

# 2015 Annual Report

*From the first day in the United States to the first day as a citizen—and every (icy) step in between—the Institute supports New Americans along their journey toward self-sufficiency and full membership in American life.*



INTERNATIONAL INSTITUTE  
*of Minnesota*

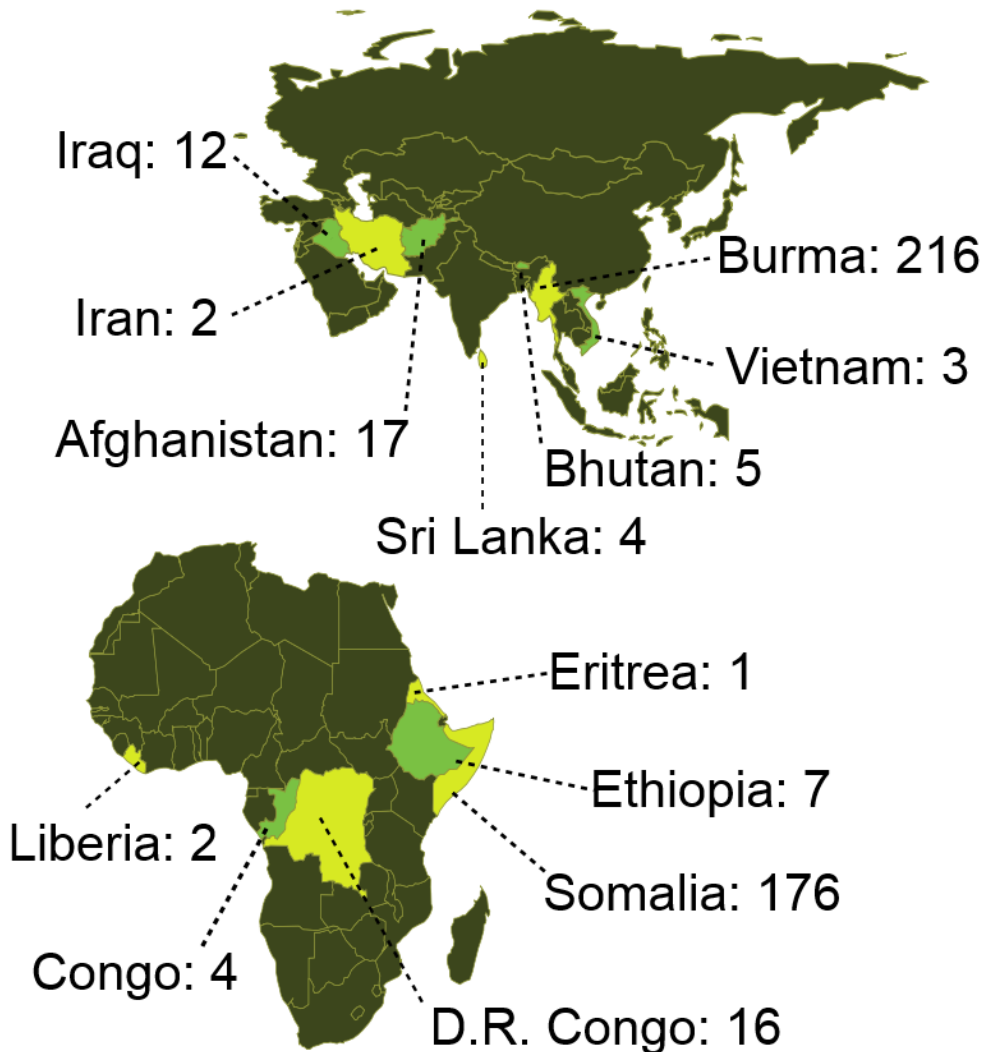
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# Refugee Services

**465** refugees were resettled from **13** countries.



The Institute welcomed refugees from Congo and the Democratic Republic of Congo for the first time this year.



