

Hiring New Americans: Employer Guide

December 2024

Who are New Americans?

New Americans in Colorado include immigrants and their children who have come to the U.S. for safety, opportunity, or family reunification. They make up **9.8% of the Colorado population**. This group encompasses refugees, asylees, DACA recipients, Special Immigrant Visa holders, and others. New Americans contribute to all sectors of society, including education, healthcare, business, and community life. Within this diverse group, each individual's background and experiences shape their identity, just as with U.S.-born citizens. Their experiences enrich the broader community, reflecting a variety of cultures, skills, and perspectives. Learn more in this **New American annual report** from the Office of New Americans at CDLE.

Why hire New Americans?

New Americans bring significant value to businesses, especially in sectors facing labor shortages and skill gaps.

- New Americans have **education, skills, and work experience** that are often transferable to careers in America.
- Many New Americans are **motivated, resilient, and flexible workers** eager to provide for their families, and they can offer valuable foreign language skills.
- Employers report that New Americans often stay longer in jobs compared to typical U.S. employees, **reducing costly turnover**.

Having a diverse workforce can improve business competitiveness and foster innovation. A diverse team brings varied perspectives, which can help generate new ideas and strengthen a company's reputation. Companies that hire New Americans demonstrate social responsibility, which can attract loyal customers and employees who value businesses that contribute to positive community impact.

How does Emily Griffith Technical College work with New Americans?

Emily Griffith Technical College offers valuable support for New Americans by offering English language classes to help individuals develop the skills needed for professional success. The college also offers career coaching services to guide eligible New Americans through the process of finding employment and advancing in their fields.

Interested in hiring New Americans? Reach out to careerservices@emilygriffith.edu.

Resources

- The Attainment Network Inclusive Apprenticeships: Unlocking Opportunity and Advancing Equity
- Colorado Office of New Americans Toolkit: Working with New Americans: From Recruiting to Upskilling
- Tent: U.S. Employers' Guide to Hiring New Americans