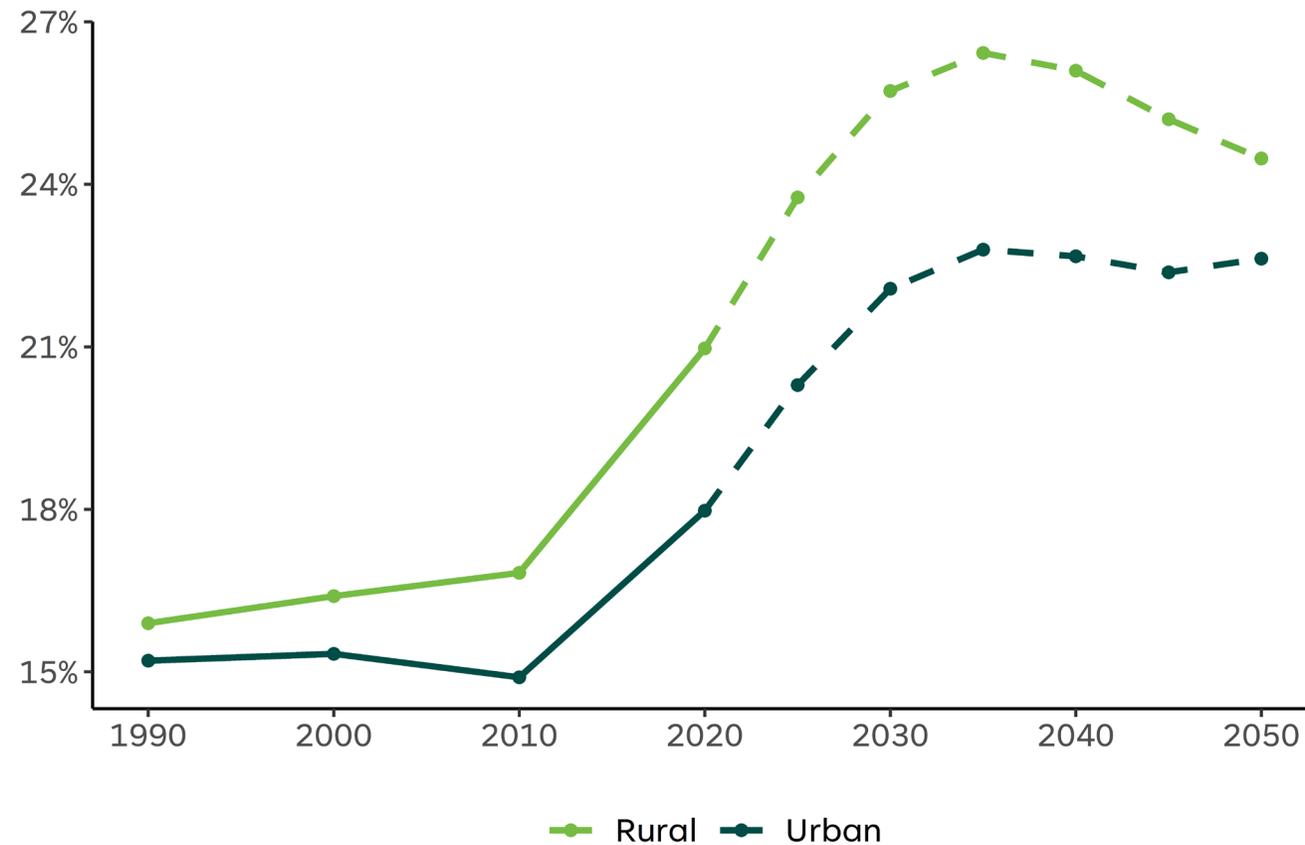
Data source: 2021 1-year Average, American Community Survey, Public Use Microdata Sample, U.S. Census Bureau.

*Profile includes adults aged 18 to 55 years old who are not enrolled in school and are not living in a group quarter

Total Population over 65, 1990 – 2050 (projected)



Percent of Population Over 65 in Rural and Urban Counties, 1990 – 2050 (projected)





Monica Munn

Chief Social Impact Officer

World Education Services

Rural Community Action Assemblies



WORLD EDUCATION SERVICES...

... is a nonprofit social enterprise supporting the educational, economic & social inclusion of immigrants, refugees & international students.

OUR VISION

Everyone is able to put their education, experience, and skills to work anywhere in the world.

