1. **Understanding the skilled immigrant population**

Are you getting key information at intake? Use a standardized intake form to collect data on your students’ foreign educational backgrounds, including:

- Type of degree (and major field of study)
- Date of graduation
- Name of college or university
- Country of education (this may not be the same as the student’s country of birth)

2. **Transferring international degrees or credentials to the US**

**HOW PROFESSIONS ARE ORGANIZED IN THE U.S.**

- The US is decentralized. Each state typically has own laws to regulate professions.
- Regulated professions are generally overseen by a state professional licensing board.

**DEFINITIONS: CREDENTIAL TYPES**

- An industry-recognized credential holds meaning in the job market.
- A proprietary credential is unique to the school or company that provides it. It may not be industry-recognized.
- A portable credential is relevant to multiple employers and may be state-regulated. It is generally industry-recognized. For example, a Registered Nurse.
- On-the-job and non-accredited training may not be recognized by future employers – always check for their transferability.
UNDERSTANDING CREDENTIAL EVALUATION

Credential evaluation is a rigorous, third-party review of an international degree. A credential evaluation report explains a person’s international education in US terms such as grades, GPA, and degree equivalent.

Evaluation reports can be used to apply for US professional licensure, apply for employment, or apply to a US college for additional education.

The cost is typically $150-300, not including translation.

Beware: Each US college or licensing board has its own rules for which evaluations it will accept. Make sure to check with the specific entity.

For a list of credential evaluation services, see the National Association of Credential Evaluation Services (naces.org)

3. Helping Adult Immigrant Students Prepare for Professional Employment

Is US job market information integrated into your ESL curriculum? Use role-play and other activities to help immigrant students hone soft skills in these areas:

- **Nonverbal:** handshakes, eye contact.
- **Self-promotion:** practice an “elevator speech” about oneself, mock interviews, leaving voicemail/email, writing short thank you e-mails to interviewers.
- **Seeking key information:** transcribing voicemail, finding company locations on a map, determining public transportation routes.

RESOURCE LIBRARY

There is a wealth of resources to guide skilled immigrants:

- [welcomingcenter.org](http://welcomingcenter.org) has publications including How to Succeed in the Workplace and four industry-specific Career Guides.
- [upwardlyglobal.org](http://upwardlyglobal.org) has Guides for Licensed Professionals for CA, IL and NY, and online training via webinars.
- World Education Services has licensing, certification, and alternative careers information at [globaltalentbridge.org](http://globaltalentbridge.org), and a toolkit specifically for adult educators.

**IMPRINT is a consortium of nonprofits which provides technical assistance and policy direction on skilled immigrant issues.**

For more information, visit [www.imprintproject.org](http://www.imprintproject.org)