U.S. EMPLOYERS’ GUIDE TO HIRING AFGHAN REFUGEES

November 2021
Founded in 1939, Lutheran Immigration and Refugee Service (LIRS) is the largest faith-based national nonprofit dedicated exclusively to serving refugees, asylum seekers, and other vulnerable immigrant communities in the United States. Through more than 80 years of service and advocacy, LIRS has helped over 500,000 migrants and refugees rebuild their lives in America. As a national resettlement organization, LIRS has more than 25 years of experience across the United States supporting refugee career entry and advancement while responding to the latest immigration workforce and market trends.

LIRS provides training and technical assistance to refugee employment managers nationwide including connecting them to potential employers. It hosts annual conferences and workshops, reviews best business practices, and provides employment case management. LIRS also provides professional development directly to refugees. Additionally, LIRS partners with employers to support the hiring and retention of immigrants and refugees. LIRS is uniquely qualified to offer support to local refugee employment programs, employers interested in hiring refugees, and refugees seeking to enter and advance in the U.S. workforce.

If interested in LIRS’s refugee employment work, please contact us at employ_refugees@lirs.org
The Tent Partnership for Refugees

With more and more refugees displaced for longer periods of time, businesses have a critical role to play in helping refugees integrate economically into their new host communities. The Tent Partnership for Refugees mobilizes the global business community to improve the lives and livelihoods of more than 30 million refugees who have been forcibly displaced from their home countries.

Founded by Chobani’s founder and CEO Hamdi Ulukaya in 2016, we are a network of over 200 major companies committed to including refugees. Tent believes that companies can most sustainably support refugees by leveraging their core business operations and engaging refugees as potential employees, entrepreneurs, and consumers. The full list of Tent members can be found here.

Find out more at tent.org
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I.

Introduction
The U.S. Employers’ Guide to Hiring Afghan Refugees is a manual for businesses that answers common questions about hiring Afghans who have recently arrived in the United States.

This guide was developed by Lutheran Immigration and Refugee Service (LIRS), a non-profit organization that welcomes and supports refugees and migrants entering the United States, and sponsored by the Tent Partnership for Refugees (Tent), a global business network of more than 200 companies that are committed to integrating refugees in their new communities.

In response to the U.S. withdrawal and Taliban takeover in Afghanistan in August 2021, the U.S. government pledged to welcome up to 95,000 Afghans. Through Operation Allies Welcome, approximately 65,000 Afghans have been brought to U.S. military bases as of September 2021, to be vetted, screened, and processed before resettling in different states. Government agencies such as the United States Citizenship and Immigration Services (USCIS) are working to expedite applications for immigration status and work authorization. Another 30,000 Afghans will likely be resettled in the U.S. by the end of 2022.

As of 2019, prior to the U.S. withdrawal, there were 132,000 Afghan immigrants in the U.S. Between 1980 and 2000, political instability and the 1979 Soviet Union invasion brought 45,000 Afghans to the U.S. In 2009, given the increased U.S. military presence in Afghanistan, Congress authorized a special visa program for Afghans employed by or on behalf of the U.S. government or military, called the Special Immigrant Visa (SIV) program. Sixty percent of Afghan immigrants in the U.S. arrived after 2010, with the majority arriving as part of the SIV program. Between October 2008 and March 2021, 76,000 Afghan SIV holders arrived in the U.S.

Afghans arriving in the U.S. are eligible for different immigration statuses based on several factors, including their work histories and backgrounds. Regardless of their immigration status, Afghans arriving in the U.S. are legally authorized to work. There are four main immigration statuses newly arriving Afghans will obtain upon arrival to the U.S.:

- Special Immigrant Visa (SIV) holders
- SQ/SI parolees
- Refugees
- Humanitarian parolees

Individuals arriving with any of these four statuses do not need work authorization sponsorship from employers. Instead, they are granted documents that allow them to work legally in the U.S. after submitting an application.

This guide contains essential information for U.S. businesses (specifically, human resources teams) related to the recruitment and employment of Afghan SIV holders, refugees, and parolees, including:

- A “factsheet” on Afghan SIV holders, refugees, and parolees, including where they are likely to resettle, and an overview of their educational and professional backgrounds.
- The business benefits of hiring Afghan SIV holders, refugees, and parolees.
- Logistical guidance for businesses on how to hire Afghan SIV holders, refugees, and parolees.
- A list of organizations to connect with if interested in hiring Afghan SIV holders, refugees, and parolees, and additional resources for employers to support these hiring efforts.
II. Factsheet
Factsheet

The following factsheet offers key information in response to FAQs from employers about Afghans arriving in the U.S.

**HOW MANY AFGHANS WILL THE U.S. WELCOME?**
In August 2021, approximately 124,000 individuals were airlifted out of Afghanistan by the U.S. government, other countries, and private groups; 85%, or 104,500, were Afghans. Of this total group, as of September 2021, approximately 65,000 Afghans arrived in the U.S. following Afghanistan’s fall to the Taliban in August 2021. It is expected that an additional 30,000 Afghans will arrive before December 2022. The U.S. Government is responsible for screening, vetting, and processing Afghans arriving in the U.S. Then, the U.S. government partners with nine refugee resettlement agencies throughout the country that help Afghans to integrate into American society, including by helping Afghans find new homes, register their children in schools, and obtain employment.

