

Advisory Group Charter for the Immigrant Professional Verification Program

Introduction

The Advisory Group for the Immigrant Professional Verification Program is been established to support the African Bridge Network (ABN) in developing a program aimed at verifying the key qualifications of skilled immigrants, making them more attractive to employers in Massachusetts. The Verification Program also aims to serve as a bridge program for other immigrant-serving organizations working to place skilled immigrants into mid- and high-skilled occupations. This charter outlines the goals, responsibilities, structure, and operational guidelines of the Advisory Group.

Goals

The primary goals of the Advisory Group are to:

- Increase visibility and investment for the integration of skilled immigrants into the Massachusetts labor force.
- Strengthen awareness of employer needs and expectations in the hiring and onboarding of skilled immigrants
- Advise on the development and implementation of the Verification Program for Skilled Immigrants to employers.
- Advise on the branding and promotion of the Immigrant Professional Verification Program.
- Facilitate collaborative partnerships to support the Verification Program.

Responsibilities

The Advisory Group will:

- 1. Increase Visibility and Investment:**
 - Advocate for the fuller and more productive integration of skilled immigrants into the Massachusetts workforce.
 - Encourage investment and support for efforts toward the hiring of skilled immigrants in Massachusetts in skill-appropriate employment.
- 2. Strengthen Awareness of Employer Needs and Interests**
 - Improve understanding of employer hiring processes and expectations and potential opportunities and obstacles for skilled immigrant job seekers.
 - Identify areas for training and advising of skilled immigrants and refugees in the job search and application process
- 3. Advise on Development and Implementation:**
 - Provide insights on the design and implementation of the Verification Program.
 - Suggest strategies for effectively engaging potential employers with the Program.

4. Advise on Branding and Promotion:

- Recommend approaches for branding the Program to enhance its appeal and credibility.
- Assist in creating promotional materials and campaigns.

5. Facilitate Collaborative Partnerships:

- Identify and engage potential partners and collaborators in the business, nonprofit, academic, and public sectors.
- Foster partnerships that enhance the effectiveness and reach of the Verification Program.

Membership

The Advisory Group will consist of members from diverse backgrounds, including but not limited to:

- Employers
- Workforce development practitioners
- Representatives from different regions (Boston, Worcester, North Shore, South Shore, Western Massachusetts)
- State and city workforce/economic development agencies
- Immigrant-serving organizations
- Skilled immigrants

Criteria for Membership:

- Strong interest in addressing the challenges faced by skilled immigrants in using their foreign credentials and experience in the U.S.
- Commitment to strengthening the talent pipeline of immigrant professionals into the Massachusetts labor force.

Meetings

- The Advisory Group will hold no more than four meetings per year.
- Meetings will be scheduled and facilitated by ABN.
- Members are expected to attend all meetings and actively participate in discussions and decision-making processes.

Support

The African Bridge Network (ABN) will provide administrative and logistical support to the Advisory Group. Founded in 2015, ABN works to advance the careers and professional success of skilled immigrants in Massachusetts.

Contact Information: For more information about ABN and the Immigrant Professional Verification Program, please contact Emmanuel Owusu at Emmanuel@africanbn.org or visit our website: www.africanbn.org.