

# Executive Summary by the Chair

## Top Priority for Freedom's Haven

### A. Freedom's Haven

1. Reinvigorate old, establish new and then nurture internal and external lines of communication.
2. **FIND UKRAINIANS THAT ARE ALREADY HERE (IN US)**. There are an estimated 100,000 to 200,000 Ukrainians refugees from the war already in the US who are not happy with where they landed. We need to tell them our story and get the ones we need here
  - a) Use immigrants to start the flow
  - b) Advertise SD online and with social media influencer
  - c) Work with State and employers on getting the word out
  - d) Help with certifications and licensure equivalency
3. Connecting Employers with potential employees
  - a) get information to Employer \*\*
  - b) Create a list of preferred employers
  - c) Improving healthcare workforce
  - d) Get employer groups together
  - e) Testimonials from companies to help spread the story

### B. In partnership with Governmental entities and industry partners

1. National Level
  - a) Develop national workforce bill
  - b) Reforms for immigration policy
  - c) Clearer process for all parties
  - d) Reforms for immigration policy
  - e) Increase Guest worker visa numbers to expedite process
  - f) Establish an Advanced Manufacturing Guest Worker visa class
  - g) Expedite immigration statuses – move faster and reduce paperwork (Advocate for)
  - h) Influence the immigration processes that slow things down
2. State Level with employers
  - a) **HELP COMPANIES BUILD TEMP HOUSING**
  - b) Seek and advocate for grants and investors to support housing

# 2024 Complete Responses (part 1)

## A. Obstacles to Help ease -- Business

1. Language Barrier
2. Immigration processes
3. Current employee training
4. Training
5. Attitude/Cultural Shift
6. Safety/Training in Other Languages
7. Teach specific Terms
8. Employer fear to sponsor visa
9. Affordable daycare
10. Initial housing
11. Business culture and assimilation
12. Previous education transfer and credit

## B. Obstacles to help ease – Community

1. Understanding being a sponsor or being a host family
2. Find the first sponsor
3. School system prepared for influence of foreign students
4. Create a support network (identifying resources)
5. Education to community
6. Connect new Americans to others from their home country
7. Churches – willingness to be engaged
8. Community fear to be a sponsor
  - a) Are they going to accept new individuals – Are they going to accept foreigners

# 2024 Complete Responses (part 2)

- C. General Obstacles regardless of where new employees are sourced from
  - 1. Affordable housing
  - 2. Affordable daycare
  - 3. Understanding cultural differences and perceptions
  - 4. Municipalities obstacles in building and housing
  - 5. School system prepared for influence of students
- D. Opportunities – Why Ukrainians?
  - 1. Very Loyal employee in the future
  - 2. Each next immigrant is easier
  - 3. Rewarding for host family -- Ripple effect of good
  - 4. Cultural diversity of community
  - 5. Opens business minds to other new things
  - 6. New businesses
  - 7. Expand Manufacturing
  - 8. Small School system prepared for influence of foreign students
  - 9. School system prepared for influence of foreign students
  - 10. Towns may be able to do it better than big cities

