

EMPLOYMENT IN THE U.S. GUIDED WORKSHEET (PROVIDER VERSION)

The following worksheet can be used to guide participants' understanding of the Employment in the U.S. **fact sheet, podcast, or video**. The information across these three resources are the same. You may adjust the following worksheet, including statements and scenarios based on participant needs.

PART I: AGREE OR DISAGREE

Ask participants to answer the following questions. You may first ask them to answer without the fact sheet (podcast or video), and then provide them with the fact sheet (podcast or video) to check themselves. You may give them the statements to complete independently, or in groups, or read them out loud. You may provide additional information as necessary after each statement.

1. Finding, getting, and keeping a job is the fastest way to self-sufficiency and is necessary for success in the U.S. (Agree)
2. Your Resettlement Agency will assist in connecting you to employment services, so you do not need to do anything to find or keep a job. (Disagree)
3. All adults, both men and women, who are between the ages of 18 – 64 and are able to work should make finding a job a priority. (Agree)
4. You will be expected to accept the first job that is offered to you, even if it is not highly paid or in your field. (Agree)
5. To obtain a better, higher paying job you will not have to learn new skills or improve your English. (Disagree)
6. Both men and women are expected to work in the U.S. (Agree)
7. Employees do not have rights or responsibilities in the workplace. (Disagree)

PART II: SCENARIOS

Share the scenarios with participants and ask provided questions. Facilitate additional discussions as necessary. You may add images to go alongside the scenarios and/or adapt scenarios as needed.

SCENARIO 1:

Christelle and Joseph just arrived in the U.S. They are meeting with their employment specialist today. How would you answer their questions about employment in the U.S.?

Questions	Answers
Will Christelle and Joseph receive help in finding a job?	<ul style="list-style-type: none">• Your Resettlement Agency will connect you to employment services wherever you are resettled, but you will play a central role in finding and keeping a job.• Employment is not guaranteed by the government or your Resettlement Agency.• It is important to work with your employment specialist to find a job and learn common interview tips.
Will both Christelle and Joseph have to work?	<ul style="list-style-type: none">• All adults, both men and women, who are between the ages of 18-64 and are able to work should make finding a job a priority.• Because the cost of living is high in the United States, it is often necessary, for both men and women to work outside the home.

SCENARIO 2:

Ibrahim was formerly a professor at a university in his home country. He was just offered his first job at a distribution warehouse.

Questions	Answers
Why is it important to accept the first job offered?	<ul style="list-style-type: none">• To build a work history and begin to support your family.• You could lose your government assistance if you do not accept the first job offered to you.
How long should Ibrahim work at a new job to build a good work history?	<ul style="list-style-type: none">• For at least 6 months.
What could Ibrahim do to obtain a better, higher paying job as a professor?	<ul style="list-style-type: none">• Practice and improve English reading, writing, and speaking skills.• Attend classes and obtain a certification to teach in the U.S.

SCENARIO 3:

Pann just received her first job as a housekeeper. She is concerned about discrimination in the workplace.

Questions	Answers
What could you tell Pann about her rights in the workplace in the U.S.?	<ul style="list-style-type: none">• An employer may not discriminate against you because of your refugee status or deny you a job or promotion because of your age, disability marital status, ethnic or national origin, race, religion, gender, sex, or sexual orientation.• Workers have the right to work in an environment that is also free from discrimination and harassment. Sexual harassment is any behavior of a sexual nature that makes a person feel intimidated or uncomfortable and it is not tolerated in the workplace.
Will Pann receive compensation/pay for her work as a housekeeper?	<ul style="list-style-type: none">• Yes. You have the right to be paid for your work and employment laws protect workers from unsafe working conditions.• It is also important to pay your taxes in the U.S.