**CAN NEWLY ARRIVING AFGHANS WORK LEGALLY IN THE U.S.? WHAT SHOULD I KNOW ABOUT THEIR IMMIGRATION STATUSES?**
Afghans arriving in the U.S. are legally authorized to live and work in the country. There are four main statuses newly arriving Afghans will obtain upon arrival in the U.S.:

- **Special Immigrant Visa (SIV) holders:** individuals who worked for the U.S. government, U.S. military, or government contractors in Afghanistan for at least one year. Afghans with this status are already lawful permanent residents or green card holder of the U.S., though it might take a few weeks for them to receive their documents.
- **SQ/SI parolees:** individuals who meet the criteria for a SIV, but whose application for SIV status is still in process. The code “SQ/SI” is given by USCIS to signify meeting the criteria for a SIV. Afghans with this status can apply to adjust status to a lawful permanent resident, or ‘green card holder.’
- **Refugees:** individuals who can demonstrate that they were persecuted or fear persecution due to race, religion, nationality, political opinion, or membership in a particular social group. Afghan refugees may be individuals who worked for the U.S. government or government contractors for less than one year in Afghanistan, worked for U.S.-funded programs or projects, or were employed by a U.S.-based media organization or NGO. Refugees can obtain lawful permanent resident status after one year in the U.S.
- **Humanitarian parolees:** individuals who are granted temporary admission to the U.S. based on urgent humanitarian need. Afghan parolees may be individuals who either were unable to complete all requirements for SIV or refugee application processes prior to the crisis, or do not meet the criteria for any of the above statuses. This is a temporary status, and individuals will need to adjust their status within two years. Individuals can adjust their status in multiple ways, including applying for asylum within one year of their arrival to the U.S. or submitting a family-based immigration petition, which is a petition from a U.S. citizen or lawful permanent resident for relatives to come to the U.S.
NOTE

SIV holders, SQ/SI parolees, and refugees all have a path to lawful permanent resident status and eventually citizenship. Humanitarian parolees, envisioned to be the largest group of the four statuses, do not currently have a path to lawful permanent resident status or citizenship. Unless there are changes to immigration laws or Congress acts, humanitarian parolees will need to adjust their immigration status within two years to legally remain in the U.S. Most parolees will likely adjust their status by applying for asylum or submitting a family-based immigration petition.

While numerical breakdowns of how many Afghans will receive each of the various statuses has not been provided as of October 2021, it appears that the largest group of Afghan arrivals will be humanitarian parolees and the smallest group will be refugees. Furthermore, 34% of recently arrived Afghans were adult males and 22% were adult females.

WHERE ARE AFGHANS RESETTLING IN THE U.S.?

Nearly all states are expected to welcome Afghans arriving as a part of Operation Allies Welcome. As of September 15, 2021, the top ten states expected to welcome the largest number of Afghan SIV holders, refugees, and parolees are California, Texas, Oklahoma, Washington, Arizona, Maryland, Michigan, Missouri, North Carolina, and Virginia.

Source: AP News. Data depicts state resettlement numbers based on the first 37,000 arrivals of Afghan SIV holders, refugees, and parolees.
Note that these numbers are based on the first 37,000 Afghan arrivals, and will continue to increase as additional Afghans are processed and more arrive from overseas military bases.

All states, with the exception of Hawaii, South Dakota, West Virginia, and Wyoming, as well as the District of Columbia, are expected to welcome Afghan SIV holders, refugees, and parolees through 2022.16

Though 2021 and 2022 will see a large influx of Afghan SIV holders, refugees, and parolees, Afghan immigrant communities have been thriving in the U.S. for decades. In the past decade, many Afghan SIV holders and refugees have made the U.S. their home; in the past five years alone, 51,865 Afghan SIV holders and their families arrived in the U.S.17

Afghan immigrants in the U.S. live throughout the country, with large populations clustered on both coasts. American Community Survey data from 2014 through 2019 notes that the top five cities for the Afghan immigrant population are Northern VA/Washington, DC; Sacramento, CA; San Francisco, CA; New York/Newark, NJ; and Los Angeles, CA.18 It is likely that many recently arrived Afghans will resettle in these cities due to communal and familial ties.

WHAT KIND OF EDUCATIONAL AND PROFESSIONAL BACKGROUNDS DO AFGHANS HAVE?

Afghan SIV holders, refugees, and parolees are coming to the U.S. with a wide variety of professional experiences, educational backgrounds, and skills and can provide tremendous value to businesses.

That said, certain pieces of data, such as educational and professional backgrounds, are not yet available for the Afghans who have arrived since August 2021. Profiles of Afghan immigrants already in the U.S. can offer some insight, bearing in mind that the makeup of the group that is arriving in the U.S. now may not exactly mirror the characteristics of this proxy group. Of all Afghan immigrants that arrived by 2019, 76% held at least a high school diploma.19 The 2019 labor force participation rate for Afghan immigrants was 61% for individuals aged 16 and older, which was only slightly lower than the rate for the entire U.S. population at 63%.

Data also indicates that Afghan SIV holders, in particular, often have high levels of education and strong English language skills given their work alongside the U.S. military. Many SIV holders worked as interpreters, translators, or drivers for the U.S. military or contractors. A 2018 report by the U.S. Government Accountability Office (GAO) found that Afghan SIV holders reported high levels of education (90% reported having completed secondary education or higher) and strong spoken English (89% reported their spoken English as at least “good”).20 A survey conducted by No One Left Behind of Afghan SIV holders between 2016 and 2019 corroborated these findings and also noted that 41% of respondents held a bachelor’s or advanced degree.21

SIV holders have the education, professional experience and English skills to obtain mid- to high-skilled employment in the U.S. However, surveys and interviews conducted by No One Left Behind found high levels of unemployment and underemployment for SIV holders, with 28% unemployed and another 22% underemployed. Professional connections and a better understanding of the labor market could help SIV holders obtain mid- to high-skilled employment in the U.S.
III. Why Hire Afghan Refugees
HIRING AFGHAN SIV HOLDERS, REFUGEES, AND PAROLEES IS A SMART BUSINESS DECISION:

• Hiring Afghans enhances diversity in the workplace. This helps foster innovation which in turn makes businesses more competitive. A diverse workforce is also known to attract and retain talent.

• Hiring refugee workers can improve retention rates, which leads to increased business productivity. Employers may also benefit from tax credits for hiring certain groups that qualify for public assistance programs.

