



# Strengthening the Workforce by Welcoming Immigrant Contributions: Facts and Strategies



**Lancaster Chamber**  
People | Business | Community



LANCASTER COUNTY  
**COMMUNITY**  
FOUNDATION



WELCOMING  
AMERICA   
BUILDING A NATION OF NEIGHBORS



**Out of the total Lancaster County population of 542,903 residents, 4.9% are foreign born\***

**4.9%**

**\*2017 U.S. Census Bureau Estimates**

Welcoming new Americans — immigrants and refugees — is part of our community's DNA. The story of Lancaster County's community and culture cannot be told without telling the story of immigrants and refugees. New Americans have been a fundamental part of Lancaster's community since its creation. As early as 1732, Conrad Beissel, a German Protestant who was banned from his homeland for his religious beliefs, arrived in Lancaster and founded the Ephrata Cloister.

Throughout the 18th century, members of the Mennonite, Quaker, Lutheran and Jewish faiths arrived seeking religious freedom. Throughout the 19th century, other ethnic groups such as the Scots-Irish, displaced by war and famine, arrived in the county in droves to build a better life. Today, we proudly welcome refugee families from the Congo, Bhutan, Cuba, Somalia, Syria and many other countries around the world. Their American dream is the same as it ever was — a dream of freedom and opportunity.

During the past few years we have partnered and worked with many organizations and agencies throughout the County to share the information on contributions from new Americans to our economy. Additionally, we have been working to develop a plan that creates strategies focused on strengthening our workforce by better integrating the talents, skills and contributions from our foreign-born population. We hope this plan will help to engage the broader business community in supporting and fully engaging our immigrant residents, for the benefit of all residents in our community.

Thomas T. Baldrige  
President & CEO  
Lancaster Chamber

Samuel Bressi  
President & CEO  
Lancaster County Community Foundation



# GOAL NO. 1

EMBRACE DIVERSITY AS A STRENGTH AND ENSURE LANCASTRIANS RECOGNIZE AND VALUE THE CONTRIBUTIONS OF IMMIGRANTS IN OUR COMMUNITY



## STRATEGY NO. 1

Create and implement a multi-media campaign to highlight the contributions of immigrants in Lancaster County.

Source content from respected third-party publications and meet with the leading immigrant and refugee settlement organizations to gather relevant statistics and observations, along with illustrative cases associated with their programs.

Adapt the statistics and cases into engaging stories that accurately convey the role that immigrants play in Lancaster County, including their workplace contributions and economic impact in communities.

Communicate this information digitally through social media, Chamber and partner websites, and actively seek traditional media coverage of immigrant-related stories.

Engage a national speaker to share the contributions of new Americans and their economic impact in communities.

## STRATEGY NO. 2

Partner with other organizations in the County to amplify and extend the reach of messaging on the role of immigrants in the workforce.

Seek opportunities, including during Welcoming Week, to better educate the community on how embracing immigrant contributions will move the County forward.

Share information on the changing demographics and labor force of our community.

Form and maintain direct ties with the array of Lancaster organizations that support the immigrant community to ensure a steady flow of communication. Provide templated content for them to share with their audiences. Gather and curate continually fresh content.

Support welcoming resolutions proposed by municipal government.

IMMIGRANTS  
CONTRIBUTE

**\$1.3 B**

TO GDP OF  
LANCASTER COUNTY

**THE \$440.5M IN SPENDING  
POWER THEY CONTRIBUTE  
CONSTITUTES 4.3% OF  
THE METRO AREA'S TOTAL  
SPENDING POWER**





# GOAL NO. 2

MAXIMIZE THE POTENTIAL OF IMMIGRANTS IN OUR COMMUNITY



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## STRATEGY NO. 1

Create the Lancaster Immigrant Employer Network.

Hold training for employers who employ or would like to employ New Americans.

Develop an online resource for employers to share best practices, including leveraging community resources for working and onboarding foreign-born talent.

Create a '10 Things You Can Do to Welcome New Talent' list.