OUR MISSION

We help people learn, work, and thrive in new places.
We help society recognize the value of all people.



THE OPPORTUNITY

91 of the **100 most economically disadvantaged communities** in the U.S. are rural

+ **100 newcomers each year would change outcomes** for more than 60% of these rural counties

+ In 17 years, rural working age populations would rebound to pre 2000 levels

+ **Immigrants & refugees bring in-demand skills** for long-standing and high-growth occupations in rural economies



THE PLAYERS

1. Engaged employers
2. Innovative workforce development organizations
3. Supportive local governments
4. Welcoming campuses
5. Newcomers themselves!

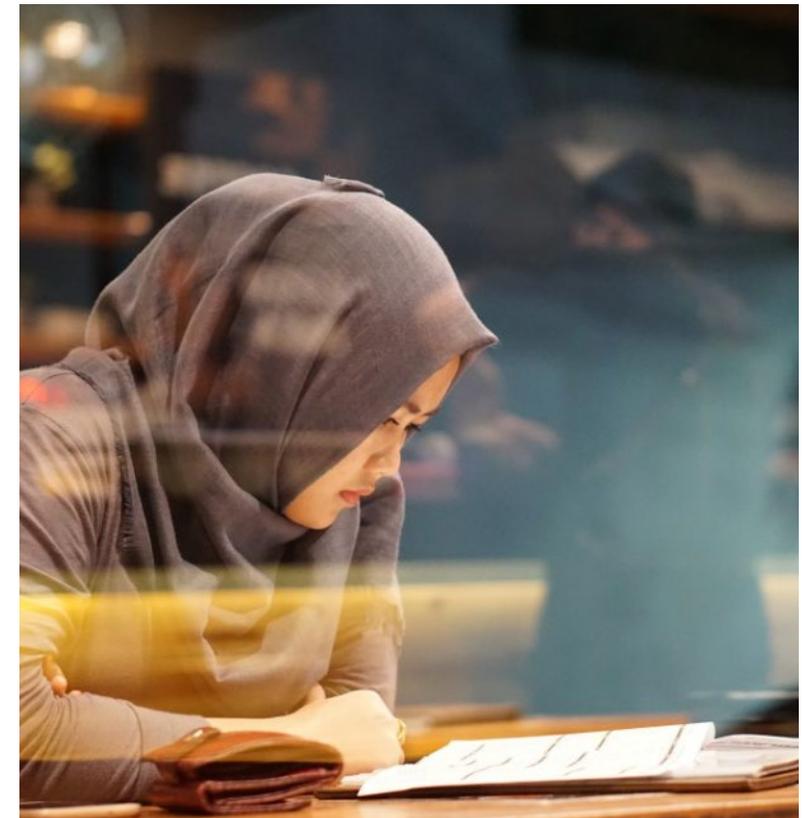


1) Engaged Employers

“*Immigration will be a major source of new population growth in the coming years to supply the needs of the labor market and to help support population growth for decades to come...*

Specific industries are already facing the impacts [of an aging workforce]. Over 30 percent of workers in the nursing home and residential care sector are over the age of 55, as are 30 percent of truckers and construction workers.”

-- Greater Moncton 2020–24 Immigration Strategy





Solution Spotlight: #ImmigrantsWork in Moncton

In 2022, Moncton became 1 of 3 pilot communities that joined an #ImmigrantsWork initiative led by WES.

- A year long codesign process among employers and community partners to identify locally relevant solutions for identifying, recruiting, hiring, and retaining immigrant talent.
- The creation of a localized “Employer Playbook” to share strategies and tactics
- A 2023 refugee hiring event at which 80% of attendees either received job offers or moved on to the next round of interviews
- The launch of a fully fledged program that is now active in 5 northern and rural Canadian communities



2) Innovative Workforce Development Organizations

The Challenge in Rural Agricultural Communities

- *In 2021, on-farm employment accounted for about 1.3 percent of U.S. employment, down from 17% in the 1950s.*
- *According to the USDA Census of Agriculture, the average age of farmers in the U.S. is nearly sixty years old.*
- *immigrant farmworkers make up approximately 73 percent of agricultural workers in the U.S.*
- *Challenges facing workers include job precarity, laboring under dangerous conditions, and few opportunities to build careers.*

Solution Spotlight: Upskilling and Training Agricultural Workers In California

- Center for Land-Based Learning developed a new apprenticeship program to address California's shortage of highly skilled workers to fill farm manager positions
- The California Farm Academy Apprenticeship Program trains workers as managers and supervisors through a mix of paid on-the-job training and coursework.
- Workers assume increased responsibility, influence working conditions, earn higher wages, and establish deeper roots in the community through long-term employment .





