



CITY OF  
**Tulsa**  
A New Kind of Energy™



**New Tulsans  
Initiative**

Shared Prosperity for All Tulsans

# Flourish Tulsa Hiring Guide

**for Internationally Trained Professionals**



## Acknowledgments

This guide is a project of the City of Tulsa Mayor's Office of Resilience and Equity and the New Tulsans Initiative. It was created with the support of the World Education Services Global Talent Bridge as part of the Skilled Immigrant Integration Program 2020. The guide was adapted from the *Guide to Hiring Immigrants* from Welcome Toledo Lucas County (TLC).

## About New Tulsans Initiative

The New Tulsans Initiative embodies the core belief that our city's greatest asset is our people. As Tulsa grows and becomes a diverse world-class city, the [New Tulsans Initiative Welcoming Plan](#) provides pathways for immigrant integration and seeks out opportunities that benefit both native born and immigrant residents of Tulsa.

## About Flourish Tulsa

As part of the [New Tulsans Initiative](#), the City of Tulsa launched [Flourish Tulsa](#) to support internationally trained immigrants, or immigrants with education and professional experiences from abroad in our community. Through community partnerships, we are developing strategies to meaningfully integrate the professional skills and talents our internationally trained immigrant population brings to Tulsa.

## Date Published

This guide was published in 2022.

## Disclaimer

The information provided in this guide is for general informational purposes only. Please verify all information on official sites.

For comments or questions about the guide, please email [resilient@cityoftulsa.org](mailto:resilient@cityoftulsa.org).

1 <https://www.cityoftulsa.org/new-tulsans/>

2 <http://www.cityoftulsa.org/media/8524/nt-englishplan-4pg-web.pdf>

3 <https://www.cityoftulsa.org/new-tulsans/flourish-tulsa/>

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# Introduction

Are you a local Tulsa employer interested in hiring internationally trained talent? This guide will share information about the internationally trained talent pool and share steps you can take to tap into this talent pool.

## Who are Internationally Trained Immigrants?

Internationally trained immigrants are individuals with postsecondary degrees or certification and/or professional experiences earned abroad. The international talent pool in Tulsa is skilled in diverse sectors and is eager to transition into careers that more closely align with their expertise.

- [37,898 or 9.2%](#) of the city of Tulsa's population is foreign-born.
- [24.4% of the foreign-born population](#) in the city of Tulsa has a bachelor's degree.
- [9.5% of the foreign-born population](#) in the city of Tulsa has an advanced degree.
- Tulsa recently welcomed over 800 Afghan evacuees who have varying levels of education and professional experience.
- In Tulsa County, approximately [2,486 college-educated foreign-born people](#) are underemployed, meaning they are employed in jobs that require less than a college degree. That is 35.6% college educated of the total number of college-educated foreign-born population in the county.
- Based on data from the Tulsa [COVID-19 Community Impact Survey](#) about one in five internationally trained immigrants were seeking to work in a field similar to the one they had abroad; and even higher shares, 32.5% of internationally trained immigrant respondents were seeking to pursue further education to qualify for a career in the United States.

4 <https://www.cityoftulsa.org/media/18937/nae-cities-index-complete-data-2021.pdf>

5 Ibid

6 Ibid

7 [https://www.cityoftulsa.org/media/18938/tulsa\\_ok\\_underemployment\\_nae.pdf](https://www.cityoftulsa.org/media/18938/tulsa_ok_underemployment_nae.pdf)

8 [https://www.cityoftulsa.org/media/17632/1021-covid-survey-report-tulsa\\_v4-1.pdf](https://www.cityoftulsa.org/media/17632/1021-covid-survey-report-tulsa_v4-1.pdf)

# Why Hire Internationally Trained Immigrants?

## Economic Growth

- Immigrants are essential to the United States' long-term economic growth. By 2050, immigrants and their children will account for 83% of the growth in the United States working-age population, offsetting the trend of both [slowing U.S. birth rates](#) and [aging Baby Boomers](#) exiting our workforce.
- In the Tulsa Metro Area, [83.4% of the foreign born population](#) are working-age (ages 16-65), allowing them to contribute to the economy as consumers and taxpayers. In 2018, immigrants in Tulsa county had a [spending power of \\$987.0M and contributed \\$323.3M in taxes.](#)

## Retention

- Refugee workers tend to stay with their employer longer. According to one study of employers in 4 U.S. regions, [73% reported a higher retention rate](#) for refugees than for other employees. This was consistent across geography and industry.

## STEM Talent

- Internationally trained professionals are critical to the American workforce, filling labor gaps and contributing specialized skills, particularly in science, technology, engineering, and mathematics (STEM) - [fields where demand is high](#). In Oklahoma [11.5% of STEM workers](#) are foreign born.

## Critical Skills

- Skills shortages in the U.S. include [7 million](#) open jobs, with more than 45% of employers reporting [difficulty filling roles](#). Meanwhile, just in the United States, **2 million** skilled immigrants and refugees currently face under-employment or unemployment despite advanced experience in in-demand fields.