• Afghan SIV holders, refugees, and parolees can fill various labor shortages through their diverse skills, education, and experiences.

• Strong bipartisan public support in the U.S. for Afghans could translate into positive consumer perceptions and increased consumer loyalty for businesses that hire Afghans.

1. Having a diverse staff builds innovation and attracts new talent

The Center for American Progress found that recruiting from a diverse pool of candidates creates a more qualified workforce, making companies more competitive globally. A Forbes Insights study found that diversity fosters innovation, as staff with varied experiences, perspectives, and backgrounds can spur the development of new ideas. The study also notes that a diverse workforce can drive a company’s positive reputation and attract and retain talent, as individuals want to work for companies that value different cultures and encourage innovative thinking.

2. Refugees are known for lower turnover and clear criminal backgrounds

In general, refugees stay on the job longer at the same company than their non-refugee counterparts. According to research conducted by the Fiscal Policy Institute and published by Tent, once refugees find a welcoming work environment, they tend to stay longer. For example, among firms in the U.S. manufacturing sector, the turnover rate was almost three times higher among all workers (11%) compared with refugees (4%). In other sectors like meatpacking and hotels, turnover rates were also lower among refugees. This is particularly important given the high cost of employee turnover; a 2012 study by the Center for American Progress found that employee turnover costs the company the equivalent of 20% of an employee’s salary for workers making $50,000 or less.

Refugee groups also have overwhelmingly clear criminal backgrounds. Refugees are among the most vetted travellers to the U.S., with security screenings conducted by the U.S. Department of State, U.S. Department of Homeland Security, and interagency partners from the intelligence community and law enforcement agencies to check biographic and biometric information against...
immigration, law enforcement, intelligence community, and counterterrorism databases. Additionally, employers may be able to qualify for the federal Work Opportunity Tax Credit (WOTC) by hiring Afghan SIV holders, refugees, and parolees. Newly arrived Afghans may enable their employer to be eligible for this tax credit if they are enrolled in certain public programs, such as the Supplemental Nutrition Assistance Program (known as Food Stamps). Businesses can apply for the WOTC by submitting two forms, one to the IRS and one to their state’s workforce agency, within 28 days of the new employee’s hire to confirm eligibility for this tax credit.

3. Afghan SIV holders, refugees, and parolees can leverage their diverse work experience, education, and skills to fill labor shortages

As cited in the factsheet, Afghan immigrants are likely to have high school diplomas, and SIV holders typically have even higher levels of education as well as strong English skills. Afghan immigrants are often employed in roles in management, sales, production, transportation, and the service sector. The majority of recently arrived Afghans are of working age and can help fill labor shortages in the U.S. More than half of Afghans at U.S. military bases in October 2021 were of working age -- 34% were adult males and 22% were adult females. This aligns with data about prior waves of Afghan immigrants: nearly 67% of Afghan immigrants in the U.S. in 2019 were between the ages of 16 and 64, and one survey of SIV recipients and applicants between 2016 and 2021 found that 91% of principal applicants were between the ages of 25 and 44.

Afghan SIV holders, refugees, and parolees also bring foreign language skills and cultural diversity to the workplace. A 2017 New American Economy report notes the rise in demand for bilingual job candidates, citing how the portion of online job listings seeking a bilingual candidate between 2010 and 2015 rose by approximately 16%.

4. Overwhelmingly positive bipartisan public support for Afghan SIV holders, refugees, and parolees can help businesses expand their brand

This overwhelming positive bipartisan political support reflects enthusiasm for welcoming Afghans into the U.S. among Americans. Across the country, both Republican and Democrat state and local leaders have publicly proclaimed their support for Afghan SIV holders, refugees, and parolees and have stated they are ready to welcome Afghans to their states. Bipartisanship has also been evident at the federal level. One example is bipartisan legislation created to assist Afghan SIV holders, refugees, and parolees. Congressman Seth Moulton (D-Massachusetts) and Congressman Don Bacon (R-Nebraska) introduced the WELCOMED Act in September 2021 to ensure that Afghan parolees would be eligible for basic services upon arrival. Sixteen Democrats and two Republicans support the WELCOMED Act as co-sponsors. On September 30, 2021, Congress passed the WELCOMED Act and President Biden signed a continuing resolution that included the WELCOMED Act into law.
"Helping our Afghan allies build new lives is not a Republican issue or a Democratic issue -- it’s just common sense." \(^{35}\)

**Governor Larry Hogan (R-Maryland)**

"...Arizona recognizes the service of thousands of Afghans over the last 20 years. As refugees come and find homes in states across the nation, we welcome them to our state full of opportunity and choice, and we’re working closely with federal and state officials to offer them safety in Arizona." \(^{36}\)

**Governor Doug Ducey (R-Arizona) and Arizona House Speaker Rusty Bowers (R)**

"Many Afghan people now fleeing their homes have bravely contributed to work in Afghanistan over the past two decades. Just as they protected us in serving our country and helped keep our troops safe, we owe it to them to protect and keep them safe. Wisconsin is ready to assist these efforts and help these individuals who served our country and are now seeking refuge." \(^{37}\)

**Governor Tony Evers (D-Wisconsin)**

As well as support from political leaders, polls show that the public is positive about resettling Afghans in the U.S. An August 2021 CBS News poll found that 81% agreed that the U.S. should help Afghans who worked with American troops coming to the U.S.\(^{40}\) Similarly, a September 2021 NPR/Ipsos poll found that 74% of respondents supported welcoming Afghans who worked with the U.S. government, and that 65% of respondents supported welcoming Afghan refugees who fear repression or persecution from the Taliban.\(^{41}\)

Given the public support for Afghan SIV holders, refugees, and parolees, businesses may be able to strengthen their brand and consumer appeal by supporting this population. Increasingly, consumers want businesses to make a positive impact in their communities. A study conducted by the New York University Stern School of Business and published by Tent surveyed more than 7,000 individuals in the U.S. to analyze how consumers responded to brands that commit to supporting refugees. The survey found that consumers respond positively across the board to brands supporting refugees, including those that hire refugees in the U.S.\(^{43}\) Of particular note is that millennial consumers, female consumers, and consumers of color are supportive of brands that commit to supporting refugees.
IV. How to Hire Afghan Refugees
Afghan SIV holders, refugees, and parolees are all legally authorized to work in the U.S. Since Afghans arriving in the U.S. have different immigration statuses, they may present various documents to complete new hire paperwork. Employers do not need to sponsor work authorization for Afghan SIV holders, refugees, or parolees.

