

Topic: Employment

Activity: Finding Employment for All: A Critical Incident for Use With African Refugees

Objectives	<ul style="list-style-type: none">✓ Participants will better understanding why employment in the United States is important✓ Participants will identify some ways to find employment✓ Participants will consider the idea and importance of all employable adults working in the United States
Lesson Time	30 minutes
Materials	<ul style="list-style-type: none">☐ Critical incident (included)☐ Optional: Flipchart paper, markers, tape
Introduction	Finding a job in the United States can take a long time. There are many things that might help you: motivation, friends and family, exploring different options, etc. Since living expenses can be high, many families also find that it is best for all employable adults, both men <i>and</i> women, work to support the family.
Practice	<p>(Note: Change names used in the critical incident to reflect those of your participants.)</p> <ol style="list-style-type: none">1. Put participants into groups of 2 to 4 and ask each group to choose a spokesperson.2. Read “Finding Employment for All: A Critical Incident for Use With African Refugees” aloud, pausing after each set of reflection questions.3. In small groups, participants discuss the reflection questions. Listen in on the discussions to check for understanding.4. After the last set of reflection questions, bring the large group together and ask the spokesperson from each group to summarize the main ideas from their group discussions. Discuss as necessary.
Reflection Questions	<ul style="list-style-type: none">• What happened in this critical incident?• How did Khalil* find work?• How did Finda* get a job?• What were some important things Khalil and Finda did to find work?
Variations	<ul style="list-style-type: none">• Give flipchart paper and markers to each small group and have groups draw and present the highlights of their discussions.• If literacy levels allow, prepare flipchart paper with reflection questions for each small group and have groups write and present their answers.

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Finding Employment for All: A Critical Incident for Use With African Refugees

Khalil and Finda* arrived in the United States with their three school-age children. Their caseworker helped them enroll their children in school, and Khalil started looking for a job. After two months, Khalil was still unemployed.

Stop and reflect:

- How might Khalil and Finda feel about Khalil not having a job?
- What do you think Khalil should do?

Their caseworker suggested Khalil start volunteering to get to know more people in the United States. Their caseworker also suggested that Finda start looking for a job.

Stop and reflect:

- Why did their caseworker recommend volunteering?
- How would you feel about your spouse working?

Khalil and Finda knew it was common for all employable adults to work in the United States. So Khalil and Finda took their caseworker's advice. They maintained a positive attitude and talked to their caseworker and friends about their efforts. Two months later, Finda found a position at a local hotel cleaning rooms. Khalil volunteered for five months and met more people in the United States who could talk about his hard work and how quickly he learned. Then Khalil was hired by the boss of one of his newfound American friends.

Stop and reflect:

- How did Khalil find work?
- How did Finda get a job?
- What were some important things Khalil and Finda did to find work?

* This critical incident is based on the real-life experience of resettled refugees. All identifying information has been changed to protect privacy.