All refugees received: **housing** • **furnishings** • **a culturally-appropriate meal upon arrival** • **enrollment in English language classes** • **school enrollment for children** • **cultural orientation**

Topics covered during cultural orientation include: **winter safety** • **medical care** • **financial literacy** • **employment readiness**

# Anti-Human Trafficking Services

**14** survivors of human trafficking were served by the Institute this year. Services included: **finding safe, affordable housing** • **accessing primary healthcare and mental health services** • **obtaining job training and job placement services** • **enrolling in English classes** • **providing referrals for other social services** • **securing immigration legal services**

Two mothers were reunited with their children after several years apart.

# Unaccompanied Minors Services

**18** unaccompanied minors detained at the border were reunited with family or close friends throughout the state of Minnesota. Services provided included: **school enrollment** • **connection to community resources** • **healthcare** • **food support services** • **mental health services** • **connection to immigration legal services**

# The New American Workforce

**235** New Americans were employed.

## Refugee Employment Services:

- **63** refugees employed
- **\$10.07**/hour average wage



## Hotel Housekeeping Program:

- **43** program graduates employed
- **\$10.16**/hour average wage

## Nursing Assistant Training Program:

- **117** program graduates employed
- **\$11.85**/hour average wage

## Medical Career Advancement: **12 students**

- **5 Registered Nurses** employed at an average wage of **\$26.04**/hour
- **1 Licensed Practical Nurse** employed at a wage of **\$18.00**/hour
- **5 Phlebotomy Technicians** employed at an average of **\$14.87**/hour
- **1 Medical Lab Assistant** employed at a wage of **\$16.50**/hour

# Hospitality Careers Pathway

- ***Hotel Housekeeping***: Provides an opportunity for New American women to advance toward employment as a hotel housekeeper by combining language development with industry-specific technical training.
- ***Supervisor Training***: Teaches computer, communication, customer service and workplace skills to help students advance from entry-level housekeeping to advanced positions.
- ***Hotel Management Bridge and Support Course***: Prepares students currently working in the hospitality industry for college-level courses in hotel management.



“I will feel at home in America when I achieve my goals. My goals are to finish what I’m studying for and also get my own house and have a good job to support my family. I understand it will take time and hopefully one day I will have a place in America to call home like everyone else.” – NengVae, Hotel Housekeeping Student

# Medical Careers Pathway

The Medical Careers Pathway matches the talents of New Americans with the needs of Twin Cities healthcare employers. Each of the Pathway's components are effective stand-alone programs that can be done in steps for those wishing to advance their healthcare career.

- ***Pre-Nursing Assistant***: Provides the foundational language skills necessary for success as a nursing assistant student.
- ***Nursing Assistant***: Offers extensive skills and clinical instruction and incorporates cross-cultural and employment-readiness training.
- ***College Readiness Academy for Medical Careers***: Teaches the reading, writing, and study skills necessary for success in college.
- ***Medical Career Advancement***: Provides educational case management, scholarships, academic assistance for individuals who want to advance their careers in the medical field.
  - ***Phlebotomy***: Offers additional academic and employment support to students in Saint Paul College's Phlebotomy Technician Program.
  - ***Nursing Test Preparation Class (TEAS)***: Prepares aspiring LPN and RN nursing candidates for the entrance exam for nursing programs.

# College Readiness Academy

This year the Institute initiated a partnership with Saint Paul College, Neighborhood House, and the Hubbs Center to reduce or eliminate the time and money students spend in college “developmental education” classes (remedial reading and writing). The program, funded by MSPWin, offers academic preparation classes and proactive navigation. Navigation ensures that students advance into college only when they are well-prepared, have financial aid in place, are registered for a manageable number of credits, know what to expect from instructors, and can advocate for themselves.



- **150** students enrolled at four sites
- **24** students enrolled in college by fall 2015. These students:
  - saved a total of **\$50,000+** in college tuition and fees
  - were able to skip a total of **40 remedial classes**
  - and 10 of these students received scholarships worth **\$15,000**



# Medical Career Advancement

We helped **78** students succeed in college and advance their career in the healthcare field through the Medical Career Advancement program. Our students were awarded **36 scholarships** through state and private funding, totaling more than **\$57,000**.

