

BUILDING BRIDGES TO THE AMERICAN WORKPLACE

EMPLOYMENT SUCCESS

WITH IMMIGRANTS AND REFUGEES!

Presented at Your Organization by Larry Robbin

Executive Director of Robbin and Associates

Over 45 Years of Workforce Development Experience!

Over 100,000 People Trained! More than 500 Conference Presentations

Over 1000 Thousand Organizations Served!

If you are a manager or staff person working in a program to help immigrants and refugees get employment and want to improve your outcomes then bring this workshop to your program! This powerful training will give you an in-depth look at the best practices in program design and employment counseling that really work with this population. This information is combined with a revealing journey into the private sector hiring authority mind set as they view the job search efforts of immigrants and refugees. When you combine these valuable perspectives you'll get an incredible amount of new ideas that you can implement to improve the employment outcomes of the people you serve. Learn how to change your program design, collaborations and direct services to help people be successful in their new labor market!

- Discover the motivation blocks that keep people from job search in this country!
- Help people transfer their native country work experience into assets to employment in the American labor market and help people without work experience find their way into the American workforce!
- Learn how cultural influences in relating to authority figures can be a block to successful interviewing and employment!
- Find out why four cultural identity models that are used by immigrants and refugees can be either assets or barriers to the employment process!
- Add new features to your program that will make your model a spring board to employment success!
- See the immigrant and refugee job search process from the employer's perspective and teach people how to understand the hidden hiring agenda!
- Develop new skills for working with the challenges of cultural differences, language, values, peer group pressures, motivation, class, traditions and other issues!
- * Get free very practical employment skill building hand outs you can use the next day in your program!

This training is conducted by Larry Robbin, Executive Director of Robbin and Associates. Larry brings over forty-five years of workforce development training experience to this workshop. He has trained more than 100,000 people in sessions held across the country. He is widely regarded as a national expert in the workforce development field. His services are frequently used by the Department of Labor, community based organizations, government agencies, training providers, schools, non-profits and many other types of organizations. He has designed over 150 innovative workforce, education and training programs linking populations with multiple barriers to employment with jobs and careers in the private sector. Larry has many years of experience working directly with immigrants and refugees from many countries. He has also provided training, evaluation and management consultation services to numerous employment programs serving immigrants and refugees including Jewish Vocational Services, Center for Employment Training, SER, Association of Farmworker Opportunity Programs, Oregon Human Development Corporation, Career Resource Development Center, Oakland Chinese Community Center, Korean Center, Mission Hiring Hall, Lao Family Community, African Immigrant and Refugee Center, Proteus, Asian Neighborhood Design, Work Hawaii, Catholic Charities, and many other organizations. He was a consultant and trainer for the federal Office of Education for the Bilingual Vocational Instructors Training Project. His

article on identity models of immigrants and refugees appears in a book published by CAPS Press. Over forty of his articles and interviews have been published in workforce development journals. Larry has done more training for the National Association of Workforce Development Professionals and the California Workforce Association than any other trainer. Among his many awards and honors his work has received international recognition and he was one of the first Americans invited to visit China to discuss workforce development. He also brings to this workshop the personal perspective of being raised in a family strongly influenced by the immigrant experience of his grand parents.

To get information on our many other immigrant and refugee staff training and management consulting services including sessions on case management program design, improving staff performance, new approaches to job readiness, job development, retention and other topics contact Robbin and Associates at 510-834-8524 or larryrobbin@aol.com www.LarryRobbin.com