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Workshop III

Care, Immigration, and Job Quality



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Unintended Consequences of Immigration Enforcement Policies

Andrea Velásquez
University of Colorado Denver

April 2024

Care Conference

Research Papers

- East, C. N., & Velásquez, A. (2022). “Unintended consequences of immigration enforcement: Household services and high-educated mothers’ work.” *Journal of Human Resources*.
- East, C. N., Hines, A. L., Luck, P., Mansour, H., & Velásquez, A. (2023). “The labor market effects of immigration enforcement.” *Journal of Labor Economics*, 41(4), 957-996.

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- Different policies have been implemented to address undocumented immigration in the U.S. many with express intent of reducing this population through deportation

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- Rise in immigrant detentions and deportations
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 - ▶ 150,000 deportations in 2004; and, 290,000 in 2014 (↑ 200%)

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 - ▶ Far-reaching effects on immigrant community besides removals
- Little empirical evidence on effects of enforcement policies on labor market outcomes of U.S.-born workers

Police-Based Enforcement: Secure Communities

- Secure Communities (SC) was a federal policy which increased information sharing between local police and the federal government to detect and remove undocumented immigrants
- The policy was adopted by all U.S. counties resulting in the removal of over 450,000 individuals between 2008-2014, most of whom were male

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- The policy intent was to target and remove violent criminals. In practice, it increased the risk of deportation among all likely undocumented immigrants
- Advocacy groups have alleged that SC provided a way to use minor violations to target the Hispanic population (Kohli et al., 2011)
- Hispanic immigrants are over-represented in deportation data

Deportations under Secure Communities

	Share of All Deportees (percent)
Most Serious Criminal Conviction	
None	20.63
All Violent	18.54
All Non-Violent	60.83
DUI	10.94
Traffic	7.01
Immigration	5.46
Marijuana	2.38
Sex	
Male	95.61
Place of Birth	
Latin America	92.22
Central America and Mexico	85.6

Notes: Data on deportees comes from individual listings of all deportations under SC from TRAC records. The most serious criminal conviction may be, but does not have to be, the crime for which the deportee was initially apprehended.

Research Questions

1. What are the effects of Secure Communities (SC), a police-based immigration enforcement policy, on the labor market outcomes of **likely undocumented immigrants**?

- What are the potential mechanisms?
 - ▶ Deportations
 - ▶ “Chilling effects” among immigrants who were not deported which likely increase the cost of working outside the home / job search

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2. What are the effects of Secure Communities (SC), a police-based immigration enforcement policy, on the labor market outcomes of **U.S.-born individuals who outsource household production?**

- Focus on highly educated U.S-born mothers who spend a larger fraction of their income on outsourcing household work

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 - ▶ Hypothesis: main effects of the policy operate through changes in prices of household services

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 - ▶ Hypothesis: main effects of the policy operate through changes in prices of household services
 - ▶ Overrepresentation of likely undocumented workers in **household services** work: 5% of childcare workers; 20% maids/housekeepers (compared to 3.5% in total workforce)
 - ▶ Enforcement policies may decrease labor supply in these occupations & increase price of household services (Cortes, 2008)

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 - ▶ Potential spillover effects on the labor supply of individuals who outsource household production

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Findings

1. What are the effects of Secure Communities (SC), a police-based immigration enforcement policy, on the labor market outcomes of **likely undocumented immigrants**?

- i. Evidence of a **decrease in the labor supply of likely undocumented immigrants in household services** → overall reduction in the labor supply in these occupations
- ii. Increase on the price of outsourcing household production (proxied by hourly wages of female workers on these occupations)
 - ▶ SC ↑ average hourly wages of all low-educated female workers by 6.8%

Findings

2. What are the spillover effects of SC on the labor supply of U.S.-born individuals who outsource household production?

- Working-age college-educated **U.S.-born mothers significantly reduced their labor supply** in response to SC exposure
 - ▶ Effects particularly large for mothers of young children

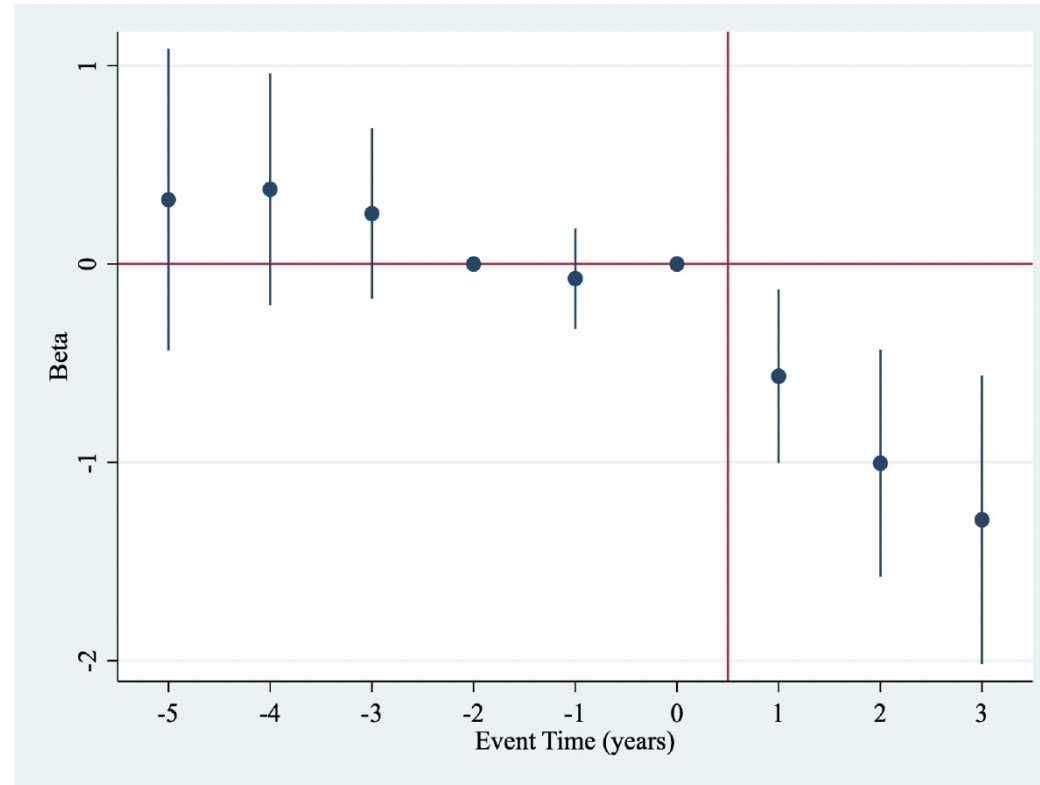
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**Among women with young children,
SC reduces working hours by 0.38pp (1.3%)**

Hours Worked Event Study



Females with Kids Younger than Age 5

Notes: This plots marginal effects and confidence interval of an event study model estimated annually. The horizontal axis denotes "event time" where omitted years are the year before and three years the first SC policy in the PUMA was implemented. Event Study Model CS

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 - ▶ Effects particularly large for mothers of young children
- Examine effects across groups less likely to be affected by changes in cost of outsourcing household production
 - ▶ Highly educated women without children and highly educated males: smaller, insignificant effects
 - ▶ Mothers living in their state of birth (more likely to have access to informal help, like grandparents) less affected

Discussion and Policy Implications

- Important policy implications given the current debates about immigration policies not only in the U.S. but across the globe
- Effect of policies not only driven by deportations but also by changes in the political climate towards immigrants

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- Contribution to broader literatures examining influence of policies on female labor supply and time spent in household production, especially around the birth of a child
- Decline in mothers labor supply as a result of SC may have far-reaching consequences to the gender gap in work and wages, as well as children's well-being
- First step to analyzing full impact of immigration enforcement policies on mothers and their families' well-being.

Thank You!

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EMPLOYMENT OUTCOMES & POLICY IMPLICATIONS OF EMPLOYING IMMIGRANT REGISTERED NURSES IN LONG- TERM CARE

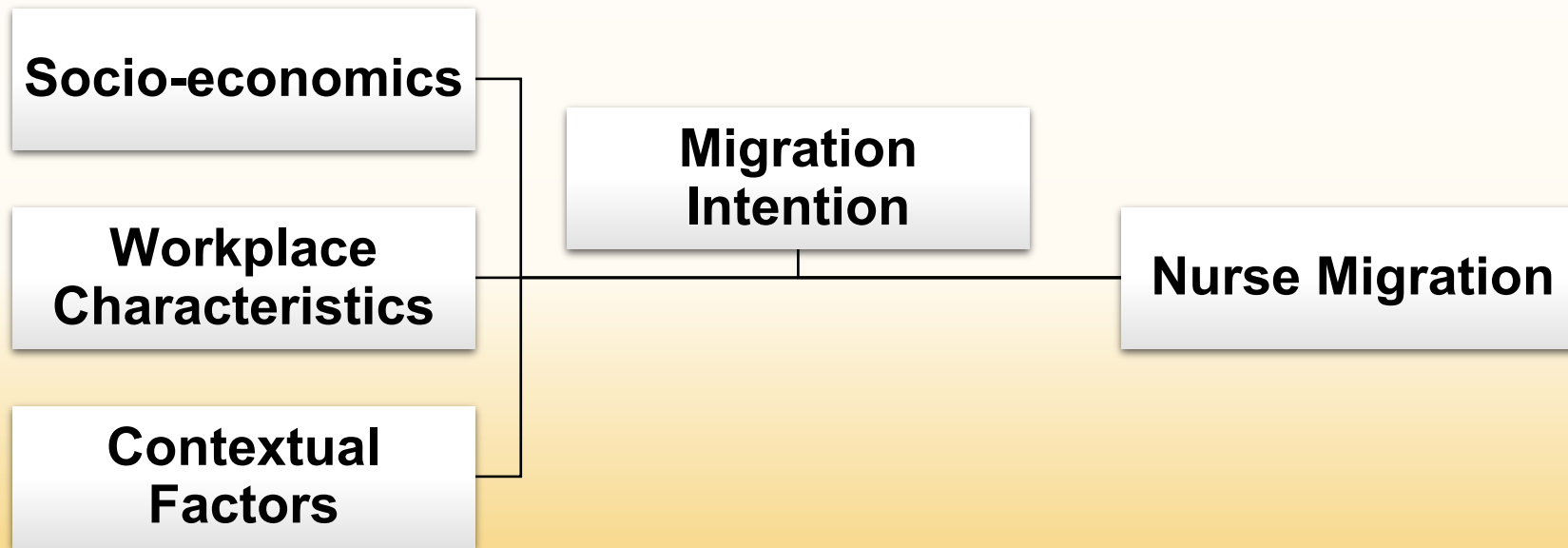
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Postdoctoral Fellow