- **35** students graduated from their healthcare training programs:
  - **22 phlebotomy technicians**
  - **1 licensed practical nurse**
  - **12 registered nurses**
- **15** students passed certification tests
- **3 Medical Career Advancement panel discussions** featured graduates of Institute programs who have gone on to college and are now employed or seeking employment in nursing and phlebotomy. Panels provided an opportunity for current students to hear from people who had been in their shoes and to see what they too could achieve.



# Employer Partnerships

Strong employer partnerships are the backbone of our employment and training programs. For more than 20 years, the Institute has developed innovative programming to match the talents of New Americans with the needs of local businesses. We partnered with **97 local businesses** in 2015.

Our Refugee Employment Services placed newly-arrived refugees at more than **12 businesses in the community**.

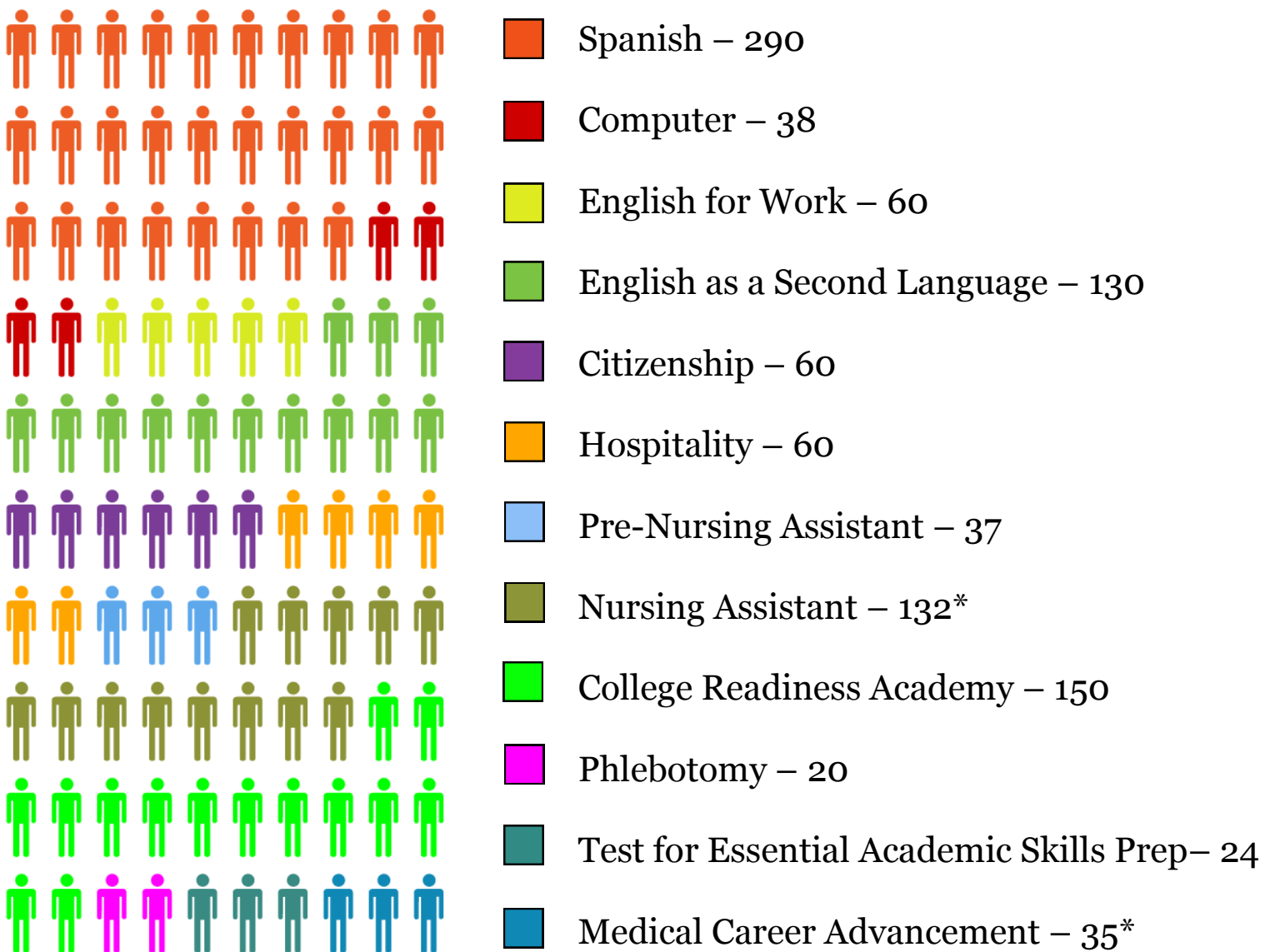
Our Hospitality Careers Pathway collaborated with **25 employers** to refine the class curriculum and employ students.

