



# FREEDOM'S HAVEN

OF SOUTH DAKOTA

# Summit

October 24<sup>th</sup>

# 2024

"Bringing people to safety and building our South Dakota workforce"



The term "New Americans" is used to refer to refugees, humanitarian parolees, political asylum, legal immigrants, & foreign workers, it is not intended to mean all participants are on a pathways to citizenship

# Agenda

## Morning Session: THE NEED FOR NEW AMERICANS' WORKFORCE

- **08:30 AM:** Welcome & introductions Mike Cartney
- **08:45 AM:** Mike Cartney & Michael Klatt - **Freedom's Haven Overview**
- **09:00 AM:** Dr. Weiwei Zhang - **The Many Faces of South Dakota: Community Demographics in the Past, Present, and Future.**
- **09:30 AM:** Val McGovern - **Busting the Myths - Unveiling the Truth about the Workforce**
- **10:00 AM:** Q & A Panel - Demographics & Workforce
- **10:15 AM:** Break

## Mid-Morning Session: PREPARING TO RECEIVE NEW AMERICANS

- **10:30 AM:** Lee Gabel - **Freedom's Haven progress, milestones & lessons learned**
- **10:45 AM:** Dana Boraas - **Insights from LSS - Center for New Americans**
- **11:00 AM:** Joan Franken & Ashley Bruske - **New Americans as Tenants**
- **11:15 AM:** Hani Shafai - **Building Sustainable Communities**
- **11:45 PM:** Q & A Panel - Housing & Communities
- **12:15 - 1:30 PM:** Lunch

## Afternoon Session: BRINGING THEM TO SOUTH DAKOTA

- **1:30 PM:** Dmitriy Golovatskyy - **Partnerships That Build: Ukrainians & South Dakota**
- **1:45 PM:** Karla Haugan - **An Employer's Perspective of New Americans' Workforce**
- **2:00 PM:** Karam Law - Enes Demriel & Matt Woodward - **Immigration Mechanics**
- **2:45 PM:** Break with Ukrainian snacks served
- **3:00 PM:** Lee Gabel - **Churches uniting to adopt New Americans**

## Mid Afternoon Session: KEEPING NEW AMERICANS IN SOUTH DAKOTA

- **3:15 PM:** Lessons from Ukraine and Panel Discussion. (including Dana Boraas, Karla Haugan, Dan Hodgson and others, moderator - Lee Gabel)
- **4:00 PM:** Mike Cartney - Ways forward:
- **5:00 PM:** Free Time / Networking
- **5:30 - 7:00 PM:** Dinner including Summary



# Introductions

- Board

- Mike Cartney (Chair)
- Michael Klatt
- Sister Barb Younger
- Hugh Bartels
- Joy Nelson
- Hani Shafai (ex-officio)