Sinclair School of Nursing, University of Missouri

Care Conference: April 5, 2024

FACTORS SHAPING NURSE MIGRATION



IMPACT ON LTC: STRUCTURAL CHARACTERISTICS

Workforce Composition

- IENs comprised 12-25% of RNs in NHs

Region of Origin

- Asia, sub-Saharan Africa, English Speaking Caribbean

Race and Ethnicity

- Most belong to racial and ethnic minoritized groups

Sex

- Higher proportion of males

Linguistic Diversity

- Multi-lingual

IMPACT ON LTC: PROCESS ISSUES

Work undesirable shifts

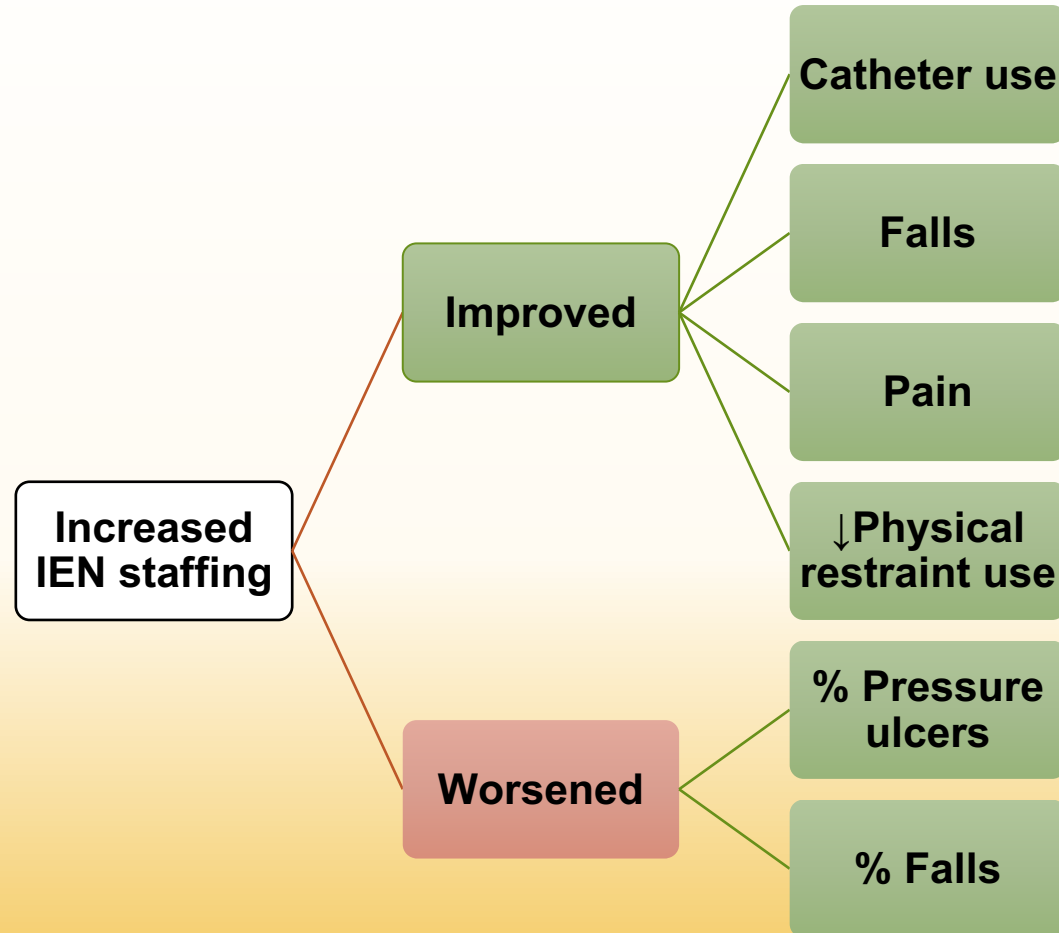
Discrimination

Mixed findings on wages

More likely to stay in workforce relative to USENs

Communication barriers

IMPACT ON LTC: OUTCOMES

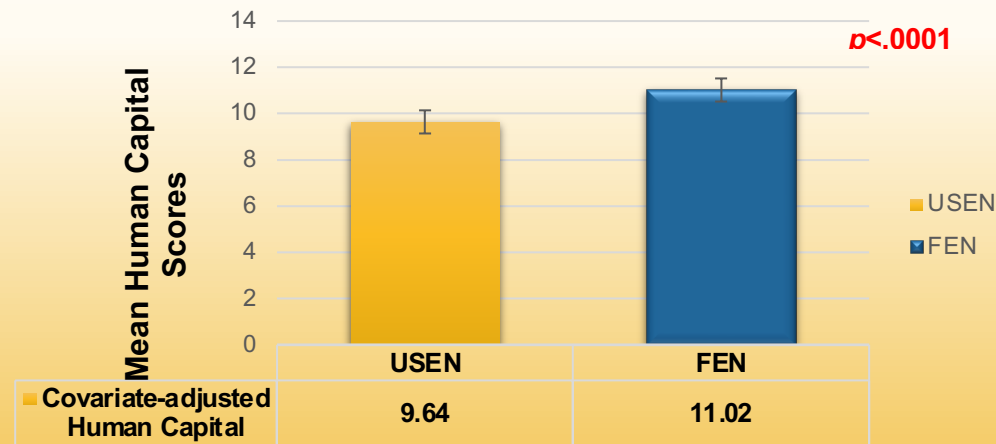


HUMAN CAPITAL AMONG REGISTERED NURSES

Human Capital Scores: Results Without and With Covariates

Human Capital Score	USEN (N=1752)		FEN (N=135)		p-value
	Mean	SEM	Mean	SEM	
No covariates	9.64	0.03	11.33	0.11	<.0001
Covariate-adjusted	9.64	0.08	11.02	0.13	<.0001

SEM=Standard Error of the Mean: Analysis of Variance (without covariates) and Analysis of Covariance (with covariates)



EMPLOYMENT OUTCOMES

Employment Outcome: Rank Values	Model	USEN Mean (SEM)	FEN Mean (SEM)	p-value
Annual Salary	No covariates	929.3 (13.0)	1135.3 (46.7)	<.0001
	Covariate-adjusted	1032.8 (34.2)	1096.1 (57.9)	0.3101
Annual Paid Work Hours	No covariates	957.6 (12.7)	768.0 (45.8)	<.0001
	Covariate-adjusted	935.7 (34.2)	785.8 (57.8)	0.0163
Average Hourly Wage	No covariates	921.7 (12.8)	1233.60 (46.1)	<.0001
	Covariate-adjusted	1003.7 (34.2)	1152.9 (57.8)	0.0169

SEM=Standard Error of Mean

BARRIERS TO CARE PROVISION

**Negative
Facility
Characteristics**

**Ineffective
Workplace
Integration**

**Cultural
Differences**

Discrimination

POLICY IMPLICATIONS



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Immigrants & the Present and Future of Care Work

Julia Gelatt

Associate Director, U.S. Program

Care Conference 2024

April 5, 2024



Photo Credit: Microsoft Stock Image

Migration Policy Institute: Programs & Initiatives

U.S. Immigration
Policy Program

National Center
on Immigrant
Integration Policy

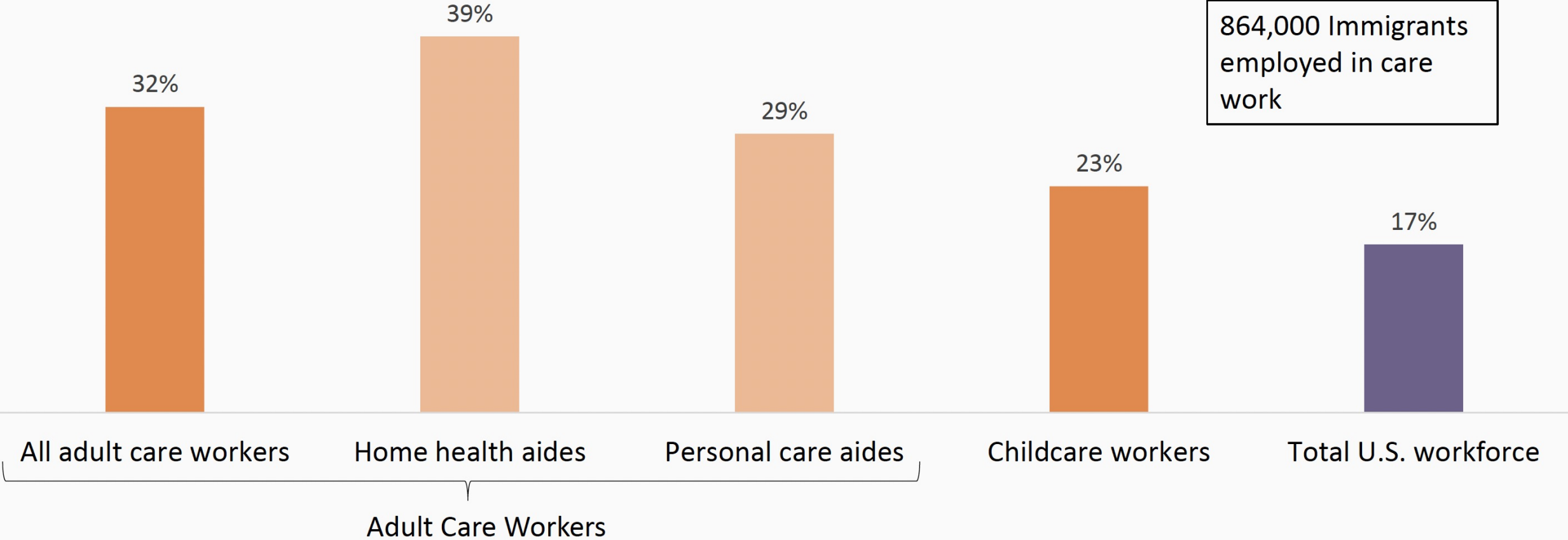
International
Program

Latin America &
Caribbean
Initiative

Migration Data
Hub

Immigrants Overrepresented in Care Work Occupations

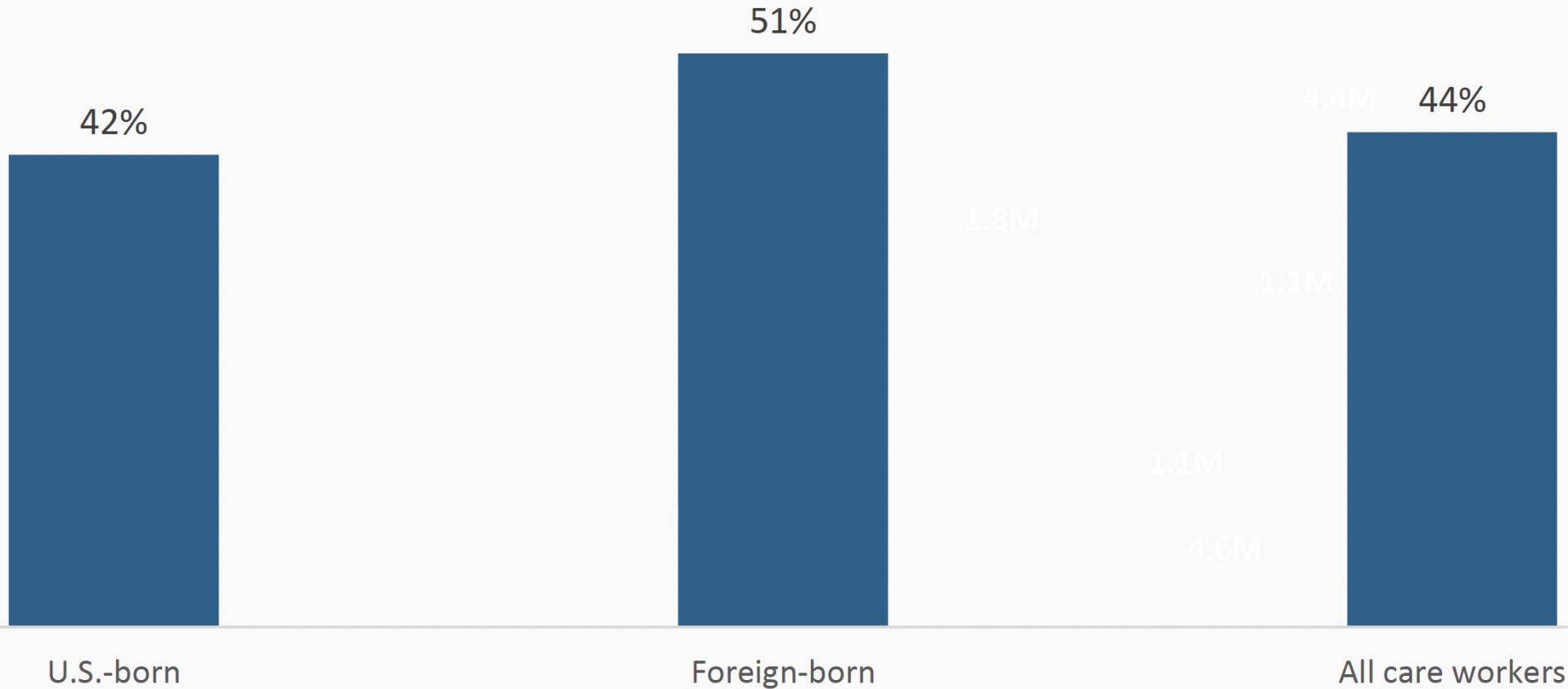
Immigrant Share of Care Workers and All Workers, 2022



Source: MPI Analysis of 2022 American Community Survey (ACS) data.