Hiring an Afghan is similar to hiring any other employee in that they will need to complete the Form I-9 which is paperwork completed by all prospective employees in the U.S. to verify their identity and work authorization. When completing the Form I-9, employees must present either one document from List A that establishes both identity and work authorization or one document from List B to establish identity and one document from List C to establish work authorization.44

Like all job applicants, Afghans must be allowed to choose to present one document from either List A or a combination of documentation from Lists B and C. Employers may not request more or different documents, reject reasonably genuine-looking documents, or ask a job applicant to present specific documents.45

This Guide does not cover List B or C documents, as these documents are commonly presented to employers for Form I-9 purposes and employers are likely more familiar with them. List B documents establish identity, and include Driver’s Licenses and identification cards issued by the federal, state, or local government. List C documents establish work authorization, and include Social Security Cards and birth certificates.

It is common to have questions about work authorization documents, especially those not presented as frequently. The Immigrant and Employee Rights Section of the U.S. Department of Justice’s Civil Rights Division can answer questions from businesses about work authorization documents at their Employer Hotline: 1-800-255-8155. This hotline is free of charge and operates during normal business hours.46
The below table presents sample images of List A documents that Afghans may present to fulfill the Form I-9 requirements. List A documents establish both identity and work authorization.

<table>
<thead>
<tr>
<th>Document Name</th>
<th>Sample Document Image</th>
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<tbody>
<tr>
<td>PERMANENT RESIDENT CARD, ALSO KNOWN AS “GREEN CARD”</td>
<td>![Sample Image]</td>
</tr>
<tr>
<td>EMPLOYMENT AUTHORIZATION DOCUMENT CARD</td>
<td>![Sample Image]</td>
</tr>
</tbody>
</table>
FOREIGN PASSPORT WITH FORM I-94 OR FORM I-94A WITH ARRIVAL-DEPARTURE RECORD

U.S. Customs and Border Protection
Securing America’s Borders

Get I-94 Number
I-94 FAQ

Admission (I-94) Number Retrieval

Admission (I-94) Record Number: 690003606062
Admit Until Date (MM/DD/YYYY): 10/10/2012

Details provided on Admission(I-94) form:

Family Name: LI
First (Given) Name: LYDIA
Birth Date (MM/DD/YYYY): 01/01/1980
Passport Number: P123123213
Passport Country of Issuance: Mexico
Date of Entry (MM/DD/YYYY): 04/11/2012
Class of Admission: B1

Departure Number

0000000000 00

I-94 Departure Record

STUDENT

See Other Side
The United States Citizenship and Immigration Services (USCIS) has occasionally changed the design of these immigration documents. Documents can sometimes look different than the samples above and still be valid forms of identification. The USCIS website lists full details about each of the documents, including notations about where signatures may not be required for the document to be valid.47

The below table describes common List A work authorization documents that Afghans may present to fulfill Form I-9 requirements depending on their immigration status.48 This table is meant to help employers understand what kind of documents they can expect from Afghans, whether they are SIV holders, refugees, or parolees.

<table>
<thead>
<tr>
<th>Document Name</th>
<th>Sample Document Image</th>
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</thead>
<tbody>
<tr>
<td>FOREIGN PASSPORT WITH I-551 STAMP OR PRINTED NOTATION</td>
<td><img src="image1" alt="Sample Document Image" /></td>
</tr>
<tr>
<td>VISA</td>
<td><img src="image2" alt="Sample Document Image" /></td>
</tr>
<tr>
<td>Status</td>
<td>Description</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| SPECIAL IMMIGRANT VISA (SIV) RECIPIENT | These individuals worked for the U.S. government/military or government contractors in Afghanistan for at least one year. This status also covers their immediate family members. Afghans with this status are already lawful permanent residents of the U.S., though it might take a few weeks for them to receive their documents. | • Foreign passport with immigrant visa stamp  
• Employment Authorization Document card  
• Permanent Resident Card (“Green card”) |
| SQ/SI PAROLEE               | These individuals meet the criteria for a SIV, but their application for SIV status is still in process. The code “SQ/SI” is given by USCIS to signify meeting the criteria for a SIV. Afghans with this status can apply to adjust status to a lawful permanent resident, or ‘green card holder.’ | • I-94 noting SQ/SI parole  
• Employment Authorization Document card  
• Permanent Resident Card (“Green card”) |
| REFUGEE                     | These individuals can demonstrate that they were persecuted or fear persecution due to race, religion, nationality, political opinion, or membership in a particular social group. Afghan refugees may be individuals who worked for the U.S. government or government contractors for less than one year in Afghanistan (making them ineligible for a SIV), who worked for U.S.-funded programs or projects, or were employed by a U.S.-based media organization or NGO. Additionally, special entities such as embassies, designated NGOs, or UNHCR can also make individual referrals. Refugees can obtain lawful permanent resident status after one year in the U.S. | • I-94 noting refugee status  
• Employment Authorization Document card  
• Permanent Resident Card (“Green card”), only if the individual has been in the country for more than one year |
| HUMANITARIAN PAROLEE        | These individuals are granted temporary admission to the U.S. based on urgent humanitarian need. Afghan parolees may be individuals who either were unable to complete all requirements for SIV or refugee application processes prior to the crisis, or do not meet the criteria for any of the above statuses. Though this status is work-authorized, it is a temporary two-year status. This means that individuals will need to adjust their status to remain legally in the country. Individuals can adjust their status in multiple ways, including applying for asylum within one year of their arrival or submitting a family-based immigration petition. Once their status is adjusted, Afghans may present different work authorization documents. | • Employment Authorization Document card |