Our Nursing Assistant Training Program provided more than **60 long-term care facilities** with well-trained, compassionate staff.

*“New Americans have great attitudes and want to succeed in their employment. They are hard workers and want to do well...We have two Institute Hospitality students who have worked at The Embassy Suites for more than a year. Both students have been promoted and given more responsibility.”* Margo Johnson, Human Resources Director at The Embassy Suites by the Hilton Minneapolis Airport Hotel

# Education Services

**1,036** students enrolled in classes.



*\*These numbers reflect numbers of students graduated rather than number enrolled.*

“I felt at home in America when I could speak English, when I found good friends, when I had a job and started working. I feel like I’m independent and belong to here U.S.A” – Pleouvieng, English for Work Student

# Language Services

**English for Work:** **60** students enrolled in the program that expanded from two to **three levels**: Pre-literate, Beginning, and Intermediate.

**Evening ESL Classes:** More than **130** students enrolled in the Intermediate and Advanced levels.

**Spanish:** **290** students participated in seven levels of Spanish, ranging from Beginning 1 through Advanced • Topical workshops were offered during the semester breaks, including **Preterit vs Imperfect**, **Cultural Communication**, and the **Subjunctive Mood**.

**Digital Literacy—Computer Classes:** **38** students achieved basic computer literacy skills • **Lessons expanded** for additional grammar and writing practice as well as **NorthStar Digital Literacy Assessment Certification** for Basic Computer Skills, Microsoft Word, Internet and Email use.

When our English for Work students heard that donations to the Institute were being doubled by the Pohlad Family Foundation, they wanted to help. Students donated and also asked friends and family to contribute. They raised more than \$950, which was then doubled to \$1,900 by the Pohlad Family Foundation.



# Mental Health Services

An on-site therapist provided mental health services to Institute clients and students; outcomes included: **21** diagnostic assessments • **85** therapy sessions • **108** counseling sessions • **246** staff consultations regarding clients • instruction on **stress management and mental health** provided to clients

# Immigration Services

We assisted **2,141** New Americans with immigration services.

- **1,300** Naturalization applications
- **28** Deferred Action for Childhood Arrivals
- **27** Central American Minors Refugee Program
- **786** additional immigration services, including permanent residency, diversity visa lottery, travel documents, and more

The Mia (Minneapolis Institute of Art) partnered with our Immigration Services to develop a special tour of works of art related to the U.S. Naturalization exam.

# Festival of Nations

**April 30—May 3 at the Saint Paul RiverCentre**

**50,000 attendees**, including **20,000 students**

More than **90 cultures participated!**



## Volunteers

Volunteers are essential to the operation of the Institute; in 2015 **601 volunteers** donated **9,879 hours** in service to New Americans as tutors, employment assistants, immigration assistants, refugee resettlement assistants, and more.