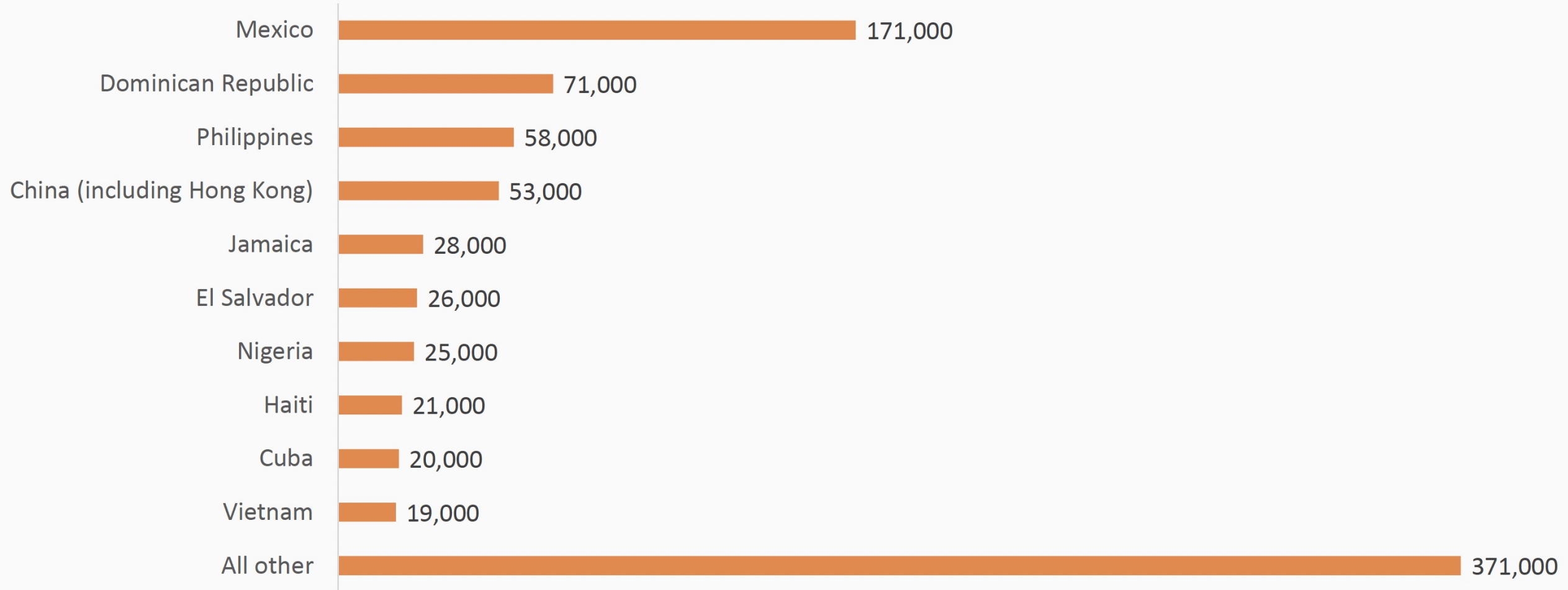
Immigrant Care Workers More Likely to Work in Private Homes

Share of Care Workers Employed in Private Homes, 2022

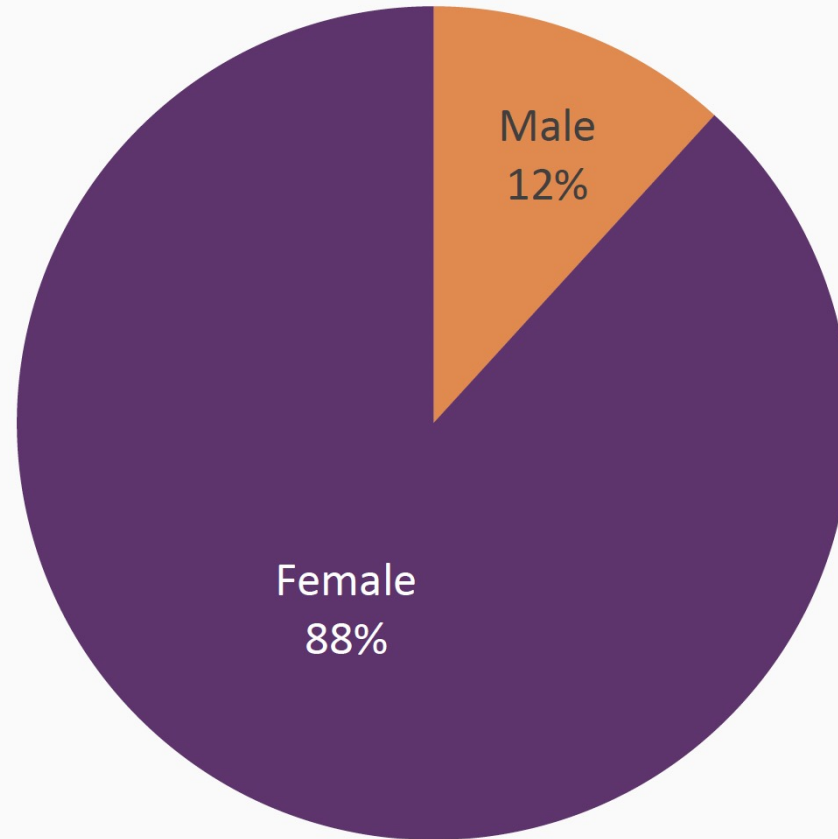


Profile of Immigrant Care Workers: Top Countries of Birth

Number of Immigrant Care Workers, By Top Ten Countries of Birth, 2022

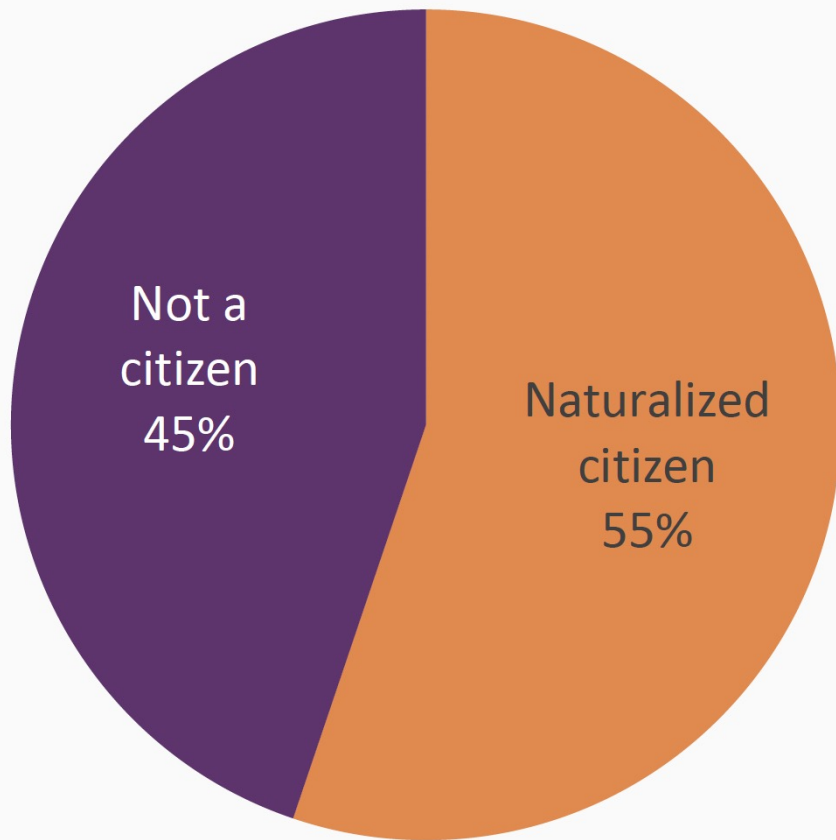


Profile of Immigrant Care Workers: Gender

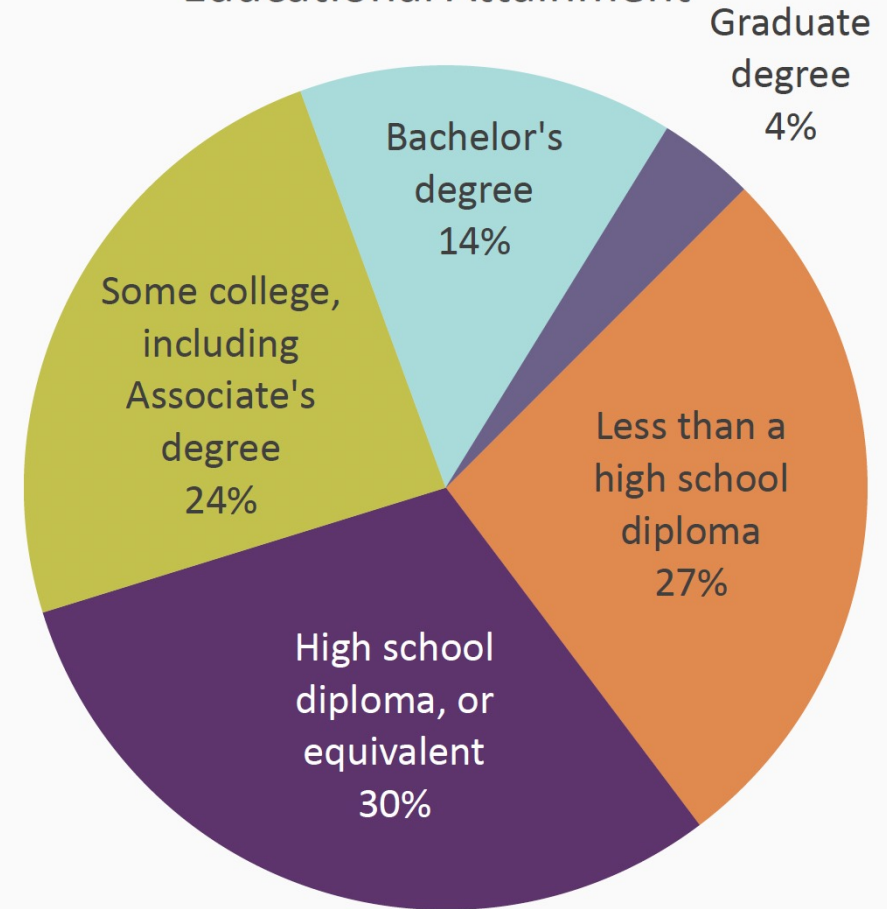


Profile of Immigrant Care Workers: Citizenship & Educational Attainment

Citizenship

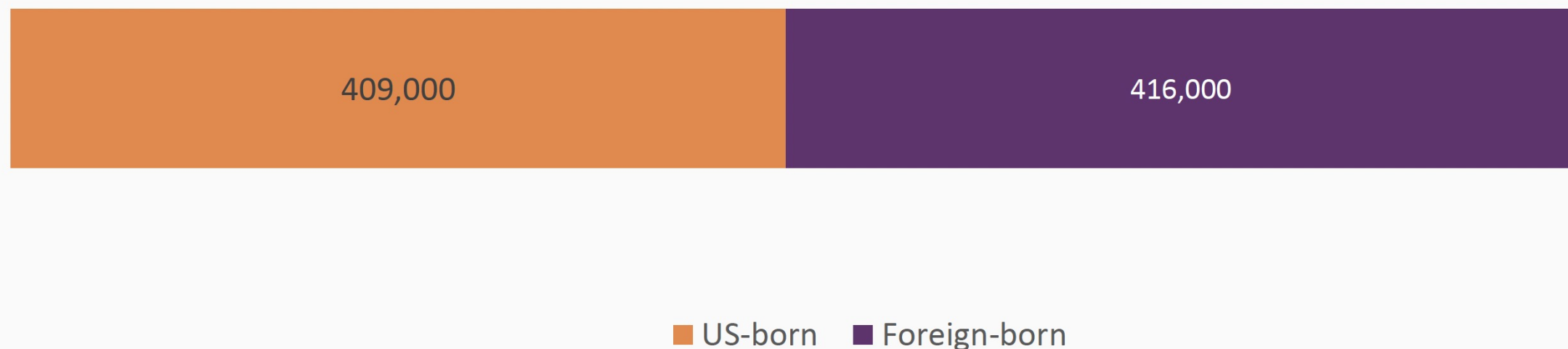


Educational Attainment



Immigrants Accounted for Half of Growth in the Number of Care Workers Between 2010 and 2022

