**Business and Organization In-Service**

**Outcomes**

By the end of the activity participants will be able to:

* Understand who a refugee is and why they come to the county
* recognize the different environments and jobs that support those environments in the countries that refugees come from
* appreciate how people around the world may do the same kinds of jobs as we have but with less technology and in different economic and regulatory systems
* describe and the challenges refugees have transferring their job skills into the US work environment
* think through ideas to help newcomers bridge those gaps in your organization and in the broader community
* understand how sustainable livelihoods helps everyone make more money

Introduce the subject of refugees. Check that participants know what is meant by the word. A **refugee** is someone who has had to leave their home country to find a refuge: a safer place to be. Most likely, they cannot return home or are afraid to do so. Often war and ethnic, tribal and religious violence cause people to fleeing their countries for safety. We call them refugees. They are people who have been forced to flee their country because of persecution, war, or violence. They fear persecution for reasons of race, religion, nationality, political opinion or membership in a particular social group. Many refugees have a simple desire: to return home and get their old life back, but when that’s not possible, some are resettled into new countries who agree to take them in and help them rebuild their lives. The U.S. has a proud history of being one of these countries, resettling over 3 million refugees since 1975 from more than 125 different countries.

To introduce the subject show the FMIP short video clip from this website “Rethinking Refugees; The Resettlement Process”, <https://www.youtube.com/watch?v=evDb9ni0lw0> then talk through misconceptions of who refugees are and why they are in the US.

Next, introduce some misconceptions on refugees and work through the short FMIP video on this website called “Rethinking Refugees: What People Say” <https://www.youtube.com/watch?v=HNL3OnIJ5dA>

Talk through the difficulties someone from a lesser developed country might have in transferring their skills to the US job market (our jobs require more technology, different quality control and environmental standards, different regulatory system, licensing and educational credentials may not be equivalent to those in the US, specific industry vocabulary skills, transportation, etc.,).

Show the FMIP film clips on this website and discuss the innovative strategies those individual refugees have used. **Discussion**

As a group, brainstorm other innovative strategies that might help refugees overcome these workplace deficits upon arrival. What new technologies are available today? What kind of unique collaborative partnerships in the community might help solve these problems? What are some of the strategies others have used that might be adaptable to a refugee situation? You might want to make it personal and brainstorm solutions for your specific work environment, or more general to the community at large. Have someone play the devil’s advocate, causing everyone to think through the complications of making those solutions a reality.

**Become Part of the Discussion**

Share and post the best of your groups ideas on our blog!