Hold quarterly roundtables for human resources professionals on key topics and to share best practices related to hiring and integrating immigrants in the workforce.

## Labor Force

# 4.4%

Immigrants made up 4.4% of the population in Lancaster County.

# 5.4%

But they made up 5.4% of the area's working age population.

# 5.3%

And 5.3% of the employed labor force in 2014.





# 25-44

The foreign-born are more likely to be in young, working ages (25-44) than the US born.

## STRATEGY NO. 2

Leverage new and existing talent by increasing opportunities and training.

Hold job fairs targeted to connect employers and the immigrant and foreign-born populations.

Create an online resource that links employers to training and service providers for workplace training needs – specifically tied to cultural workplace competencies and English language training programs based on purpose, instructional focus, experience, and outcomes.

Provide access to information about reclaiming careers of professionals with degrees and certificates from other countries.

Immigrants are overrepresented in key industries in Lancaster County, including:

4.4% SHARE OF POPULATION

Recreation & Accommodation



Manufacturing



Health Care & Social Assistance



General Services



Financial & Real Estate



% OF WORKFORCE

9.2%

8.2%

6.0%

4.7%

4.6%

“A growing economy needs workers and workers come from babies born to families in the community and from immigrants who call Lancaster County home. Our population would have declined without immigration. Immigrants enrich our community in so many ways. We are excited about this opportunity to collaborate with a diverse group of partners dedicated to making Lancaster County a place of welcome.”

Erin Conahan & Cheryl Hiester, LCRIC Co-Chairs



# GOAL NO. 3

PROMOTE ECONOMIC OPPORTUNITY, CIVIC PARTICIPATION, AND SOCIAL COHESION FOR ALL RESIDENTS



## STRATEGY NO. 1

Advance partnerships that fully integrate newcomers economically, socially, and civically.

Support the Lancaster City application to be designated Certified Welcoming by *Welcoming America*.

Partner with Lancaster County, the City of Lancaster, and other municipalities in the County to advance policies and programs in the Welcoming Standard.

## STRATEGY NO. 2

Promote citizenship.

Encourage eligible lawful permanent residents to naturalize and become citizens.

Utilize the United States Citizenship and Immigration Services (USCIS) resources and work with community organizations to increase the number of naturalization workshops to promote citizenship.

## STRATEGY NO. 3

Advocate for immigration reforms.

Support immigration reforms that create a clear and streamlined system that makes rules and boundaries clear for immigrants, citizens, and employers.

Support visa and Green Card reforms and implementation of temporary worker programs for skilled workers and international students.

# 8%

**Lancaster County population growth attributed to the foreign-born from 2009-2014.**





# Fernando

Fernando Garcia  
Caterer Chef

Fernando trained at culinary school in Cuba. After working as a chef there for a few years, he became determined to escape to the U.S. by boat. Several attempts resulted in capture by Cuban authorities and jail time. But on the 8th attempt, he was successful! Speaking no English, he made his way to relatives in Lancaster County. He struggled to learn English on his own and at evening classes with little success until he was paired with a tutor at Literacy Council of Lancaster.

Over the years, he has advanced through a series of chef positions in Lancaster, including Spooky Nook Sports, Lancaster Marriott at Penn Square, and now catering chef at Willow Valley Communities.

He loves to bring a Cuban influence to Italian food, two cultures in which seafood plays an important role in the cuisine. Fernando lives in Lancaster with his wife, Ashley, and their son, Logan.



# Alain & Alvaro

Alain Martinez was a sound engineer for the popular Cuban band, the Buena Vista Social Club. He traveled the world with the band before escaping from Fidel Castro's repressive regime and arriving in Lancaster in 2015. He is an employment specialist at Church World Service working with employers to help fill their workforce gaps. He works with refugees to create resumes, accompany them on interviews, as well as assist them during orientation and onboarding to ensure a successful match.

His son Alvaro, also a refugee, graduated from McCaskey High School in 2018 and is attending Thaddeus Stevens School of Technology on scholarship.