Growth in Number of Care Workers, 2010 to 2022

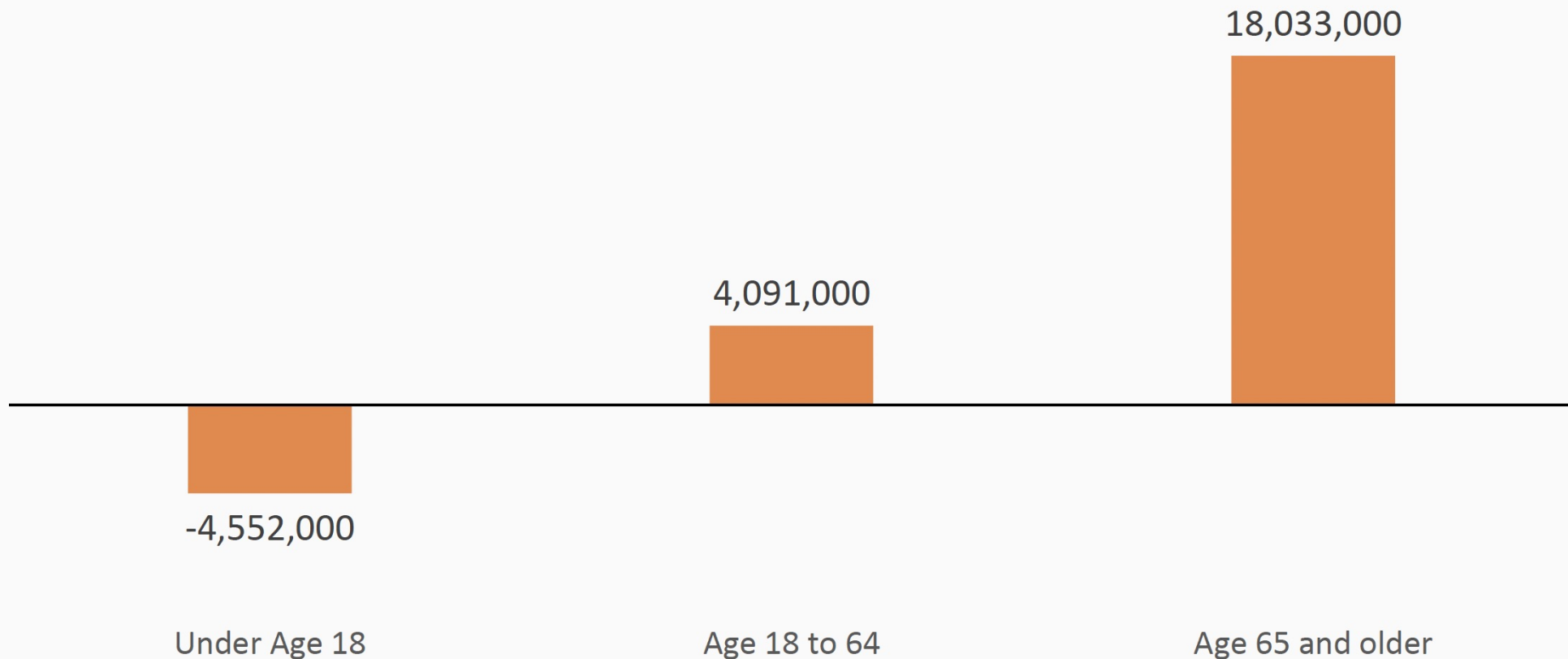


Adult Care Jobs Projected to Grow, Childcare Job Projected to Decrease

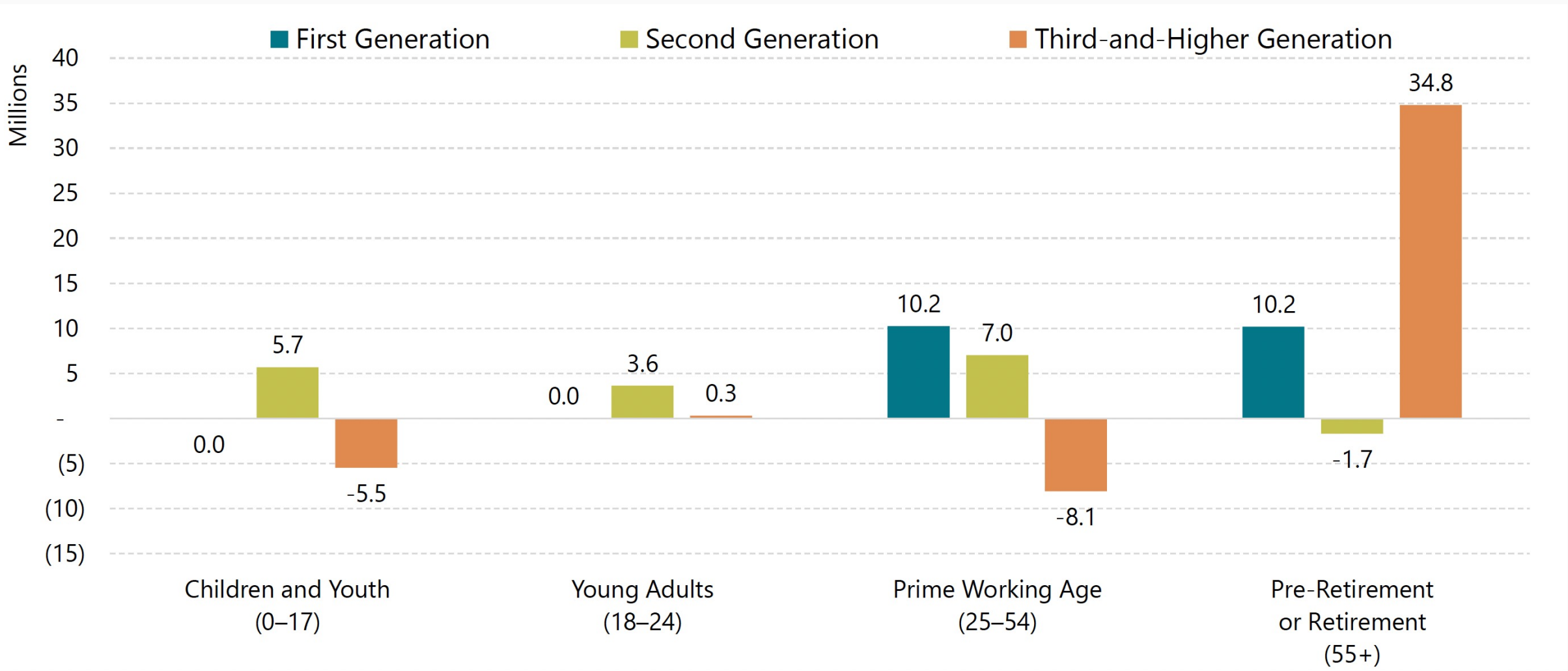
BLS Projected Job Growth, 2022-2032	
	<u>Numeric change</u>
Home health and personal care aides	804,600
Childcare workers	-18,500

Population Over Age 65 Projected to Grow; Population Under Age 18 Projected to Shrink

Projected Population Change: 2022 to 2035

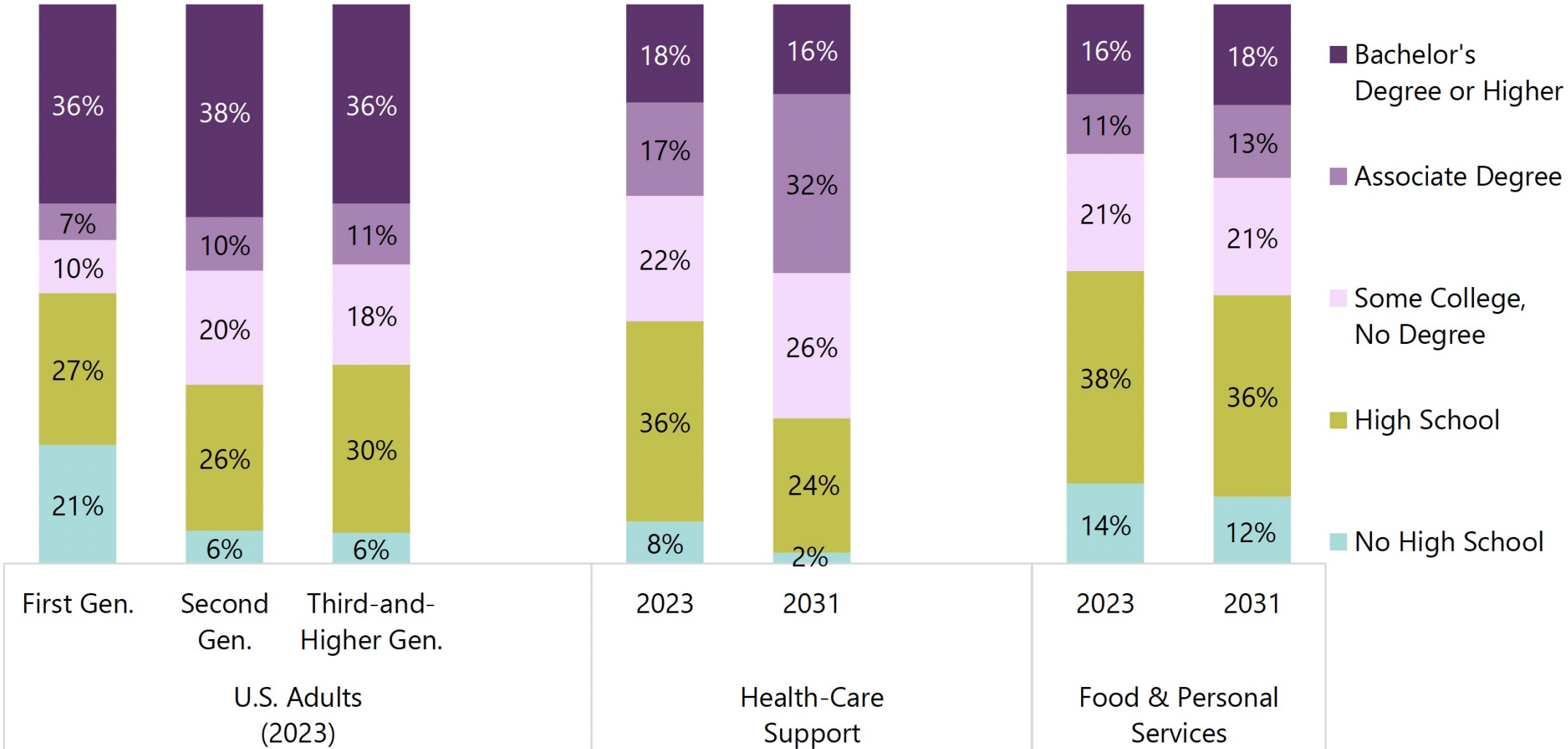


Immigrants and Their U.S.-Born Children Already Driving Growth of the U.S. Working Age Population



Source: MPI tabulation of data from the CPS March Annual Social and Economic Supplement (ASEC), 2000 and 2023.