9 <https://www.pewresearch.org/hispanic/2008/02/11/us-population-projections-2005-2050/>

10 <https://www.newamericaneconomy.org/city/tulsa/>

11 <https://data.americanimmigrationcouncil.org/map-the-impact/>

12 [https://www.tent.org/wp-content/uploads/2018/01/Tent\\_Guidebook\\_FINAL.pdf](https://www.tent.org/wp-content/uploads/2018/01/Tent_Guidebook_FINAL.pdf)

13 <https://research.newamericaneconomy.org/report/sizing-up-the-gap-in-our-supply-of-stem-workers/>

14 <https://www.newamericaneconomy.org/locations/oklahoma/>

15 <https://www.cnn.com/2019/02/12/us-job-openings-jump-to-record-high-of-7point3-million.html>

16 [https://www.manpowergroup.com/wps/wcm/connect/389b7a9d-cfe2-4b22-bd61-f0febc709cd6/2016\\_TSS\\_Global\\_Infographic+-](https://www.manpowergroup.com/wps/wcm/connect/389b7a9d-cfe2-4b22-bd61-f0febc709cd6/2016_TSS_Global_Infographic+-)

## Workplace Diversity

- Immigrants and refugees bring [language skills and diversity](#) to the workplace, helping serve companies' increasingly multilingual customer base as well as potentially draw new customers.
- Research shows [diversity drives innovation](#) and market growth. New ideas flourish in companies where staff have varied experiences, perspectives, and backgrounds, fostering out-of-the-box thinking.
- Immigrants' lived experiences and inherent diversity are proven to drive [resilience, innovation](#) and business performance in U.S. workplaces.

## Hiring International Talent

Hiring international talent can make sense for several business reasons, but did you know that it really isn't as difficult as you may think? Here are some ways to hire international talent!

- **Refugees** Consider hiring resettled refugees—they have legal authorization to work so they do not require sponsorship, and they have brought their education, skills, and experience with them to the United States.
- **Legal Permanent Residents** (“green card holders”) are fully work-authorized and do not require visa sponsorship.
- Hire **international students** currently studying at a U.S. institution as part of their study program—no lengthy sponsorship process required!

17 [https://www.tent.org/wp-content/uploads/2018/01/Tent\\_Guidebook\\_FINAL.pdf](https://www.tent.org/wp-content/uploads/2018/01/Tent_Guidebook_FINAL.pdf)

18 <https://hbr.org/2013/12/how-diversity-can-drive-innovation>

19 Ibid.

Below is a list of **Fully Work Authorized Visa & Status Types**. These visa and status types do not require sponsorship from employers:

<b>SB</b> = Green Card: Returning Resident	<b>CR-1</b> = Green Card: Spouse of US Citizen
<b>SI</b> = Iraq or Afghan Translator – Special Immigrant Visa	<b>DV</b> = Green Card: Diversity Visa
<b>SQ</b> = Iraq or Afghan workers who worked for U.S Government – Special Immigrant Visa	<b>F3/F4</b> = Green Card: Child of U.S Citizen
<b>TPS</b> = Temporary Protected Status	<b>1-94</b> = Refugee, Asylee, SIV or Parolee with Temporary Work Authorization
<b>T-1/T2</b> = Victim of Human Trafficking/ Spouse who has already decided a 2-year EAD	<b>1R-1</b> = Green Card: Spouse of a U.S. Citizen
<b>U</b> = Victim of Criminal Activity/Spouse who has already revived a 2-year EAD	<b>R-5</b> = Green Card; Parent of a U.S Citizen
	<b>IW</b> = Widow of U.S Citizen

# Next Steps

- Interested in hiring refugees? Call YWCA Tulsa at (918) 663-0377. As the Office of Refugee Resettlement contracted social service and case management agency, YWCA Tulsa provides refugee employment placement assistance.
- Most colleges and universities have an office to support international students, if you are interested in hiring international students connect with local colleges and universities directly. (Examples [OSU ISS Office](#), [TCC](#), [NSU](#), [TU](#))
- For additional information on hiring internationally trained talent, view the Immigrant Recruitment Training Webinar hosted by Flourish Tulsa & Upwardly Global. [View Webinar](#) | [View PowerPoint](#)
- Check out the City of Tulsa's [Flourish Tulsa page](#) for additional webinars and resources.
- For additional questions, information, and/or guidance on connecting with internationally trained talent, please contact Resilient Tulsa at [resilient@cityoftulsa.org](mailto:resilient@cityoftulsa.org).

**For more information about the City of Tulsa's Resilient Tulsa Strategy and efforts to welcome immigrants, visit:**

**[www.cityoftulsa.org/ResilientTulsa](http://www.cityoftulsa.org/ResilientTulsa)**



20 <https://lcl.okstate.edu/iss/>

21 <https://www.tulsacc.edu/admissions-aid/admissions/international-admissions>

22 <https://offices.nsuok.edu/international/default.aspx>

23 <https://utulsa.edu/apply/international-students/>

24 <https://www.youtube.com/watch?v=J5cf17br7p0>

25 <https://docs.google.com/presentation/d/1Lj6VvTD36sK3AzFivY1HL-cyOpbq8jN1/edit#slide=id.p1>

26 <https://www.cityoftulsa.org/new-tulsans/flourish-tulsa/>