- Executive Director – Calvin Jones

- [calvin@freedomshaven.org](mailto:calvin@freedomshaven.org) / 970.430.6360

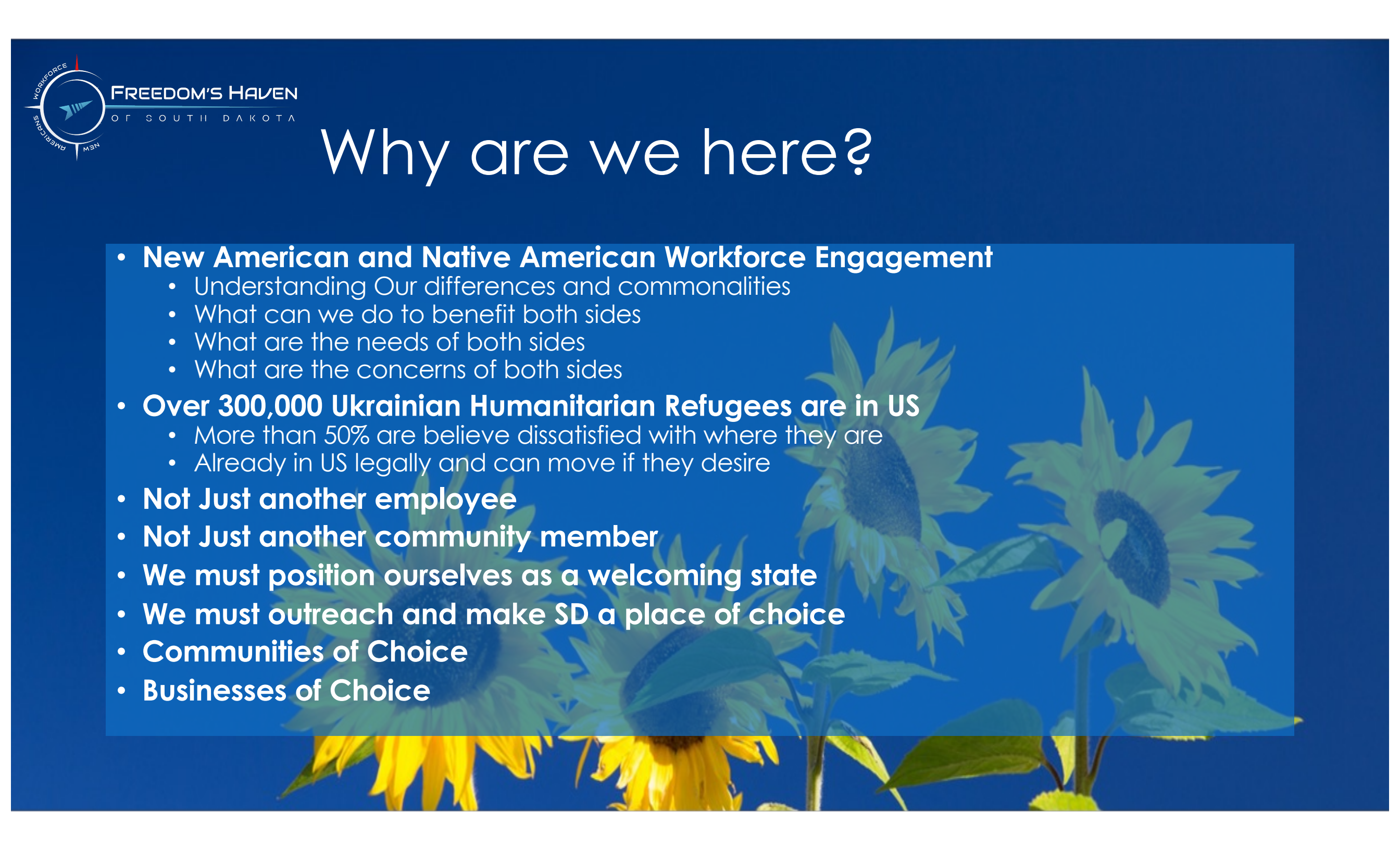
- Co-Director – Lee Gabel

- [lee@freedomshaven.org](mailto:lee@freedomshaven.org) / 605.880.1278



<https://freedomshaven.org>

# Why are we here?

- **New American and Native American Workforce Engagement**
    - Understanding Our differences and commonalities
    - What can we do to benefit both sides
    - What are the needs of both sides
    - What are the concerns of both sides
  - **Over 300,000 Ukrainian Humanitarian Refugees are in US**
    - More than 50% are believe dissatisfied with where they are
    - Already in US legally and can move if they desire
  - **Not Just another employee**
  - **Not Just another community member**
  - **We must position ourselves as a welcoming state**
  - **We must outreach and make SD a place of choice**
  - **Communities of Choice**
  - **Businesses of Choice**
- 



# New Americans Workforce – Why?

## The Problem:

- South Dakota currently has 30,000+ open positions
- about 500 people on unemployment
- declining population of workers as baby-boomers leave the workforce
- overwhelming potential to grow our economy



# New Americans Workforce – Began September 2021

## **Solution:**

- Increase the engagement of New Americans in South Dakota's workforce through active recruitment of legal immigrants, refugees, & guest workers.