Skill Requirements of Jobs, Including Care Work, Expected to Increase; Upskilling Important



Sources: MPI tabulation of data from the CPS March ASEC, 2023; Anthony P. Carnevale, Nicole Smith, Martin Van Der Werf, and Michael C. Quinn, *After Everything: Projections of Jobs, Education, and Training Requirements through 2031* (Washington, DC: Georgetown University, Center on Education and the Workforce, 2023).

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[www.migrationpolicy.org/programs/
migration-data-hub](http://www.migrationpolicy.org/programs/migration-data-hub)



1199SEIU Training and Employment Funds

OVERVIEW OF TEF SERVICES FOR IMMIGRANT WORKERS

Faith Wiggins

Director, Long Term Care and CBO-Rx

faith.Wiggins@1199funds.org

2024

TEF's Mission

Everyone deserves the opportunity to build a fulfilling, successful, family-sustaining career.

Approaching workforce challenges with a direct focus on economic, social, and educational equity, the 1199SEIU Training and Employment Funds (TEF) create career pathways to fundamentally alter the structure of opportunity for historically marginalized healthcare workers. TEF provides high-quality education, skills training, job placement, and innovative labor-management initiatives that elevate worker voices and improve the quality of care. Working with labor and management, we develop a world-class healthcare workforce that meets the demands of a rapidly changing healthcare industry.

Our Goals

Comprehensive workforce development for the healthcare industry



Support the professional and academic aspirations of healthcare workers



Promote collaboration between workers and management



Create career pathways toward greater success

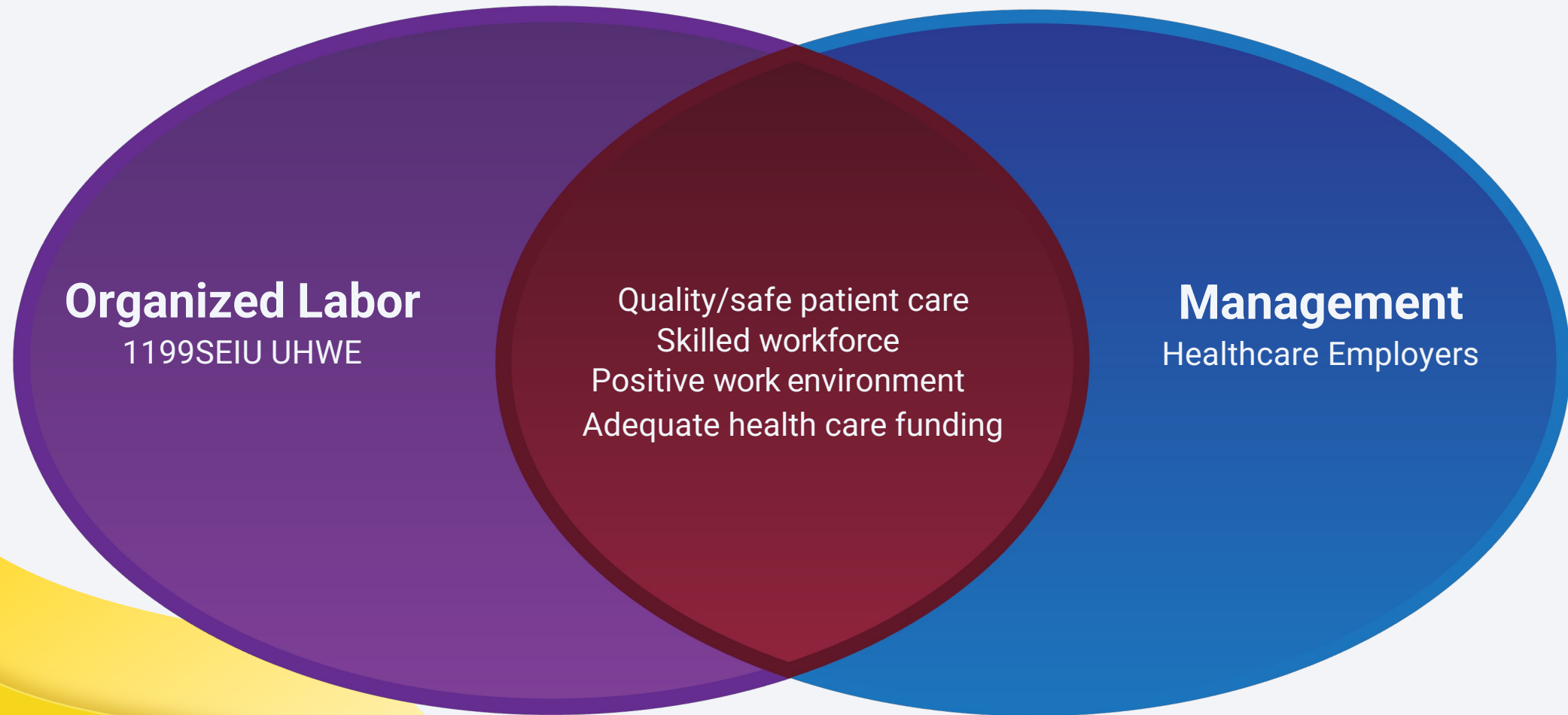


Retain industry talent



Provide job security

Aligning Interests



Since 1969

1.6 million healthcare workers enrolled in workforce development services

439,000

healthcare workers earned an allied health degree credential.

261,000

workers received foundational education such as high school equivalency or college prep.

218,000

healthcare workers retrained through skills enhancement.

46,000

students have gone to school to become Registered Nurses.

30,000

community residents have entered the workforce through the TEF Employment Center.

13,000

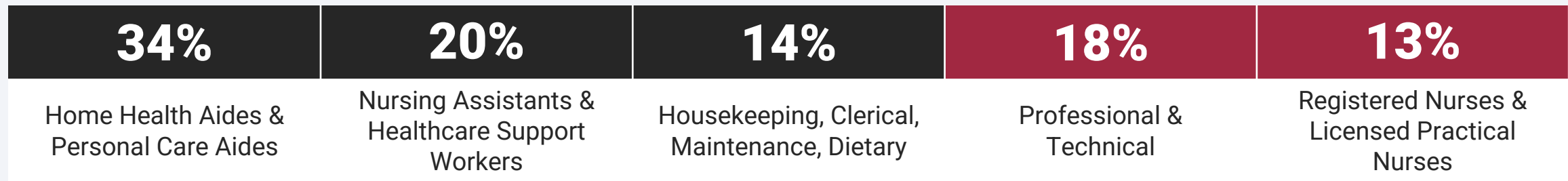
healthcare workers received assistance with obtaining US Citizenship.

Our Partnerships

Organized Labor	Healthcare Employers	Education Institutions
450,000 Union members	650 + Employers	350 + Partner colleges
275,000 Eligible for TEF services	1,600 + Facilities	1,300 + Education institutions
	30% Acute, primary, or ambulatory care facilities	
	54% Long-term care facilities	
	16% Home care agencies	

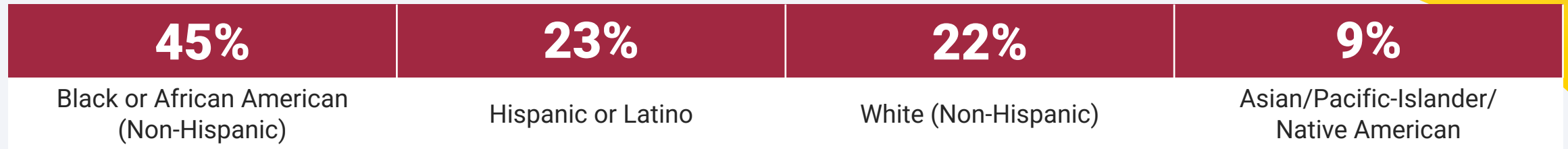
Job Categories

70% of the workers we serve are in entry-level or lower-wage-earning positions

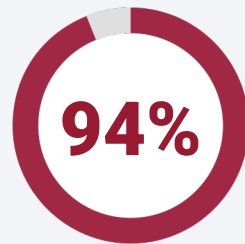


Who We Serve

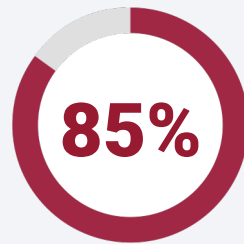
TEF serves a diverse group of 1199SEIU union members



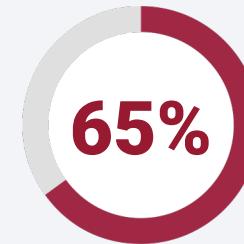
Average age



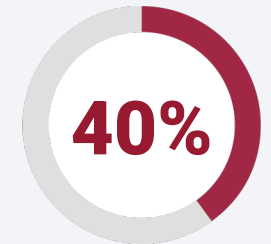
Over the age
of 25



Identify as
female



Foreign born

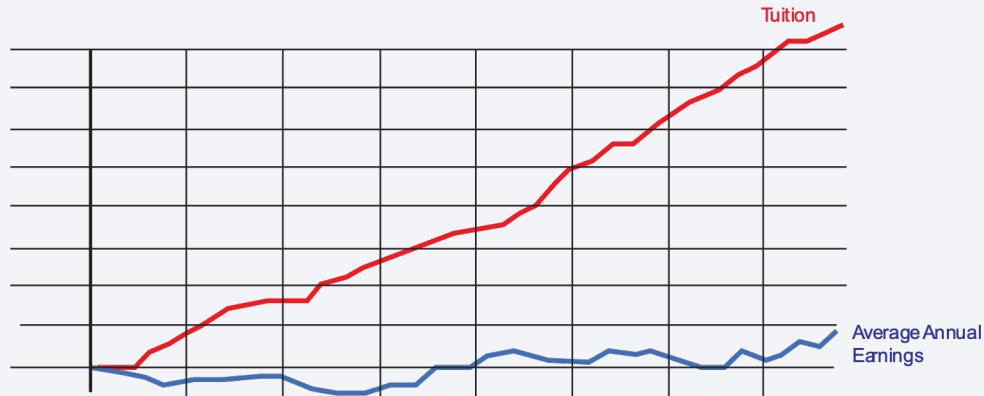


English is second
language

Challenge: The high cost of education

Over the past 35 years:

- Tuition has increased 504% against inflation
- Wages have increased by only 25%



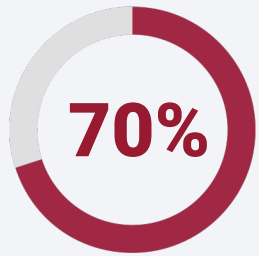
“***NYU was my dream school. Unfortunately, the price to attend there is very high and I knew that I would be unable to afford it without taking out huge loans and accruing debt.***

- Giovanni Elie Appolon, Respiratory Therapist

Challenges for Immigrant Workers

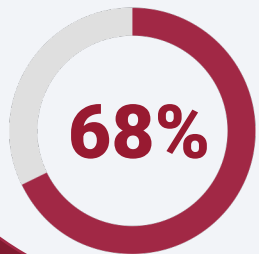
189

Countries represented not including the U.S.



70%

of the individuals TEF trained were foreign born.



68%

English is not their first language.

“As an immigrant with no papers, I had to live in hiding, suffering endless humiliations.”

