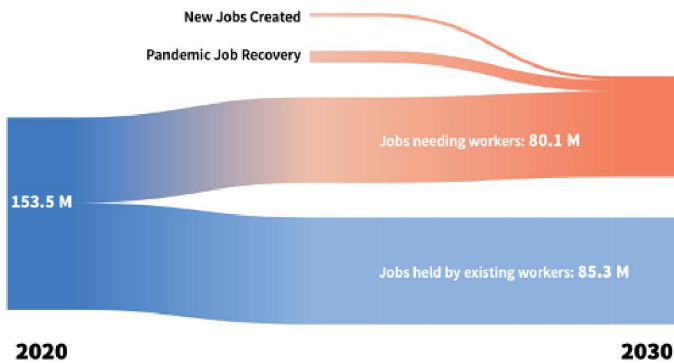


URGENT NEED TO HIRE TALENT



Large swaths of workers are retiring and leaving the workforce, additional workers left because of the pandemic and the great reshuffle has added additional pressure to workforce needs. This gap between demand for workers and supply of talent will only continue to widen in the years to come.¹ The American Immigration Council projects that by 2030, 80.1 million jobs will need workers across the U.S.

Considering 80% of companies surveyed in Northeast Ohio noted a talent shortage earlier this year, we can expect that this urgent need will only persist if not increase if the international newcomer talent pool is not considered.²

INTERNATIONAL NEWCOMER TALENT TO CONSIDER HIRING:

REFUGEES

If classified as a refugee by UNHCR and the U.S. Federal Government, they are given authorization to work through the Employment Authorization Document (EAD).³ Ohio has consistently ranked in the top ten states for refugee resettlement and our region will continue to lead the way as their aim to welcome almost 2,000 refugees this year alone.⁴

Case Study: Pilot Plastics

Pilot Plastics, a custom injection molding factory based in Cuyahoga Falls, Ohio turned to the international newcomer community to solve their urgent need to hire and in just a few months has become a model for cluster hiring the hidden talent in our communities.

In the fall of 2021, Pilot Plastics came under new ownership. Mick Jendrisak stepped in with the goal of turning around the negative reputation of the company (only 2.3 stars on Glassdoor) and making it a place that people enjoyed working and that the community was proud of. After raising wages, improving working conditions, changing work hours, and adding a wide range of employee engagement opportunities, Mick and his team were ready to hire. Not only were they ready, they urgently needed to fill open positions to keep the new and improved Pilot Plastics factory moving forward. That is when the team noticed a standout employee who happened to be from the Nepali community. They asked if this employee had friends or family who might be interested in working at Pilot Plastics and they received an enthusiastic yes. Pilot Plastics proceeded to conduct targeted outreach to the Nepali community—flyers in Nepali and other local languages—and ensured members of the international community that they were welcome to apply. Today, 85% of shift B at Pilot Plastics are Nepali workers. They not only helped answer Pilot Plastics urgent need to hire talent, but they also continue to support each other with translation needs and acclimating to the US workforce.

These members of the international community are a natural asset to Cuyahoga Falls and our region. By allowing them to be a part of the workforce, these Nepali workers and many others can help us answer the call to action.

Take Action:

1. For all open positions remove “Fluent in English” and seek to provide job postings in additional languages.
2. In required experience section of job descriptions, ensure these talented individuals with unrestricted work visas can apply by using the wording, “high school diploma, GED, or other equivalent experience.”
3. Partner with Global Cleveland and other organizations within the refugee resettlement community to access refugee talent pool.



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1. The American Immigration Council, 2022, “Amid Rising Inflation, Immigrant Workers Help Ease Labor Shortages.” 2. The Fund for Our Economic Future, 2022, “Where are the Workers?” 3. U.S. Citizenship and Immigration Services. 4. Cleveland Refugee Services Collaborative, 2022. 5. Interview with Mick Jendrisak, 2022.