Note that it can take time for Afghan SIV holders, refugees, and parolees to receive their List A documentation. Afghans apply for these documents, such as Green Cards and Employment Authorization Document cards, through USCIS. Afghans holding any of the statuses above are authorized to work because of their immigration status, and do not require sponsorship from an employer.
Social Security Cards are List C documents that establish work authorization. Afghan SIV holders, refugees, and parolees are eligible to receive a Social Security Number (SSN), but for some, it will take time to process. The Form I-9 does not require the SSN to be included for the form to be complete and the applicant to begin work. However, businesses that participate in E-Verify will need the SSN to complete the E-Verify process. Although employers will eventually need to record a SSN for wage reporting purposes, the employee can start work regardless of whether they have been issued a SSN. Employers can use “000-00-0000” or “applied for” in payroll until the employee provides their SSN.

If employers use E-Verify, the E-Verify case can be delayed until the SSN is received. In these cases, E-Verify instructs employers to attach an explanation to the employees Form I-9 and create the case in E-Verify as soon as the SSN is available. If the SSN is not available by the third business day after the employee’s first day of employment, select Awaiting Social Security number when prompted by E-Verify.

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V.
Connecting with Afghan Refugee Talent
Tent Coalition for Afghan Refugees

In October 2021, Tent launched the Tent Coalition for Afghan Refugees, a network of over 50 major companies including Amazon, CVS Health, FedEx, Hilton, and Pfizer, that have pledged to create job opportunities, provide training, and step up in other meaningful ways to help Afghans better integrate into the American economy.

Companies that join this Coalition will receive individualized guidance from Tent on their refugee hiring efforts. Tent will assess a company’s hiring needs, provide tailored advice and training tutorials on how to develop an effective refugee hiring program, and connect them to refugee resettlement organizations and local non-profit organizations that can help companies recruit refugee talent. In addition, Tent has established a Working Group for Coalition members to share best practices on hiring and integrating Afghans into companies’ workforces and to provide a forum for companies to discuss how to overcome roadblocks in the refugee hiring process. Lastly, Tent will provide Coalition members with a communications platform to announce their commitments to support Afghans and provide advice to companies’ communications teams to ensure their internal and external communications efforts are framed and amplified in the most effective way.

Visit Tent’s Coalition for Afghan Refugees page to learn more, and express your interest in joining the Coalition here.

The federal Office of Refugee Resettlement tasks nine national refugee resettlement agencies with integrating refugees into American society. Below is a listing, organized by state and locality, of the local affiliates of the refugee resettlement agencies that can connect businesses with Afghan SIV holders, refugees, and parolees in the area. These refugee resettlement agencies can assist businesses with identifying potential employees whose skills match the needs of the job, completing new hire paperwork, offering any needed translation or interpretation services, and following up to ensure mutual satisfaction. In addition, these organizations work to prepare Afghans for employment, including orientating them to the U.S. job market, preparing resumes, and teaching about U.S. workplace customs. Services by the refugee resettlement agencies are provided at no cost to businesses.

Additionally, the federal Office of Refugee Resettlement keeps an updated list online of local organizations. This can be accessed here. A list of contacts who work for state governments overseeing refugee programming can be accessed here.

In addition to the refugee resettlement agencies, there are other organizations throughout the country that can help companies hire refugees. For example, Upwardly Global helps companies specifically hire mid- and high-skilled refugee talent, and local American Job Centers, funded by the U.S. Department of Labor’s Employment and Training Administration, provide free assistance to job seekers. There are also Afghan-led organizations that are helping to integrate Afghans into American society.

Tent can help companies navigate the set of nonprofits across the country, and can make relevant introductions.
Alabama
**Birmingham, AL**
Lutheran Immigration and Refugee Service - Inspiritus

Alaska
**Anchorage, AK**
United States Conference of Catholic Bishops - Catholic Social Services (Alaska)

Arkansas
**Fayetteville, AR**
Lutheran Immigration and Refugee Service - Canopy of Northwest Arkansas

Arizona
**Glendale, AZ**
International Rescue Committee
**Phoenix, AZ**
Ethiopian Community Development Council - Arizona Immigrant and Refugee Services
International Rescue Committee
Lutheran Immigration and Refugee Service - Lutheran Social Services of the Southwest
United States Conference of Catholic Bishops - Catholic Charities Community Service
**Tucson, AZ**
Episcopal Migration Ministries - Lutheran Social Services of the Southwest
HIAS - Jewish Family & Children’s Services of Southern Arizona
International Rescue Committee

California
**Anaheim, CA**
Ethiopian Community Development Council
**Concord, CA**
HIAS - Jewish Family & Community Services East Bay
**Garden Grove, CA**
World Relief Southern California
**Glendale, CA**
International Rescue Committee
U.S. Committee for Refugees and Immigrants - International Institute of Los Angeles
**Los Angeles, CA**
International Rescue Committee
Episcopal Migration Ministries - Interfaith Refugee and Immigration Service
**Los Gatos, CA**
HIAS - Jewish Family Services of Silicon Valley
**Modesto, CA**
World Relief Modesto
**North Highlands, CA**
World Relief Sacramento
**Oakland, CA**
International Rescue Committee
**Sacramento, CA**
Church World Service - Opening Doors, Inc. Center for New Americans
United States Conference of Catholic Bishops - Sacramento Food Bank & Family Services
U.S. Committee for Refugees and Immigrants - Lao Family Community Development, Inc.