In 2014, foreign-born residents contributed to federal, state, and local taxes (including property, income, sales, and excise taxes levied by either State of Pennsylvania or by municipal governments).



**\$52.5M**

STATE & LOCAL TAX CONTRIBUTIONS

**\$103.3M**

FEDERAL TAX CONTRIBUTIONS

**\$440.5M**

IN SPENDING POWER

## EDUCATIONAL AND LONG-TERM ECONOMIC IMPACTS

In 2014, foreign-born residents had higher levels of education than U.S. - born citizens in Lancaster County.

### FOREIGN-BORN

77.7%

14.6%

7.7%

### U.S. BORN

82.7%

11.8%

5.5%

 LESS THAN BACHELOR'S DEGREE

 BACHELOR'S DEGREE

 ADVANCED DEGREE



## Marie Claire

Marie Claire arrived just a few short years ago as a refugee through the United States Reception and Placement Program (USRP) of CWS Lancaster. She came with her father, his wife and her siblings. Her family had high ambitions when they arrived in the U.S. All the children went to school, their father got a job, they worked closely with a family mentor supplied by CWS Lancaster, and all had the will and motivation to succeed.

Marie Claire graduated from McCaskey High School and went on to continue her education, studying nursing in Maryland. She is very active on campus, and because of her successes so early in life, CWS introduced her to Malala Yousafzai in 2017 when she visited Lancaster. It was here that Malala saw something special in Marie Claire and invited her to be an ambassador with the Malala Fund; speaking up for girls education and its importance in the world. Last fall Marie Claire spoke with Malala at the UN General Assembly in NYC. You can see Marie Claire's story on Malala's website.

She continues to be passionate about education for girls, and the importance of equality. Ultimately she wants to become a nurse and share her medical skills with her home country where so many face violence and are currently in need.



# Vasilios & Constantine

Mandros Imported Foods is a Lancaster institution. Started by two industrious Greek immigrants in 1957, Simos and Athena Mandros, their sons, Vasilios (Bill) and Constantine (Dino) carry on the tradition of serving the area with delightful meats, cheeses, and specialty foods from around the world.

What's the Mandros brothers' secret? Bill says, "There's no magic. I learned from my parents to come in every day, be tenacious, work hard, and do the best you can." He shared one of his fondest memories of his mother who passed away recently. Bill said she, like his dad, was very proud of being a U.S. citizen. Each year, she would remind her sons of the date of her naturalization. It was not a day of celebration. Instead, it was a sacred day of remembrance.

*Fun fact, Bill's favorite cheese is Roquefort - a must try he says.*



# 4.6%

of the foreign-born are entrepreneurs generating **\$37.7 million** in business income.



## A WELCOMING COMMUNITY

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A welcoming community isn't just tolerant of newcomers and cultural diversity. A truly welcoming community actively seeks to engage all of its residents – including immigrants.

It embraces the contributions they make and leverages the assets they bring for the benefit of the whole community.

## ACKNOWLEDGEMENTS

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This strategic plan is the result of a collaborative effort between the Lancaster Chamber and Lancaster County Community Foundation, New American Economy and Welcoming America.

In addition, valuable insights and strategic input was provided by the Lancaster County Refugee & Immigrant Coalition, CWS Lancaster, Bethany Christian Services, and the City of Lancaster.

The LCRIC is made up of 15 organizations that serve immigrants and refugees who call Lancaster County home. Coalition members include: Act for Humanity Foundation, City of Lancaster, Citizens' Immigration and Refugee Action Committee, Community Action Partnership, Bethany Christian Services, Eastern Mennonite Missions, Immerse International, Lancaster CareerLink, Lancaster Chamber, Lancaster Health Center, Lancaster-Lebanon Intermediate Unit 13, Let's Talk Lancaster, Literacy Council of Lancaster-Lebanon, School District of Lancaster, United Way of Lancaster County.

## QUESTIONS? PLEASE CONTACT

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All data comes from the report, "New Americans in Lancaster – A Snapshot of the Demographic and Economic Contributions of Immigrants in the County", 2016.