“Minnesota is home for me because I love the diversity. The diversity makes it easier to fit in because everyone has so many different backgrounds and can relate to one another. Minnesota is home to me because there are a lot of Ethiopians like me here as well. It is a welcoming place to live in. There isn’t a lot of discrimination. It’s multicultural and peaceful and that’s what makes Minnesota unique. It’s like a tiny slice of the whole world in one state.”-Haregewoin, Nursing Assistant Student

# Partnerships

## Funding Partners

Annie E. Casey Foundation • Altrusa International of Saint Paul • Caroline Amplatz Giving • Ford Foundation • Greater Twin Cities United Way • HRK Foundation • Jay and Rose Phillips Family Foundation • Individual Donors • Lifetouch • Marbrook Foundation • Minnesota Department of Employment and Economic Development (DEED) • Minnesota Job Skills Partnership • Minnesota Philanthropy Partners—Saint Paul Foundation • Minnesota State Arts Board Legacy Grant • MSPWin • Office of Refugee Resettlement • Otto Bremer Foundation • Pohlad Family Foundation • Resettlement Programs Office-DHS • St. Paul Community Literacy Consortium (ABE) • Sunrise Banks • United States Committee for Refugees and Immigrants (USCRI) • WCA Foundation • Wells Fargo Foundation • Women United

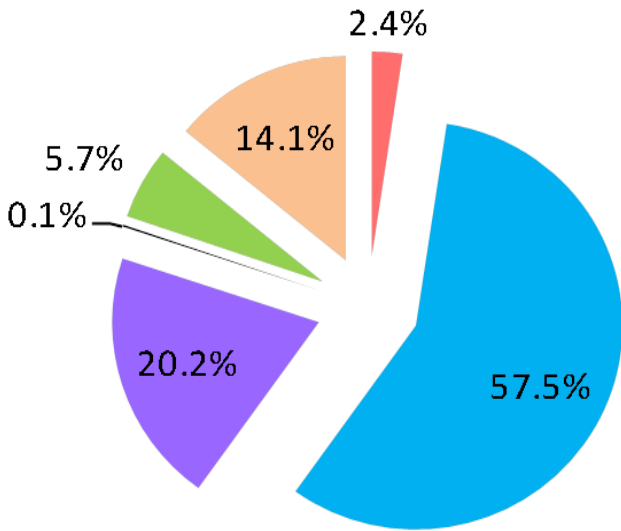
## Community Partners

AmeriCorps • Accent Inc. • LeadingAge Minnesota • Anti-Trafficking Task Force • Care Providers • Center for International Health • Century College • Community Technology Empowerment Project (CTEP) • Day One Services • Clearwater Middle School • Department of Public Health • Green Card Voices • Hubbs Center • Karen Community of Minnesota • Karen Organization of Minnesota • Lunds and Byerlys • Metro Transit • Mia—Minneapolis Institute of Art • Mary's Place • Minnesota Opportunity Corps • National Council for Workforce Education (NCWE) • Neighborhood House • Normandale Community College • Ramsey County Public Health • Roseville Lutheran Church Knitting Committee • Saint Paul College • Sarah's ... An Oasis for Women • St. Joseph Worker Program • Sunrise Banks • Trinity Episcopal Church Excelsior • Urban Homeworks

# Financials:

## October 2014-September 2015

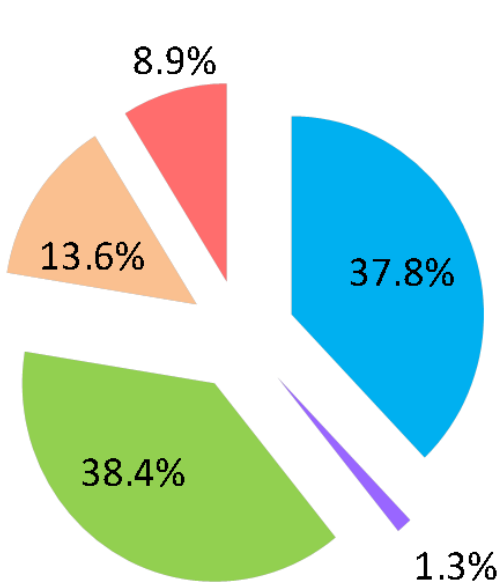
### Revenues



- Government Grants — \$2,066,472
- Corporate & Foundation Grants — \$724,303
- Festival of Nations — \$506,597
- Program Service Fees — \$204,649
- Individual Donors — \$85,818
- Investment Income — \$5,375