International Rescue Committee
**San Diego, CA**
Ethiopian Community Development Council - Alliance for African Assistance
HIAS - Jewish Family Service of San Diego
International Rescue Committee
U.S. Committee for Refugees and Immigrants
United States Conference of Catholic Bishops - Catholic Charities Diocese of San Diego
**San Jose, CA**
International Rescue Committee
**Turlock, CA**
International Rescue Committee

Colorado
**Colorado Springs, CO**
Lutheran Immigration and Refugee Service - Lutheran Family Services Rocky Mountains
**Denver, CO**
Ethiopian Community Development Council - African Community Center Denver
Lutheran Immigration and Refugee Service - Lutheran Family Services Rocky Mountains
**Lakewood, CO**
International Rescue Committee

Connecticut
**Bridgeport, CT**
U.S. Committee for Refugees and Immigrants - Connecticut Institute for Refugees and Immigrants
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United States Conference of Catholic Bishops - Catholic Charities Indianapolis, Inc.

Iowa
Cedar Rapids, IA
U.S. Committee for Refugees and Immigrants - Catherine McAuley Center
Council Bluffs, IA
Church World Service
Des Moines, IA
International Rescue Committee
United States Conference of Catholic Bishops - Catholic Council for Social Concerns
U.S. Committee for Refugees and Immigrants Des Moines
Sioux City, IA
United States Conference of Catholic Bishops

Kansas
Kansas City, KS
United States Conference of Catholic Bishops - Catholic Charities of Kansas, Inc.
Garden City, KS
United States Conference of Catholic Bishops

Kentucky
Bowling Green, KY
U.S. Committee for Refugees and Immigrants - Western Kentucky Refugee Mutual Assistance

Covington, KY
Church World Service
Lexington, KY
Church World Service - Kentucky Refugee Ministries, Inc.
Louisville, KY
Church World Service - Kentucky Refugee Ministries, Inc. International Rescue Committee
United States Conference of Catholic Bishops - Catholic Charities of Louisville, Inc.
Owensboro, KY
U.S. Committee for Refugees and Immigrants - International Center, Owensboro

Maine
Lewiston, ME
Ethiopian Community Development Council

Massachusetts
Boston, MA
United States Conference of Catholic Bishops - Catholic Charitable Bureau of the Archdiocese of Boston, Inc.
U.S. Committee for Refugees and Immigrants - International Institute of Boston

Florence, MA
United States Conference of Catholic Bishops - Catholic Charities of the Diocese of Springfield
Jamaica Plains, MA
Ethiopian Community Development Council
Lowell, MA
U.S. Committee for Refugees and Immigrants - International Institute of Lowell
Roxbury, MA
Ethiopian Community Development Council - Refugee and Immigrant Assistance Center
Springfield, MA
HIAS - Jewish Family Service of Western Massachusetts
West Springfield, MA
Lutheran Immigration and Refugee Service - Ascentria
United States Conference of Catholic Bishops
Worcester, MA
Church World Service
Ethiopian Community Development Council - Refugee and Immigrant Assistance Center (Worcester)

Maryland
Baltimore, MD
International Rescue Committee
Catonsville, MD
Lutheran Immigration and Refugee Service
Frederick, MD
Lutheran Immigration and Refugee Service
Hyattsville, MD
Lutheran Immigration and Refugee Service - Lutheran Social Services of the National Capital Area
Silver Spring, MD
Ethiopian Community Development Council - African Community Center (Silver Spring)
International Rescue Committee

Michigan

Ann Arbor, MI
HIAS - Jewish Family Services of Washtenaw County
Dearborn, MI
U.S. Committee for Refugees and Immigrants Dearborn
Grand Rapids, MI
Church World Service - Bethany Christian Services Refugee Resettlement Program
Lutheran Immigration and Refugee Service - Samaritas
Kalamazoo, MI
Church World Service
Lansing, MI
United States Conference of Catholic Bishops
Troy, MI
Lutheran Immigration and Refugee Service - Samaritas
World Relief - New American Services

Minnesota

Minneapolis, MN
Episcopal Migration Ministries - Minnesota Council of Churches
Lutheran Immigration and Refugee Service - Lutheran Social Services of Minnesota
World Relief Minneapolis-St. Paul
Richfield, MN
World Relief - Arrive Ministries
Saint Paul, MN
U.S. Committee for Refugees and Immigrants - International Institute of Minnesota

St. Cloud, MN
Lutheran Immigration and Refugee Service - Lutheran Social Services of Minnesota
Winona, MN
United States Conference of Catholic Bishops - Catholic Charities of the Diocese of Winona/Rochester

Missouri

Columbia, MO
United States Conference of Catholic Bishops - Catholic Charities of Central and Northern Missouri
Kansas City, MO
Ethiopian Community Development Council - Della Lamb Community Services
U.S. Committee for Refugees and Immigrants - Jewish Vocational Services

Saint Louis, MO
U.S. Committee for Refugees and Immigrants - International Institute of St. Louis

Springfield, MO
U.S. Committee for Refugees and Immigrants - International Institute of Southwest Missouri

Montana

Missoula, MT
International Rescue Committee

Nebraska

Lexington, NE
Church World Service
Lincoln, NE
Church World Service - Lutheran Family Services of Nebraska
United States Conference of Catholic Bishops - Catholic Social Services
Omaha, NE
Ethiopian Community Development Council - Refugee Empowerment Center
Lutheran Immigration and Refugee Service - Lutheran Family Services

Nevada

Las Vegas, NV
Ethiopian Community Development Council - African Community Center Las Vegas
United States Conference of Catholic Bishops - Catholic Charities of Southern Nevada
Reno, NV
U.S. Committee for Refugees and Immigrants - Northern Nevada International Center
New Hampshire
Concord, NH
Church World Service - Ascentria Care Alliance
Manchester, NH
U.S. Committee for Refugees and Immigrants - International Institute of New Hampshire

