



WOMEN of the **WORLD**

"Empowering women from all nations to achieve independence, economic success, and a voice in the community."

Women of the World (WoW) provides hope, support, scholarships, education, and a sense of community to hundreds of forcibly displaced women and their families.

Employment is one of the biggest steps towards independence and self-reliance, making it a major focus for WoW.

We are not a hiring agency - we are a nonprofit working to empower forcibly displaced women by helping them attain and retain jobs. Our services are completely free for both clients and employers.

Contact Information

womenofworld.org
415 East 3900 South
Salt Lake City, UT 84107
(801) 953 - 0008
employment@womenofworld.org

Local & International Recognition

- 2019 Red Cross Heroes Global Citizen Award
- 2018 United Nations High Commission on Refugees Nansen Award for the Americas
- 2017 Emerald Award for Excellence in Civic Engagement
- 2016 Ruby Award from Soroptimists of Utah
- 2014 Salt Lake City Human Rights Award

saltlake MAGAZINE **The Salt Lake Tribune**

FOX 13 SALT LAKE CITY **PBS Utah** **KSL TV 5**

abc 4 UTAH **COMCAST NEWSMAKERS** **02 NEWS**



WOMEN
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EMPLOYER PARTNERSHIP PROGRAM

Partnership Benefits

Reliable Candidates

Applicants are pre-screened for qualifications and motivations, ensuring they are accountable & ready to work for a sustained period of time. WoW can also assist with necessary documentation and orientation procedures.

Lower Turnover

Individual job-readiness training can be provided along with assist with communication needs or conflicts, should they arise.

Community Recognition

Partners are recognized on media outlets, at regular conferences, speaking events, & press releases.

Tax Credits

Providing employment to certain WoW clients may qualify you for Work Opportunity Tax Credits (WOTC).



**DIRECT
IMPACT
IN OUR
COMMUNITY**



Why Hire Refugees?

On average, **1 WoW client provides for 4 individuals**. This means that by providing employment, you are taking part in one of the most impactful steps toward self-sufficiency for some of our community's most vulnerable.

The backgrounds of our women speak for their **adaptability & resilience**. Many of them are **quick to learn & innovative** in the workplace - possessing unique, transferrable skills and contributing to a **diverse workforce**. They are survivors who come to WoW **highly motivated** and grateful for the opportunity of a bright future in the U.S.

WORKING WITH REFUGEE & IMMIGRANT WOMEN

What is a Refugee?

Under U.S. law, refugee and asylee status is granted to people who have been persecuted or fear persecution in their country of origin on account of race, religion, nationality, membership in a particular social group, or political opinion. There are 26 million refugees worldwide and less than 1% are granted resettlement.

Impact of Employment

The United States refugee resettlement program is based on "self-sufficiency as soon as possible." According to the Utah Department of Workforce Services, employment is the No. 1 factor in a refugee's success. Furthermore, supporting 1 WoW client affects 4 people on average, as women often take primary responsibility for family care and expenses.

Right to Work

Refugees' and asylees' permission to work does not expire because of their status. An employer cannot refuse to hire, or fire, an asylee or refugee based on citizenship status, unless a law, regulation, government contract, or executive order requires the employer to do so. This exception is rare and does not apply to the vast majority of jobs.

Source: Department of Justice 8 U.S.C. § 1324b(a)(1)(B) & 8 C.F.R. 274a.12(a)(3)-(5).

Resources

Department of Justice Immigrant and Employee Rights Section (IER)

+1 (800) 255-8155

www.justice.gov/ier

Women of the World Office

+1 (801) 953-0008

info@womenofworld.org

www.womenofworld.org



WORKING WITH REFUGEE & IMMIGRANT WOMEN

Below are a list of helpful reminders when working with WoW Clients. While overcoming cultural barriers may appear to be an extra investment, it is worth it. As part of the WoW Partnership Program, **WoW is here to help** with any communication or conflicts, should they arise.



Work is not a new concept

Many women started working at a young age in different capacities, such as homemaking, agriculture, and artisanship. Some women worked in highly-skilled jobs, such as nurses or pharmacists. Their skills are unique and transferrable.



Navigating a new culture is a learning process

It is impossible to completely prepare for the integration process, particularly when one is forcibly displaced. American schedules, communication styles, hygiene, and digital literacy standards are new to some women and require education and practice.



Clear communication is important

If an employee is not meeting your standards it likely due to a miscommunication - not an unwillingness to comply. It is possible some women will simply answer "yes" to questions or requests when they do not fully understand what is being asked of them.



Circumstances are difficult

These women left their friends, families, and homes behind to escape war and violence. Many have children to look after, are still learning English and the American cultural landscape, or are working to meet requirements of the resettlement process. **Most are doing all three.**



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Restoring Livelihoods

By employing WoW clients, you are helping them in one of the most important steps towards self-reliance and success in America.

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WOMEN of the WORLD

EMPLOYER PARTNERSHIP LEVELS

WE VALUE YOUR ENGAGEMENT

Our Partnership Program contains levels of partnership to acknowledge the dedication and commitment of our ladies' employers and to incentivize improving communication.

The order in which we refer our clients, post position openings on our job board, highlight logos on our media outlets, and recognize businesses at speaking events are in accordance with the level of engagement we see in our partners.

PARTNERSHIP LEVELS



Receives WoW clients first, highest placement on WoW job board, most prominent logo placement on all media outlets, and recognition at public speaking events.



Receives WoW clients with priority, high placement on WoW job board, and prominent logo placement on media outlets.



Receives WoW clients, placement on WoW job board, and logo placement on media outlets.



Receives WoW clients as available, placement on WoW job board, and logo placement on the WoW website.

LEVEL GUIDELINES

Moving on up! Women of the World values employers who see the benefits of committing to the diversity, understanding, and empowerment of their employees. There are several approaches a partner can take to improve partnership.

Platinum

- Positions allow for upward mobility
- Interpreters available for trainings
- Provides high standard of benefits and pay to employees
- Goes above and beyond for job preparation materials (ex. videos of positions, necessary documentation)
- Notifies WoW of job openings in advance
- Provides adequate warnings and is willing to work with WoW to solve conflicts
- Works with WoW to monitor employee performance

Gold

- Provides high standard of benefits and pay to employees
- Goes above & beyond for job preparation materials (ex. videos of positions, necessary documentation)
- Notifies WoW of job openings
- Provides adequate warnings & is willing to work with WoW to solve conflicts
- Works with WoW to monitor employee performance

Silver

- Helps in preparation for job application process (ex. information & documentation)
- Notifies WoW of job openings
- Provides adequate warnings & is willing to work with WoW to solve conflicts
- Allows WoW to serve as liaison with applicant

Bronze

- Notifies WoW of job openings
- Provides WoW with point of contact
- Allows WoW to serve as liaison with applicant