

# Spotlight

## ON SKILLS TRAINING

ISSUE 2 | APRIL 2022

### A message from the CEO



So much follows from securing that first solid job. One important way that IINE empowers refugees and immigrants to realize their dreams and contribute to their new communities is through Skills Training—programs designed to help them join growing career fields with family-sustaining wages and opportunities for advancement.

IINE’s industry-specific Skills Training programs include each of the elements needed for success: workplace-focused English language instruction, orientation to U.S. workplace culture, digital and financial literacy, job skills development, and job search and application support.

As with most IINE programs, Skills Training is a community effort. Local higher education partners often provide instruction; local employer partners serve as guest speakers, give mock job interviews, attend job fairs, and in some cases, offer job shadowing opportunities and apprenticeships; and volunteers supplement the work of our instructors by providing tutoring, language and interview-

ing practice, and other support. After each program, IINE’s Career Services team ensures that our Skills Training graduates gain and retain employment and then advance in their fields.

In this month’s edition of *Spotlight*, we are excited to share an overview of the Skills Training programs we have developed to help put refugees and immigrants on pathways to learn, prepare, contribute and achieve in the U.S. workplace.

**Jeffrey Thielman**  
President and CEO  
International Institute of New England



Licensed Nursing Assistant (LNA) training program graduates Teta (top) and Alejandra (bottom) show off their diplomas.

**“The Hospitality Training Program (HTP) has given me the necessary knowledge and skills I need to reach my goals.”**

**-HTP GRADUATE**

# Removing barriers, finding opportunities, and making connections

Good jobs are a gateway to stability and growth in a new community. The U.S. government allocates short-term, limited public assistance to newly-arrived refugees, but they are expected to begin supporting themselves and their families without assistance within three to eight months of arrival. Doing so requires continued drive, resilience, and perseverance. IINE's goal is to remove the considerable barriers in their way and provide the tools and guidance they need to succeed.

Because many refugees arrive with limited English skills, we offer multi-level workplace-focused adult English for Speakers of Other Languages (ESOL) instruction with morning and eve-

ning hours available. Students can take classes online or in person. We learn about students' education and career histories and guide them in identifying transferable credentials, or working towards new ones, while rigorously preparing them for certificate and licensure examinations. We learn about clients' skills and interests, and then provide training programs in related fields that introduce U.S. workforce culture, and often include job shadowing and apprenticeships.

It can be challenging to get a good job without a proven track record of U.S. work experience. It can also be difficult to obtain a job without an established social network, so IINE becomes one, assisting with job searching



Students in MNPAP construction and maintenance training program receive 12 hours of OSHA safety training.

## Our Programs



### ESOL

Multi-level, workplace-focused ESOL instruction with morning and evening hours available.



### HEALTHCARE

CNA for Success Certified Nursing Assistant training program, and LNA for Success Licensed Nursing Assistant training program.



### CONSTRUCTION

Metro-North Pre-Apprenticeship in Construction and Building Maintenance Training Program (MNPAP).



### HOSPITALITY

Hospitality Training Program (HTP) and Maintenance Technician Training Program (MTTP) for hotel work, and Ready, Set, Serve! training program for customer service roles in hotels and food services.



**“[I enrolled in CNA for Success because] I wanted to better myself and my family... I want to become a Certified Nursing Assistant (CNA) so I can share my compassion, my love, and sensibility for other people.”**

**-CNA FOR SUCCESS GRADUATE**

and applications, and connecting our clients to volunteer tutors and mentors, as well as to employers.

How do we know what types of jobs to target? IINE works with state and local labor departments and workforce boards, learning about regional strategic plans for areas of economic growth. We identify growing industries with obtainable entry-level jobs at above-average starting wages. We learn the qualifications and skills needed, and build corresponding curricula.

Next, we turn to our strong network of community partners, including higher education



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providers and local employers, to find trainers, guest speakers, and apprenticeships. With all of the pieces in place, we are ready to help our clients become job-ready.



**Cohort 6 of the LNA training program celebrate their graduation.**

## **Celebrating a skills training graduation**

Skills training graduations at IINE are joyous celebrations of achievement. With many IINE staff from across our organization in attendance, each student is recognized individually and given a chance to share their stories and goals and thank their teachers. It's a great opportunity to showcase newly earned English language skills and a tremendous source of inspiration for the IINE community.

**[Read about a skills training graduation.](#)**

## **What you can do**



### **VOLUNTEER**

Become a Career Mentor! Help our Skills Training students to practice the English language skills they will need on the job, and help them get hired, by reviewing their resumes, conducting mock job interviews and offering feedback.

**[Sign up here.](#)**



### **DONATE**

Your donation today will provide refugees and immigrants with the Skills Training they need to succeed in the workplace, achieving security and self-sufficiency.

**[Donate here.](#)**

# Impact metrics

FROM OCTOBER 1, 2020—SEPTEMBER 30, 2021

533



refugees and immigrants participated in IINE career services



53

skills training students earned CNA credentials



94

employer partners hired our Skills Training students



Join us for the 40th Golden Door Award Gala honoring Stéphane Bancel, CEO, Moderna



International  
Institute of  
New England

## THE 40<sup>TH</sup> GOLDEN DOOR AWARD

*Gala*

JUNE 3, 2022 | BOSTON PARK PLAZA AT 5:30PM  
**PURCHASE A SPONSORSHIP**