New Jersey
Elizabeth, NJ
International Rescue Committee
Highland Park, NJ
U.S. Committee for Refugees and Immigrants - Reformed Church of Highland Park-Affordable Housing Corporation
Jersey City, NJ
Church World Service Jersey City

New Mexico
Albuquerque, NM
Lutheran Immigration and Refugee Service - Lutheran Family Services
Las Cruces, NM
Lutheran Immigration and Refugee Service

New York
Albany, NY
U.S. Committee for Refugees and Immigrants Albany
Brooklyn, NY
U.S. Committee for Refugees and Immigrants - CAMBA
Buffalo, NY
Church World Service - Journey’s End Refugee Services, Inc
HIAS - Jewish Family Services of Western New York


U.S. Committee for Refugees and Immigrants - International Institute of Buffalo
New York, NY
HIAS New York (New York City and Westchester)
International Rescue Committee
United States Conference of Catholic Bishops
Niagara Falls, NY
HIAS - Jewish Family Services of Western New York
Rochester, NY
United States Conference of Catholic Bishops - Catholic Family Center
World Relief
Rockville Center, NY
United States Conference of Catholic Bishops
Syracuse, NY
Ethiopian Community Development Council
Episcopal Migration Ministries - Interfaith Works of Central New York
United States Conference of Catholic Bishops - Catholic Charities of Onondaga County
Utica, NY
Lutheran Immigration and Refugee Service - The Center
Yonkers, NY
United States Conference of Catholic Bishops - Catholic Charities Community Services
North Carolina
Asheville, NC
Lutheran Immigration and Refugee Service
Charlotte, NC
HIAS - Carolina Refugee Resettlement Agency
United States Conference of Catholic Bishops - Catholic Charities of Charlotte
Durham, NC
Church World Service Durham
World Relief Durham
Greensboro, NC
Church World Service Greensboro
Ethiopian Community Development Council - North Carolina African Services Coalition
High Point, NC
World Relief High Point
New Bern, NC
Episcopal Migration Ministries - Diocese of East Carolina Interfaith Refugee Ministry
Raleigh, NC
Lutheran Immigration and Refugee Service - Lutheran Family Services
In The Carolinas
United States Conference of Catholic Bishops - Catholic Charities of North Carolina
Winston Salem, NC
World Relief
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Service - Lutheran Family Services in the Carolinas
Greenville, SC
Lutheran Immigration and Refugee Service
World Relief Upstate South Carolina (Greenville)

South Dakota
Sioux Falls, SD
Lutheran Immigration and Refugee Service - Lutheran Social Services of South Dakota

Tennessee
Chattanooga, TN
Episcopal Migration Ministries - Bridge Refugee Services, Inc. - Chattanooga
Knoxville, TN
Episcopal Migration Ministries - Bridge Refugee Services, Inc. - Knoxville
Memphis, TN
World Relief Memphis
Nashville, TN
Ethiopian Community Development Council - Nashville International Center for Empowerment
United States Conference of Catholic Bishops - Catholic Charities of Tennessee, Inc.

Texas
Abilene, TX
Church World Service
International Rescue Committee
Amarillo, TX
Church World Service - Refugee Services of Texas, Inc.
United States Conference of Catholic Bishops - Catholic Charities of the Texas Panhandle

Austin, TX
Episcopal Migration Ministries - Refugee Services of Texas, Austin

Dallas, TX
Church World Service - Refugee Services of Texas, Inc.
International Rescue Committee
United States Conference of Catholic Bishops - Catholic Charities of Dallas, Inc.

Fort Worth, TX
Lutheran Immigration and Refugee Service - Refugee Services of Texas, Inc
United States Conference of Catholic Bishops - Catholic Charities of Fort Worth
World Relief North Texas (Fort Worth)

Houston, TX
Church World Service - Interfaith Ministries of Greater Houston
Episcopal Migration Ministries - Interfaith Ministries for Greater Houston
Ethiopian Community Development Council - Alliance for Multicultural Community Services
Lutheran Immigration and Refugee Service - Refugee Services of Texas, Inc
United States Conference of Catholic Bishops - Catholic Charities of the Archdiocese of Galveston-Houston

U.S. Committee for Refugees and Immigrants - YMCA of the Greater Houston Area, International Services

San Antonio, TX
Church World Service
United States Conference of Catholic Bishops - Catholic Charities Archdiocese of San Antonio, Inc.
U.S. Committee for Refugees and Immigrants - Refugee and Immigrant Center for Education and Legal Services

Utah
Salt Lake City, UT
International Rescue Committee
United States Conference of Catholic Bishops - Catholic Community Services of Utah
U.S. Committee for Refugees and Immigrants

Virginia
Arlington, VA
United States Conference of Catholic Bishops - Catholic Charities of the Diocese of Arlington
Ethiopian Community Development Council - African Community Center
DC Metro
Charlottesville, VA
International Rescue Committee
Dale City, VA
Lutheran Immigration and Refugee Service - Lutheran Social Services of the National Capital Area
**Fairfax, VA**
Lutheran Immigration and Refugee Service - Lutheran Social Services of the National Capital Area

**Harrisonburg, VA**
Church World Service Harrisonburg

**Manassas, VA**
United States Conference of Catholic Bishops - Catholic Charities of the Diocese of Arlington

**Newport News, VA**
United States Conference of Catholic Bishops - Commonwealth Catholic Charities

**Richmond, VA**
International Rescue Committee
United States Conference of Catholic Bishops - Commonwealth Catholic Charities