- Gresilda Lopez, Admissions Clerk

Obstacles to employment:

- **Language barriers**
- **Citizenship status**
- **Transferring educational credentials to U.S. jobs**

Educational Programs and Employment Services



Student Services

- Career and Academic Advisement
- Tutoring
- Resume and interview skills



Foundations

- **High School Equivalency**
- Skills Enhancement
- Computers
- **Spanish**
- **ESOL**
- **Citizenship**



Occupational Certifications

- Financial assistance



College Degree Programs

- Prerequisite programs
- Financial assistance



Continuing Education

- Online programs
- CEU Reimbursements
- Certification & Licensure Prep



Job Security and Employment Services

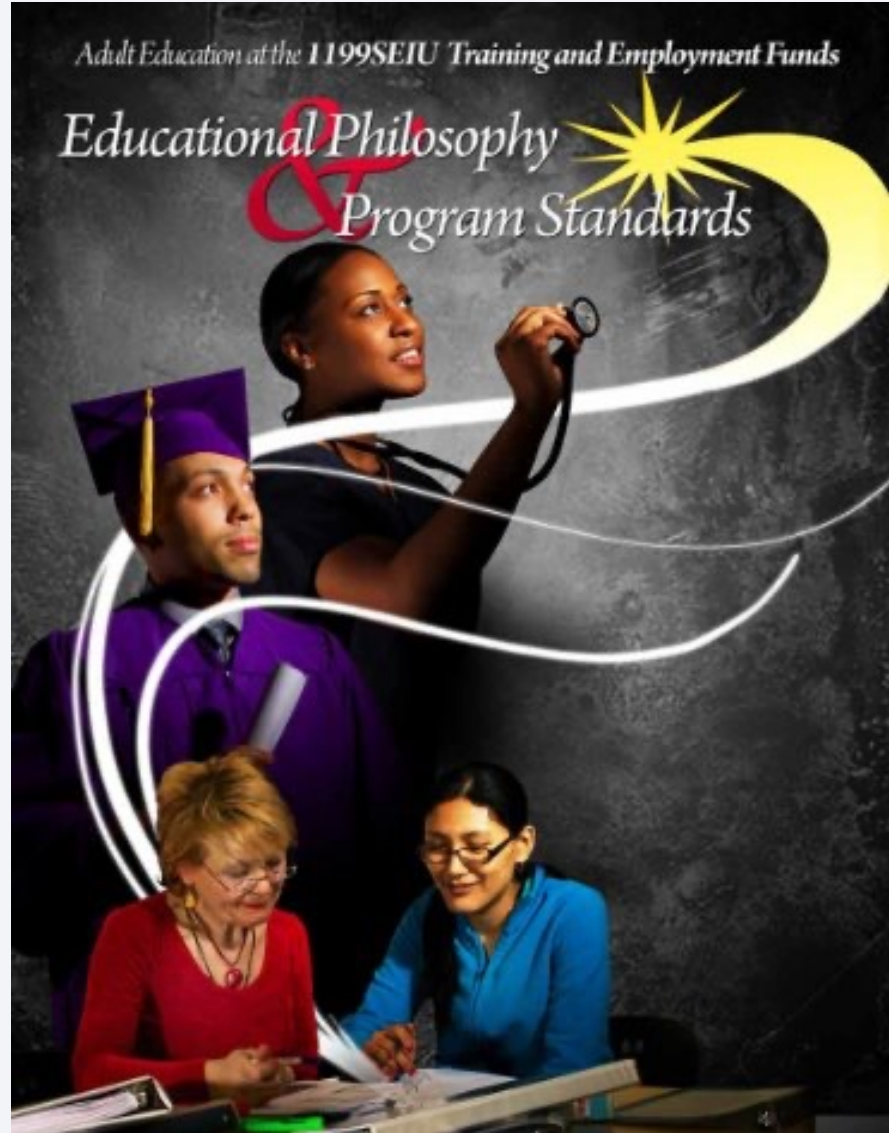
- Supplemental Unemployment Benefits
- Resume review and re-employment services and support
- Lay off prevention



Special Programs

- Registered Apprenticeships
- Workplace skills
- Cohort programs
- High demand occupational reimbursements

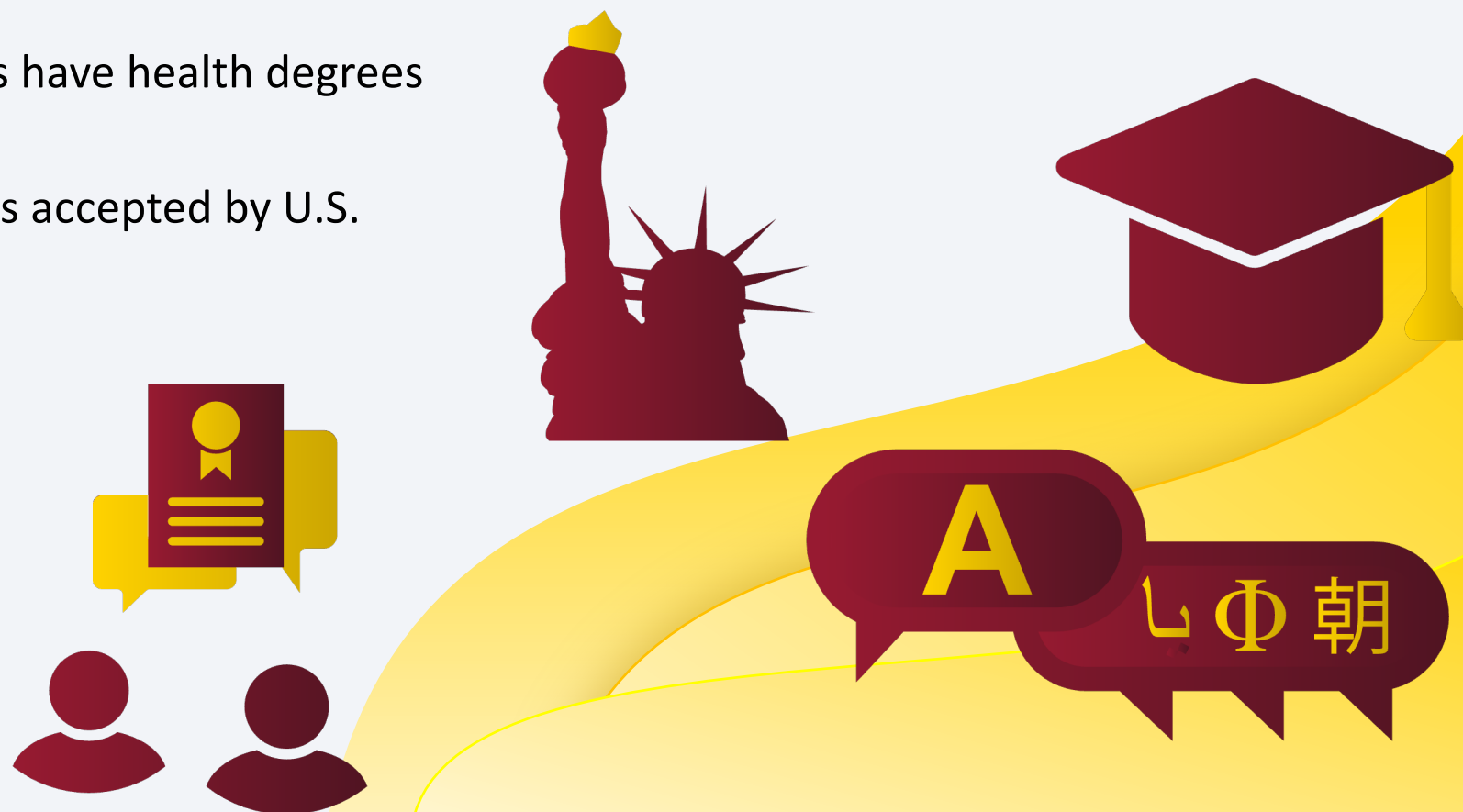
TEF Adult Education Handbook



TEF Programs for Immigrant Workers

Foreign Degree Negotiation

- Many foreign-born workers have health degrees from their home countries
- TEF helps get these degrees accepted by U.S. schools



Citizenship Program

- Legal Assistance
- Preparation for USCIS test
- Available to workers and their family members
- Interview prep
- Application fee reimbursements for eligible workers

“I would like to thanks to the Citizenship Program for helping me achieve this goal of becoming a citizen, by offering me classes and application services, and medical benefits.”

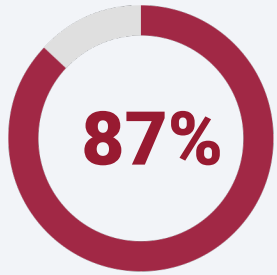
—*Avril King, Certified Nursing Assistant*





TEF Excursion to Ellis Island

High School Equivalency



of all occupations available in most healthcare facilities require a high school diploma or higher

Services and available instructional options:

Transcript and diploma translation and evaluation

General Education Diploma Programs in English and Spanish (GED)

Test Assessing Secondary Completion (TASC)

National External Diploma Program (NEDP)



Spanish Language Classes

- Beginner to advanced levels.
- Contextualized and tailored for medical professions.

Learn to communicate better with Spanish-speaking patients



Foreign Language Program

The Language of Care
 A Contextualized Approach to Learning Spanish
 for Clinical Health Care Staff

Direct Care
Spanish Edition
 1199SEIU League Training & Upgrading Fund

The Language of Care
 A Contextualized Approach to Learning Spanish
 for Nursing Home Staff

Nursing Home
Spanish Edition
 Foreign Language Institute for Health Care Providers
 1199SEIU League Training & Upgrading Fund

The Language of Care
 A Contextualized Approach to Learning Spanish
 for Clerical Health Care Staff

Clerical
Spanish Edition
 1199SEIU League Training & Upgrading Fund

Lesson 6 **Medical Check-up (1)**

1. Please follow me. 2. Please take off your clothes.
 3. Please put this on. 4. Please sit down.

Mandarin Edition

The Language of Care
 A Contextualized Approach to Learning Korean
 for Nursing Home Staff

Nursing Home
Korean Edition
 1199SEIU League Training & Upgrading Fund

Vocabulary

A. Numbers

1. odin	6. shest'
2. dva	7. sem'
3. tri	8. vosem'
4. chityri	9. dev'at'
5. p'at'	10. des'at'

B. Months

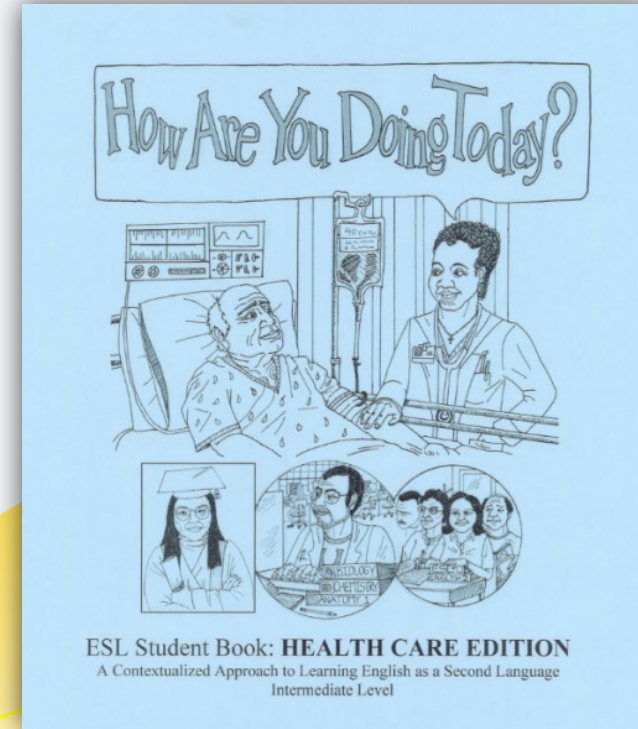
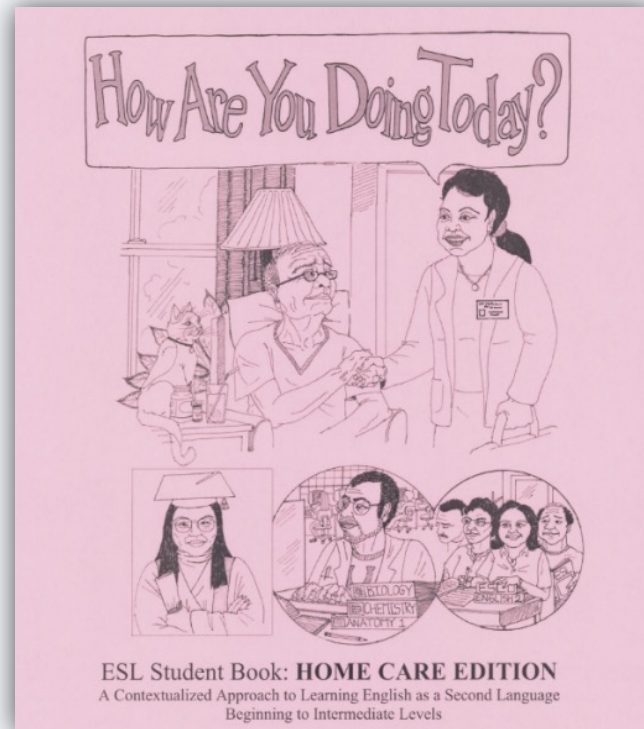
1) Janvar'	2) Fivral'	3) Mart
4) Aprel'	5) Maj	6) Jjoon'
7) Jjool'	8) Avgoost	9) Sint'abr'
10) Akt'abr'	11) Najabr'	12) Dikabr'