### **Key Aspects of a Solution:**

- **Fix Federal Government policy, guidance, and restrictions**
- **increase the availability of housing**
- **effectively understand approaches/processes of engaging each class of NAW**
- **clear pathways that enable communities to succeed**





# New Americans Workforce – Potential Workers

## Refugees & Humanitarian Parolees

- Already In-country
  - Still outside the US
1. Temporary
  2. May not be able to work
  3. High level of support
  4. Federal Benefits
  5. Pathway to citizenship

*Goal: 10,000 Ukrainians sponsored*

## Legal Immigrants

- Already In-country
- Still outside the US
- Long-term
- Pathway to citizenship

*Goal: 10,000 more legal immigrants living/earning in SD*

## Guest Workers

- VISA
1. Short-term
  2. Limited numbers of Visas
  3. Some companies specialize in recruiting these workers
  4. Employer not worker hold visa, pay expenses

*Goal: 10,000 more guest workers in SD, with an emphasis on Advanced Manufacturing Workforce*

**Focus changed when Ukrainian war escalated  
-Including humanitarian aspect-**



# Freedom's Haven - Basics

## 1. Catalyst & information conduit for the state to enable communities /employers

- a. Feds: United for Ukrainian is by individual sponsors
- b. Employers and organizations can support sponsors
- c. Freedom's Haven supports other approaches

## 2. Also focuses on removing federal and international obstacles

- a. Right to work, Driver's license, Financial Backing, Medical Insurance, More guest worker Visas

## 3. The Network

- a. Organizations and individuals providing resources and support
- b. Non-profit organizations can request emergency grants on behalf of their sponsors
- c. Education and training opportunities for communities, organizations, and individuals
- d. Identifying and sharing key resources available to communities and individuals
- e. Facilitating Identifying Possible matches for Ukrainian Families/Sponsors

**Bringing Ukrainian Refugees to South Dakota**



# The Players

## Freedom's Haven for New Americans Workforce

- A catalyst for communities & the state in building NAW by providing information, assistance, and some funding
- Goal is the development of effective & repeatable process for getting New Americans to South Dakota

## Lutheran Social Services

- The immigration/refugee support agency for SD

## Federal Government

- Establishes the rules for all classes of New Americans & provides benefits for refugees/HP

## State of South Dakota

- State-level support and coordination.
- Making and selling SD as "The State of Choice of New Americans"

## Local Communities

- Where the rubber meets the road.
- Making and selling community as "The Community of Choice of New Americans"
- Employers
- Consumers of the new workforce and Key supporters of Communities and State efforts
- Clergy/religious groups
- Pivotal liaison for many groups of immigrants
- Main sponsor source for refugee and HP efforts
- City/Economic Development Agency
- Focal entity for the community effort

## Immigration Lawyers

- Vital for answering the hard questions

## Guest worker recruiters

- Companies that specialize in recruiting

# Supporting community efforts

1. **Sponsors:** Volunteers stepping forward to care for refugees
2. **Sponsor Support:** Help sponsors by sharing in the care of refugees
  - Funds
  - Taking turns to help sponsors (transportation, orienting to life in US)
  - Housing
  - Etc.
3. **Employers:** Those who want to hire refugees
4. **Community Services:** Law Enforcement, education, daycare, charitable entities, etc.) needed to support refugees

**Bringing Ukrainian Refugees to South Dakota**



# Discussion/Questions?



# Thinking Strategically

- Each Group answer the following questions. When you think about augmenting our workforce with Ukrainians:
  1. What are the biggest OBSTACLES for businesses?
  2. What are the biggest OBSTACLES for communities
  3. What are the biggest OPPORTUNITIES
  4. What should the top priorities be for Freedom's Haven in the next year
- Answers will be synthesized and presented at dinner



# Catalyst & Facilitator

- **Community-level efforts – Community-level Actors**
  - City Economic Development
  - Clergy
  - Community groups (Salvation Army, City, Monastery, Education)
  - Individuals/Sponsors
  - Businesses
- **State-level efforts – State-level Actors**
  - DLR
  - SD Community Foundation
  - LSS
  - SD Housing
- **Federal-level Actors**
  - SD Congressional Delegation
  - Administration

# Who's who?

- Board
  - Mike Cartney (Chair)
  - Michael Klatt
  - Sister Barb Younger
  - Hugh Bartels
  - Joy Nelson
- Executive Director – Calvin Jones
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