**Roanoke, VA**
United States Conference of Catholic Bishops - Commonwealth Catholic Charities

**Vermont**
**Brattleboro, VT**
Ethiopian Community Development Council

**Colchester, VT**
U.S. Committee for Refugees and Immigrants - Vermont Refugee Resettlement Program

**Washington**
**Auburn, WA**
Episcopal Migration Ministries - Diocese of Olympia Refugee Resettlement Office

**Bellingham, WA**
World Relief

**Kent, WA**
HIAS - Jewish Family Service of Greater Seattle
World Relief Seattle (Kent)

**Richland, WA**
World Relief Tri-Cities

**Seattle, WA**
International Rescue Committee

**SeaTac, WA**
Episcopal Migration Ministries

**Spokane, WA**
World Relief Spokane

**Tacoma, WA**
Lutheran Immigration and Refugee Service - Lutheran Community Services Northwest

**Vancouver, WA**
Lutheran Immigration and Refugee Service - Lutheran Community Services Northwest

**Wisconsin**
**Appleton, WI**
World Relief - Fox Valley

**Green Bay, WI**
U.S. Committee for Refugees and Immigrants

**Madison, WI**
HIAS - Jewish Social Services of Madison

**Milwaukee, WI**
Lutheran Immigration and Refugee Service - Lutheran Social Service of Wisconsin & Upper Michigan
U.S. Committee for Refugees and Immigrants - International Institute of Wisconsin

**Wausau, WI**
Ethiopian Community Development Council
Appendix:
Resources
RESOURCES RELATED TO HIRING

Find information related to E-Verify on their website:

- E-Verify website
- E-verify Video Guides

Find information related to immigrant work authorization and documentation at United States Citizenship and Immigration Services: [www.uscis.gov](http://www.uscis.gov). USCIS also has helpful videos explaining how to complete the Form I-9:

- Employee Information and Attestation
- Employer Review and Attestation
- Updating and Reverification

The United States Department of Justice’s Immigrant and Employee Rights Section of the Civil Rights Division helps employers and workers understand the anti-discrimination provision of the Immigration and Nationality Act. The Immigrant and Employee Rights Section particularly helps employers and workers understand documentation needed to fulfill Form I-9 requirements when applying for a job. Some helpful links:

- The IER website with resources for employers
- Fact Sheet about Refugee and Asylee Work Authorization and Documentation

Employers hiring Afghans, like any other employee, should be aware of anti-discrimination provisions relation to national origin discrimination. The U.S. Equal Employment Opportunity Commission offers guidance for employers to prevent national origin discrimination in the workplace: [https://www.eeoc.gov/laws/types/nationalorigin.cfm](https://www.eeoc.gov/laws/types/nationalorigin.cfm)
Developed to help companies in the U.S. design and implement refugee employment programs, Tent commissioned a guide written by Lutheran Immigration and Refugee Services (LIRS). This resource includes information on refugee populations in the U.S., the business benefits of hiring refugees, and best practices for recruiting refugee employees. The U.S. Employers’ Guide to Hiring Refugees is a resource for employers focusing on the general refugee population, while this resource focuses on hiring Afghan refugees, specifically.

U.S. Employers’ Guide to Hiring Refugees

RESOURCES RELATED TO SUPPORTING AFGHAN SIV HOLDERS, REFUGEES, AND PAROLEES

Refugee Council USA hosts a number of resources to support Afghan allies, including how to volunteer and advocate.

Lutheran Immigration and Refugee Service has information about how to help Afghan refugees.

Welcoming America offers resources for community leaders, organizations, and individuals seeking to support Afghan families as they begin their lives in the U.S.

Tent partners with Welcome.US, a national effort to welcome Afghan families as they begin their lives in the U.S.

Women for Afghan Women is a grassroots civil society organization dedicated to protecting the rights of Afghan women and girls in Afghanistan and New York. Their website includes ways you can help support Afghans arriving in New York.

RESOURCES RELATED TO IMMIGRANT AND REFUGEE PROCESSING

Full details on Operation Allies Welcome, including an explanation of the arrival process, press releases, and details on benefits for parolees. This fact sheet details the most pertinent information.

This flow chart created by USCIS shows how refugees arrive in the U.S.

This factsheet shares details on security screenings for refugees.

The United Nations High Commissioner for Refugees (UNHCR) Population Statistics Database shares information about refugees worldwide. On this website, you can learn more about Afghan refugees.
Endnotes


2. https://www.dhs.gov/allieswelcome


6. Note: Of these 75,767 Afghans, 21,577 of these were principal applicants and 54,190 were immediate family members. https://crsreports.congress.gov/product/pdf/R/R43725/17?utm_source=Center+for+Migration+Studies+Mailing+List&utm_campaign=ea2bd00825-EMAIL_CAMPAIGN_2018_12_03_05_58_COPY_01&utm_medium=email&utm_term=0_74e5cba118-ea2bd00825-


15. https://apnews.com/article/us-afghanistan-evacuees-262203820a617808f4a40a130e2d179a

16. https://apnews.com/article/us-afghanistan-evacuees-262203820a617808f4a40a130e2d179a

17. https://www.wrapsnet.org/archives/


21. No One Left Behind conducted interviews with 150 Afghan SIV recipients and applicants between 2016 and 2021. No One Left Behind is a non-profit dedicated to providing assistance to interpreters who supported U.S. military operations. watson.brown.edu/costsofwar/files/cow/imce/papers/2021/Costs%20of%20Working%20with%20Americans_Coburn_Costs%20of%20War.pdf
U.S. EMPLOYERS' GUIDE TO HIRING AFGHAN REFUGEES


https://www.dol.gov/agencies/eta/wotc

https://www.dol.gov/agencies/eta/wotc/how-to-file

https://www.migrationpolicy.org/article/afghan-immigrants-united-states#age_education_employment


https://research.newamericaneconomy.org/research/afghan-immigrants-in-the-united-states/


https://welcome.us/states


https://welcome.us/states


https://drive.google.com/file/d/1VJKdBglH8nPNslg4duYhtV1fuTcoWF4w/view


