

# HELP TENNESSEE GROW A STRONG AND DIVERSE WORKFORCE

Join the Preferred Refugee Employer Network



## WHO ARE REFUGEES?

Refugees are humanitarian immigrants admitted to the United States through the Department of State. This highly selective program has been a cornerstone of our country's official immigration policy for generations.

**The refugee workforce makes our economy stronger!**

- 73% of employers reported higher retention rates for refugee employees.
- Net Fiscal Impact: \$123 billion was contributed to the U.S. economy by refugees from 2005-2019.



## TENNESSEE PREFERRED REFUGEE EMPLOYER NETWORK

The Tennessee Preferred Refugee Employer Network includes local companies, advocacy organizations and training programs that provide newly arrived refugees and immigrants in Middle Tennessee with long-term career solutions that kick start their paths to success in the United States.

Preferred Refugee Employers offer support and services that are of particular help to the refugee community. Becoming a PRE means that a company must fulfill at least five of the designated best practices for refugee employment and commit to creating an inclusive and welcoming environment.

Participating Preferred Refugee Employers will receive a "seal" of approval and become eligible for ongoing training and joint marketing opportunities. More importantly, they will become proven pipelines for hiring and retaining refugee talent.

**Catholic Charities**  
Diocese of Nashville



**Inspiritus**  
A stylized graphic of a bird or wing in blue and green, positioned below the word "Inspiritus".

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## BEST PRACTICES

- Free or subsidized transportation or assistance purchasing a vehicle
- Language accessibility during employee onboarding and ongoing employee trainings
- Cohort model of hiring and placement
- Refugee-specific recruiting pipeline
- Delineated pathway for promotion and record of advancing refugee employees
- Established annual goal for refugee hires
- Housing assistance
- Childcare subsidies
- ESOL/adult education classes
- Vocational mentorship
- A living wage and benefits package
- Workplace culture that is inclusive of diverse cultural and religious practices



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Inspiritus  
A stylized graphic of a person's profile in profile, with a blue and green wave-like shape below it.