3) Supportive Local Government

“

There is a firm belief by those working in city government and those who are partners of our work around the community that we have a responsibility to help assist our fellow residents in achieving their goals in life. It's a big responsibility. It is really gratifying to help people who have such great potential and can bring a wealth of experience and knowledge to advance our community through our work. It's the right thing, and it's always the smart thing to do.

- BRYAN WARREN, SIIP Participant Director, Louisville Metro Government Office for Globalization



Solution Spotlight: The Skilled Immigrant Integration Program (SIIP)

SIIP is a 6-year-old national network of 45 peer-learning communities that are seeking to build immigrant- and refugee-inclusive economies.

- In Utah and other states, momentum toward eradicating licensure barriers that block internationally educated immigrants and refugees from entering the workforce
- Anchorage, Alaska launched a nursing pre-apprenticeship program
- Lincoln, Nebraska completed five localized career pathway guides through new grant from U.S. Conference of Mayors and trained caseworkers how to them



4) Welcoming Campuses

“

Refugees often come in a state of crisis and need immediate issues taken care of, like jobs, housing. They may also face higher education barriers like tuition fees and English skills...

if we can get institutions of higher education to use their existing resources to host refugees for their first few years in the US, they will be so much better prepared and equipped for life.”

- Omar Reyes, Rhode Island Office of the Postsecondary Commissioner



Solution Spotlight: National Association of System Heads (NASH)

- Refugee Resettlement Initiative launched as a “town and gown” approach to the inclusion of refugees in communities nationwide
- Every Campus a Refuge engages higher education institutions in housing refugees on campus
- NASH Catalyst Fund awards launched to support hotspots of innovative and successful resettlement interventions on campuses
- Welcome Corps on Campus engages 145+ institutions and organizations with expertise in higher education, resettlement, and refugee rights



Key Takeaways

- ✓ Economic opportunity (with an emphasis on quality jobs!) is necessary but not sufficient.
- ✓ Relationships and belonging are crucial to long-term inclusion.
- ✓ No one organization can do this alone. Partnerships with essential.
- ✓ Rural economies are diverse — approaches need to account for existing assets, stakeholders and needs.
- ✓ Immigrant and refugee journeys are equally diverse — the most effective solutions address unique experiences, skills, and journeys.



Craig Livermore and

Carlos Gutierrez

Codirectors

Midstate Council on Occupational Safety and Health

Rural Community Action Assemblies



Our Work

Advocacy

- Workers understand and exercise their rights

Training

- Workers and students learn workplace safety skills, ergonomics, as well as workplace rights and justice

Organizing

- Partnered with unions to build worker solidarity and access to living wage employment pathways



Context: U.S. Immigration and Rural Vitality

United States Workforce

- Agricultural Workers
 - 83% Latinx
 - 70% foreign-born
 - 50% undocumented
- Out of every 4 American-born workers who retire, 1 enters the workforce
- Currently 10 million unfilled jobs
 - 6 million unemployed
 - 7 million men ages 25–54 not looking for work

Rural New York Workforce

- Rural New York has 100,000 immigrant agricultural workers
- Rural New York Refugee Communities are
 - Burmese
 - Karen
 - Afghani
 - Syrian
 - Sudanese
 - Ukrainian
 - Congolese

Rural Immigrant Success Exchange (RISE)

Rural Immigrant Success Exchange:

Rural Immigrant Success Exchange (RISE), a network of 10 immigrant-serving organizations focused on developing and scaling workforce development solutions for immigrants and refugees in rural communities, with support from Ascendium and WES Mariam Assefa.

Rural Immigrant Trades Program:

In our RISE initiative, MCOSH organizers use their extensive relationships to

- Train workers on workplace rights
- Conduct pre-apprenticeship skills training
- Recruit them for IUPAT DC 4 membership and apprenticeships
- Help them obtain their driver's license.

Since Midstate COSH/IUPAT RISE Program began in March, we have provided pre-apprentice training to 22 immigrant workers, 8 applied for the IUPAT apprentice program, and 6 were accepted as union apprentices (the 2 not accepted were ineligible by law because they did not have work authorization). We also hired 2 of the trained workers as outreach workers (Mexican and Karen).