**Total: \$3,593,214**

### Expenses



- Education & Employment — \$1,309,455
- Refugee Services — \$1,290,460
- Festival of Nations — \$462,931
- Immigration Services — \$45,327
- Unallocated Admin/Building — \$302,443

**Total: \$3,410,616**



# Financials:

## October 2014-September 2015

### Balance Sheet

Total Current Assets	498,262	<b>Total Liabilities</b>	<u>486,593</u>
Building, Equipment, Land	2,789,411	<b>Capital</b>	
Accumulated Depreciation	(2,358,397)	Fund Balance - Unrestricted	1,970,848
Unemployment Services Trust	64,970	Fund Balance - Temp Re-	149,519
Reserve Funds	<u>1,612,714</u>	stricted	
Total Assets	<u>2,606,960</u>	Total Capital	<u>2,120,367</u>
		<b>Total Liabilities &amp; Capital</b>	<u>2,606,960</u>

### Income Statement

<b>Revenue</b>		<b>Expenses</b>	
Government Grants	2,066,472	Resettlement Service	1,290,460
Corporate/Foundation Grants	724,303	Immigration Services	45,327
Festival of Nations	506,597	Education & Employment	1,309,455
Program Service Fees	198,197	Festival of Nations	462,931
Contributions	85,818	Fundraising/Volunteer	130,888
Rentals	6,452	Unallocated Admin/Building	<u>171,555</u>
Investment Income	<u>5,375</u>	<b>Total Expenses</b>	<u>3,410,616</u>
<b>Total Revenue</b>	<u>3,593,214</u>	<b>Net Income</b>	<u>182,598</u>

### Thank you!

Thank you to our funders, community partners and donors for their support in helping the staff, interns, and volunteers at the Institute succeed in in our mission of helping New Americans achieve self-sufficiency and full membership in the American Life. We work hard to seek a community where New Americans can find respect, support, and safety, and where they can achieve their full potential in their new lives. Thank you for creating a welcoming community for New Americans!

# History Highlights: 1919-2015

The International Institute of Minnesota was founded in 1919 as a “YWCA service bureau and recreation center for people of foreign background.” The Institute resettled people who were “displaced” as a result of World War I and, with the advent of World War II, we began actively fundraising and looking for our own building in anticipation of the arrival of more displaced people seeking refuge in America. The Institute also reached out to serve “war brides” from the many countries where US servicemen had been stationed.

Many waves of immigrants and refugees have been served since the end of World War II in response to conflicts and oppression around the world. The 1950s brought the first wave of Cubans. The end of the Vietnam War ushered in refugees from Laos, Cambodia, and Vietnam. As early as 1982, we welcomed refugees from Ethiopia. The first refugees from Bosnia, Somalia, and Burma arrived in 1993-4.

Today the International Institute is a vibrant place bursting at the seams. We resettled 465 refugees in 2015 as one of five refugee resettlement agencies welcoming some 2,000 arrivals to Minnesota. In addition to more than 45 staff members, many interns and volunteers help us to do our work more effectively. We soon look forward to honoring 100 years of service at a celebratory gala in 2019. We hope you will join us.

# Board of Directors

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***Justin Madel***, Festival of Nations Director

***Merle Greene***, College Readiness Academy Director

***Emily Hipps***, Development and Communications Coordinator





**Citizenship students explore the “Art of Naturalization” in a new partnership between the Minneapolis Institute of Art and the International Institute.**



*Providing a strong start to a new life*

INTERNATIONAL INSTITUTE  
*of Minnesota*