My birthday is in _____

Russian Edition

English for Speakers of Other Languages

- Improves conversation, reading, and writing skills!
- Six levels of instruction– beginner to advanced
- Incorporates homecare and broad range of health care topics



ESOL on Cell Phone



1199SEIU
Home Care Industry
Education Fund

ENGLISH FOR HOME HEALTH AIDES

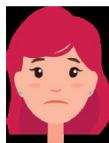
Learn English for free on your cell phone
anytime, anywhere!

- ✓ Are you an 1199SEIU Home Health Aide?
- ✓ Do you want to learn English for your job and much more?
- ✓ Can you study two hours a week (20 minutes a day)?
- ✓ Can you answer the 4 questions below correctly?



1. Where do you live?

2. How is she doing today?



Read this short story. Then, answer the question below.

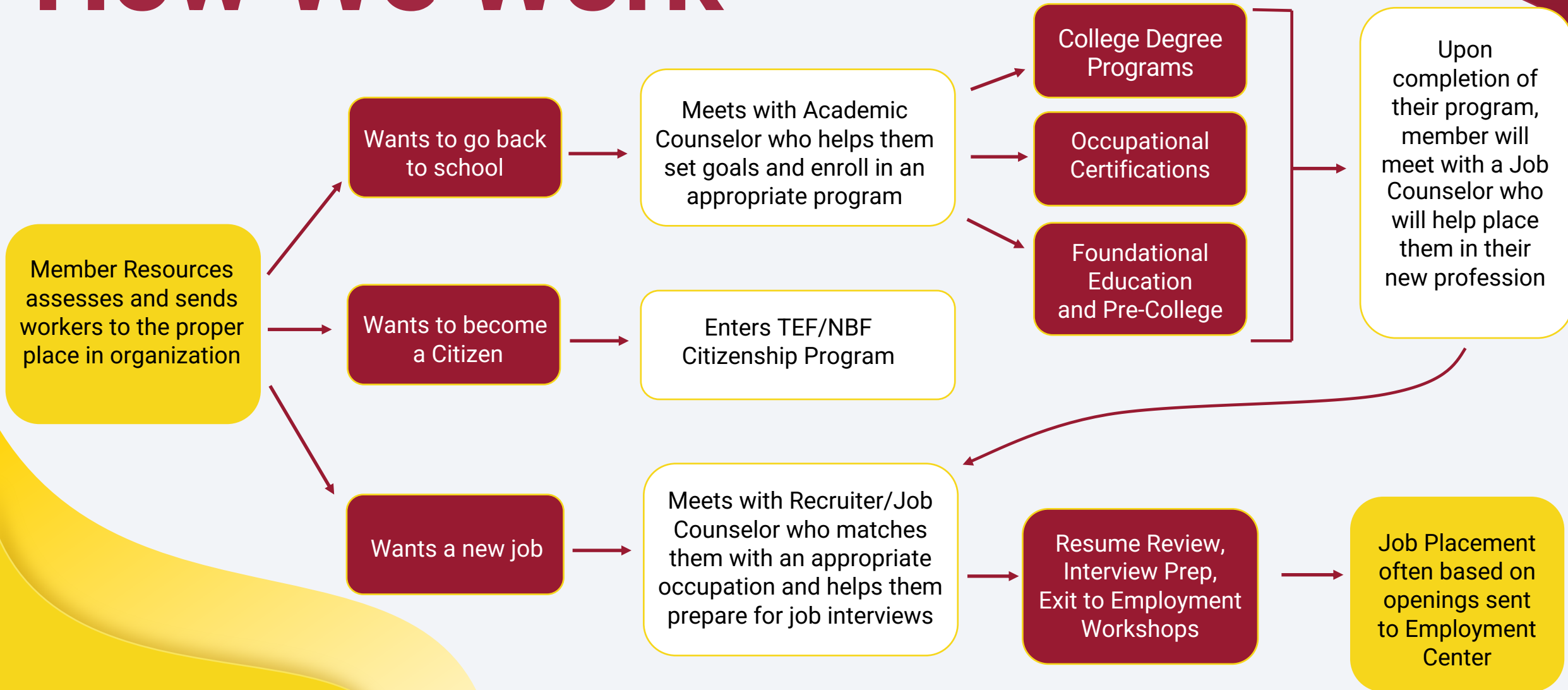
Maria prepares food for her client every day. This morning, she made eggs and toast. In the afternoon, she made a sandwich. In the evening, she made chicken and vegetables.

3. What did Maria's client eat for breakfast?

4. Look at the schedule below. What time does Sophia start work every day?

Sunday	Monday	Tuesday	Wednesday	Thursday
8:00am-2:00pm	8:00am-2:00pm	8:00am-2:00pm	8:00am-2:00pm	8:00am-2:00pm

How We Work



Emanoil Shafik

Career and educational journey with TEF

"I would urge anyone looking to pursue their education to utilize their 1199SEIU benefits. The staff at the Training Fund are caring and supportive. The experience is a once in a lifetime opportunity and has been truly life changing. Members are able to achieve their American Dream!"

TEF programs utilized

Non-degree Occupation Certification Programs

Financial support for higher education, tuition vouchers

2010

Home
Health Aide

2012

Patient Care
Technician

2016

BA Natural
Sciences

2020

MA Environmental
Sciences

2021

Medical School,
Podiatry

THANK YOU

2024

Global skills partnerships to address healthcare worker shortages

Paolo Abarcar
Senior Researcher, Mathematica

Care Conference

April 5, 2024



Motivation

- / **Globally, the world needs more healthcare workers**
 - Aging population in U.S and other developed countries
 - Long-standing shortages in developing countries

- / **A common response in developed countries is to recruit foreign-born medical professionals, such as nurses**

- / **Two important considerations:**
 1. Does this recruitment lead to even more shortages in poor countries?
 2. How do we manage this recruitment so that it leads to beneficial outcomes in both destination and origin countries?



Brain Drain or Brain Gain?

- / Many policymakers have long asserted that the recruitment of skilled workers likely depletes poor countries of these workers, or “**brain drain**”
 - Could contribute to poor health outcomes for local population
- / Alternatively, emigration and high prospective returns abroad may lead to skill acquisition, or “**brain gain**”
- / Despite theoretical prevalence of debate, little causal evidence exists



Our research (Abarcar and Theoharides 2024)

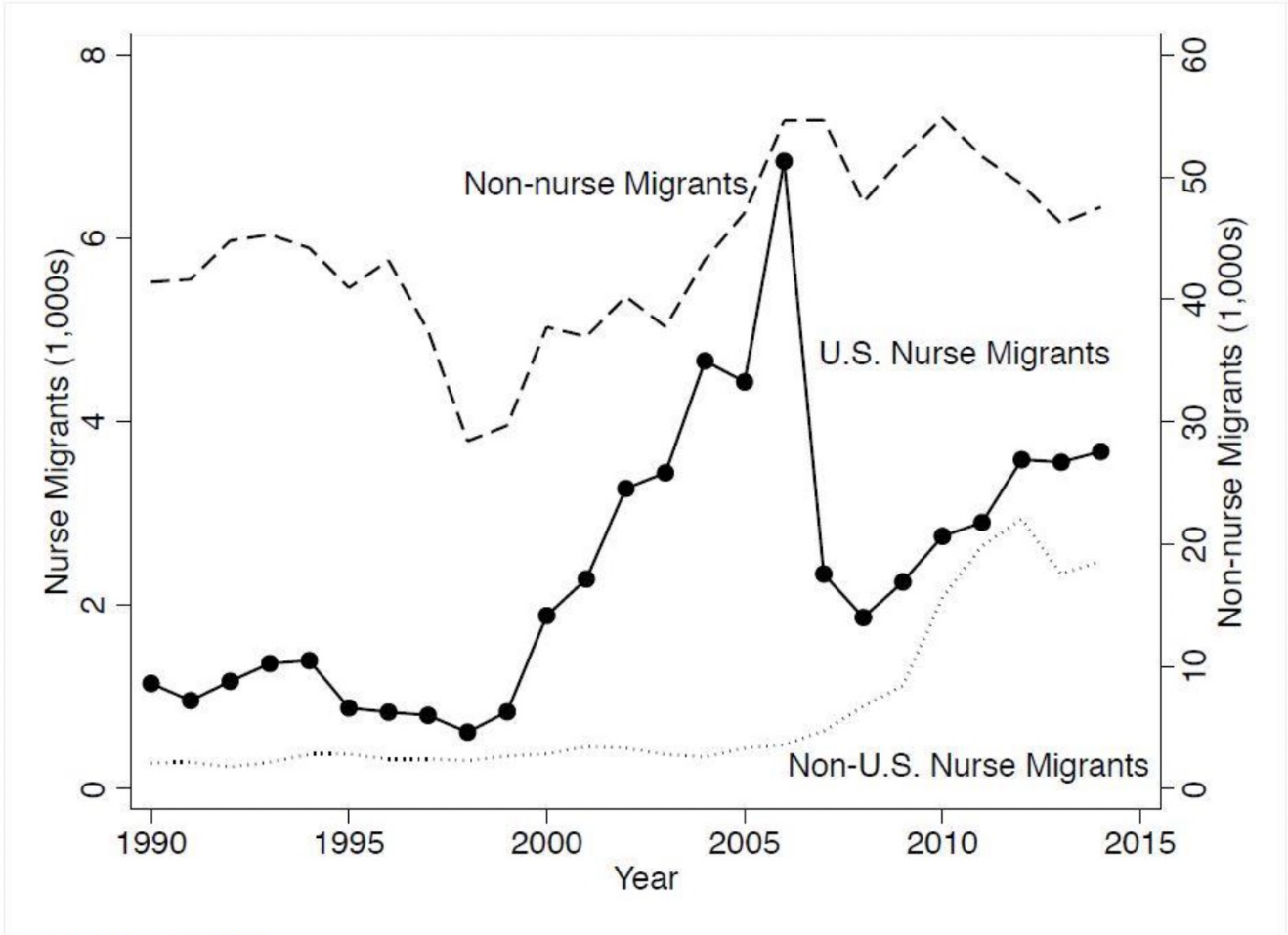
- / Exploit pair of sudden and unexpected policy changes
 - In 2000, U.S. dramatically expanded availability of visas for foreign nurses
 - In 2007, visas suddenly reduced to pre-2000 levels