Barriers to Quality Jobs

1. Immigration Law

- Most agricultural workers in NY are not migrant H2A visa workers, and thus vast majority are undocumented
- NY DOL does not allow unauthorized workers into apprentice programs, even though they have “right” to join a union

2. Language Access

3. Technical Skills

- Many immigrants lack the technical skills for trade-based and middle-skilled jobs

4. Dependency/Self-Esteem

- Many agricultural workers living in farm-owned housing form a dependency upon employers and lack the self-confidence to take risks for better employment

5. Future Planning

- Uncertain futures lead many immigrants to maximize short-term cash payments instead of long-term benefits (retirement, pensions, guaranteed wage increases)

6. Isolation/Cultural Segregation

7. Mistrust/Lack of Knowledge Regarding Institutional Systems in the U.S.

Our Adaptations & Approach

1. Support and recruit immigrants to quality jobs skilling programs

- Engage & empower worker leaders from immigrant communities in training efforts

2. Conduct consistent and targeted outreach to diverse groups

- Understand the unique experiences and cultures of different immigrant groups
- Refugee immigrants, likely to have work authorization
- Agricultural workers

3. Build long-term relationships with immigrant and rural communities to deliver holistic supports

- Practice active listening and empathy to immigrant workers and multigenerational rural residents
- Public shows of support for immigrants; events welcoming immigrants; public education.

4. Advocate for expedited review of asylum cases

- Apprentice admission for undocumented workers, etc. (policy matters)



Vicky Perez

Branch Manager

Community Bank, N.A.

Hazleton, PA Demographics

Over the last decade, Hazleton has experienced a significant demographic shift with the influx of Hispanic population. This transformation has reshaped the city from its historical roots as a coal mining town into a thriving manufacturing hub. As a result, the need for different conversations and cultural considerations has become pivotal in the city's development.

Census Racial composition	2020	2010	2000
<u>White</u>	38.8%	69.4%	94.1%
—Non-Hispanic	33.0%	59.0%	92.8%
<u>African American</u>	4.1%	4.0%	0.8%
<u>Hispanic or Latino</u> (of any race)	63.1%	37.3%	4.9%
<u>Asian</u>	0.8%	0.8%	0.7%

FACING CULTURAL INTEGRATION CHALLENGES

The transition to a more diverse demographic landscape necessitated a collaborative effort involving stakeholders who recognized the importance of fostering inclusivity and understanding among different cultures to drive progress.

Community Leaders

- Niurka de la Rosa
- Victor Perez
- Eugenio Sosa
- Fermin Diaz

Nonprofit Organizations

- CAN DO
- Downtown Hazleton Alliance for progress
- Chamber of Commerce
- La casa Dominicana de Hazleton
- HIP

Local Government

- Hazleton Mayor Jeff Cusat
- City Council
- State Rep
- Senator

Educational Centers

- Penn State-Hazleton
- Lackawanna College
- Luzerne County Community College
- Johnson College

Workplace Adaptation

- Local businesses and employers played a crucial role in adapting to this demographic shift.
- They recognized the value of diversity and adapted their policies to create a more inclusive work environment.
- This inclusivity not only enhances employee satisfaction but also leads to a more productive and innovative workforce.
- We have witnessed a push for education, both for employees and employers, to better navigate this dynamic cultural landscape

Educational initiatives aimed at promoting cultural awareness and sensitivity have been integrated into the community's fabric. This has not only benefited the Hispanic population but has also enriched the overall cultural exchange within Hazleton.



Rural Community Action Assemblies

The demographic shifts in Hazleton, fueled by the Hispanic influx, have brought about positive changes in the city's identity, from coal mining to manufacturing.

The key has been open and inclusive conversations, cooperation among various stakeholders, and a commitment to education, ultimately creating a more vibrant and growing community.



Submit questions using the Q&A box

- Monica Munn, Chief Social Impact Officer, World Education Services
- Craig Livermore and Carlos Gutierrez, Codirectors, Midstate Council on Occupational Safety and Health
- Vicky Perez, Branch Manager, Community Bank, N.A.
- **Moderator** : Kyle C. Kopko, Executive Director, Center for Rural Pennsylvania
- Si necesita traducción, envíe un mensaje a Ashley Putnam

Thank You!

- Please complete the survey
- Suggestions or questions about the series?
 - Send them to: Philip.Jones@phil.frb.org



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