- / Altered migration prospects for nurses, especially from the Philippines

- / Examine effect of international migration of nurses from the Philippines on both demand for and supply of education
 - Use unique administrative data on all migrant departures and post-secondary institutions in the Philippines



Departures of Nurse and Non-nurse Migrants



Reproduced from Abarcar and Theoharides (2024)

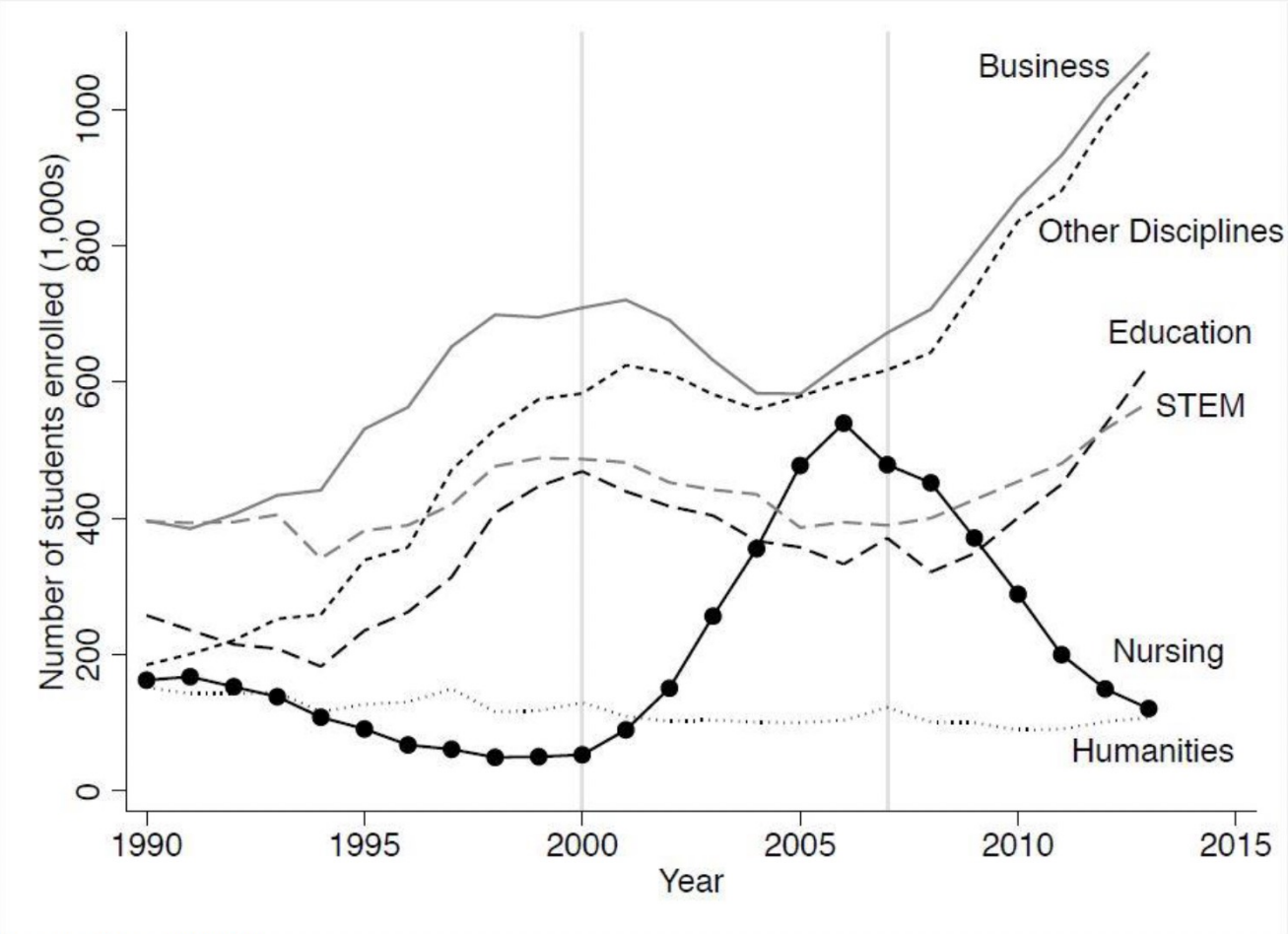


Key findings

- / **Expansion and contraction of U.S. nursing visas substantially increased, then decreased migration of Filipino nurses**
- / **Migration opportunities dramatically increased nursing school enrollment and graduation**
 - Nursing enrollment increased by 129%
 - Nursing graduates increased by 247%
 - 1 new nurse migrant → 9 newly licensed nurses
- / **The supply of nursing programs expanded to accommodate increased demand**
 - Supply response was concentrated among existing private schools, rather than the opening of entirely new nursing institutions



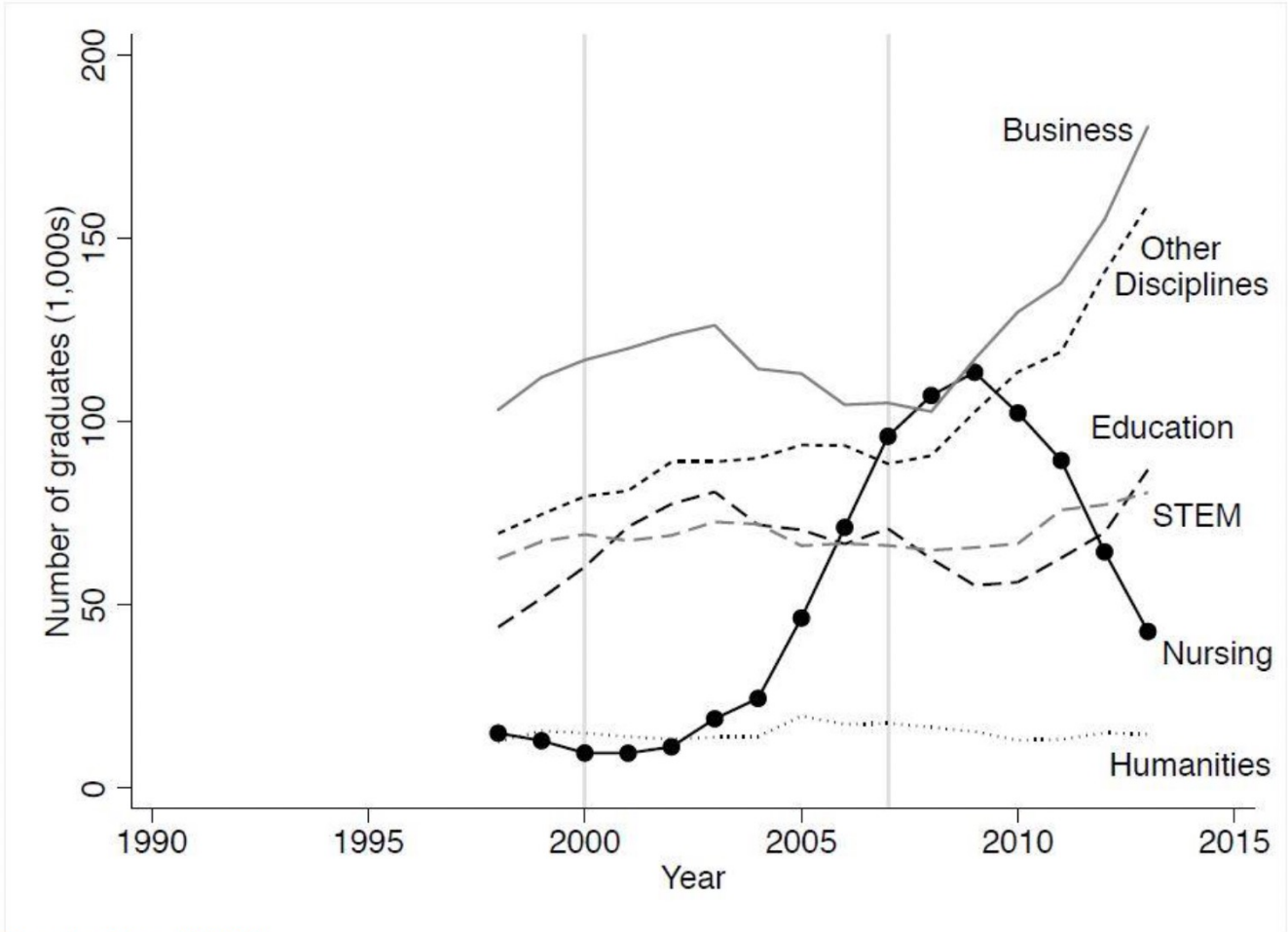
Enrollment in Postsecondary Education by Discipline



Reproduced from Abarcar and Theoharides (2024)



Graduations from Postsecondary Education by Discipline

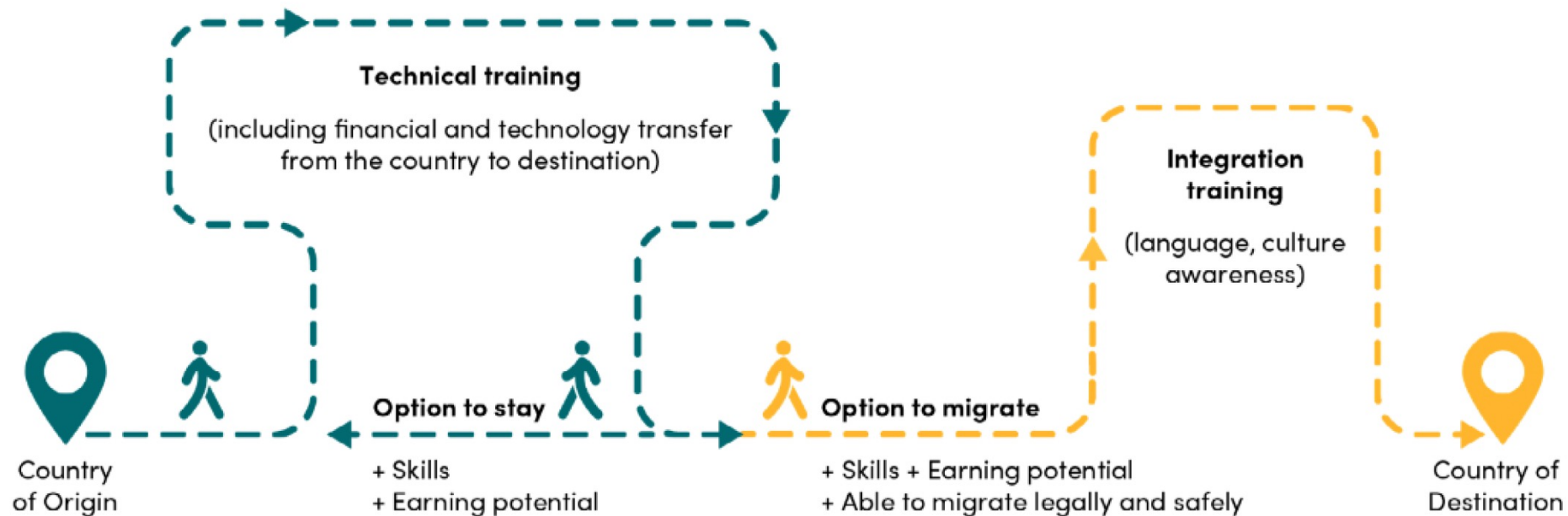


Reproduced from Abarcar and Theoharides (2024)



Policy implications

- / Potential for **global skill partnerships** between destination and origin countries
 - **Origin** agrees to train healthcare workers
 - **Destination** provides technology and financial support to facilitate training and provide comprehensive systems support





Questions? Comments?

Feel free to reach me:

Email: pabarcar@mathematica-mpr.com

X: [@pabarcar](#)





Q&A



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Thank you!

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