



TENT

Training Webinar for Companies on How to Mentor Afghan Refugees

HIRING OUR
HEROES

U.S. CHAMBER OF COMMERCE
FOUNDATION



AFGHAN-AMERICAN FOUNDATION



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The United States hosts 100,000+ Afghan refugees

~95,000 Afghan refugees have arrived in the U.S. since its military withdrawal from Afghanistan in August 2021.

~50,000 Afghans have arrived in the U.S. since 2010 as part of the [Special Immigrant Visa Holder \(SIV\)](#) program.

Forty-nine U.S. states and the District of Columbia have welcomed Afghans through Operation Allies Welcome.



All forcibly displaced Afghans in the U.S. are eligible to work legally

- ▲ Afghans with the status of asylum seeker, SQ/parolee, asylee, humanitarian parolee, refugee, or SIV and TPS holder are **all allowed to work legally** in the U.S.
- ▲ Companies do **not** need to sponsor their work authorization documents as they receive those directly from the U.S. government



Afghan refugees face challenges obtaining jobs that match their skillset

This is especially true for **mid to high-skilled Afghans** who have struggled to advance their careers in the U.S.

Over one third of employed Afghans in the U.S. reported that their skills are higher than what their current job requires.

We believe mentorship by Veteran employees and allies at companies is the most effective way for companies to help Afghan refugees better navigate the American job market

Tent, HOH and AAF co-hosted the Launch of the Afghan Refugee Mentorship Program on March 16, 2023



Companies were asked to each commit
to mentoring at least 50 Afghan
refugees in the U.S. within 3 years



17 companies have committed to mentoring hundreds of Afghan refugees

accenture

American
Airlines

BAIN
& COMPANY

Chobani.

CISCO

Google

HELLO
FRESH

Hilton

INTUIT

ISS

MERCK

Micron®

Pfizer

SAP

sodexo



softchoice

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Guide on “How Companies in the U.S. Can Mentor Afghan Refugees”

- ▲ Tent, LIRS, Hiring Our Heroes, and the Afghan-American Foundation have developed a guide for companies that provides them with the building blocks to develop and run a mentorship program for Afghan refugees
- ▲ The guide includes a curriculum for this mentorship program and can be found on Tent’s website: www.tent.org/resources



TENT

How Companies in the U.S. Can Mentor Afghan Refugees

A Step-by-Step Guide



Hiring Our Heroes
A U.S. Chamber of Commerce Foundation Program

TENT.ORG

Afghan Refugee Mentorship Program

Mentors are expected to meet with their mentees **at least six times** over the course of **six months**. Mentor-mentee pairs are encouraged to meet more often than that if their schedules permit

The curriculum for the mentorship sessions can be found in the guide, but please **tailor your support** to meet your mentee's career goals

Meeting 1: Career goals and self-assessment (p. 46-49)



1

Get to know each other

2

Establish goals and expectations for mentorship

3

Better understand your mentee's career goals and interests

Meeting 2: How to find a job in the U.S. (p. 50-53)



1

Discuss the job search process and timeline in the U.S.

2

Discuss how to search for jobs online

3

Practice searching for jobs

Meeting 3: Resumes, cover letters, and LinkedIn (p. 54-58)



1

Discuss the purpose and function of resumes, cover letters, and LinkedIn

2

Edit and review your mentee's resume and cover letter together

3

Create and/or improve your mentee's LinkedIn page

Meeting 4: The Interview Process (p. 59-62)



1

Discuss fundamentals of job interviews

2

Conduct a mock interview

3

Discuss following up on an interview

4

Help your mentee set up informational interviews with contacts in your network

Meeting 5: Networking (p. 63-65)



1

Create a networking strategy with your mentee

2

Conduct a mock networking session

3

Discuss the experience of networking as someone from Afghanistan

Meeting 6: Recap and next steps (p. 66-68)



1

Prepare your mentee for any upcoming networking sessions

2

Discuss expectations for your relationship after the mentorship program ends

3

Recap and conclude your time together

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Understand Your Role as a Mentor



1. Help your mentee identify their career goals and create plans to achieve them
2. Invest time to foster trust and build rapport with your mentee
3. Your role is to serve as an advisor, not a decision maker
4. Advocate for your mentee and connect them to other professionals in your network
5. You are not a case manager, and this program is **not** focused on a mentee's social needs
6. Be patient and empathetic with your mentee as they might be navigating challenging personal circumstances

Be Aware of Important Sensitivities



1. Do **not** ask probing questions about your mentee's life in Afghanistan that may require them to relive traumas. It is appropriate to ask about their professional experiences
2. Afghan refugees may have different norms and understanding about gender norms and cultural expectations and might have had limited exposure to work environments that are inclusive towards women and other minorities.
3. Refugees often have unpredictable schedules and family obligations. **Please be flexible and accommodating** when scheduling mentorship meetings and communicate that you will work around your mentee's schedule.

Tailor Your Support to Your Mentee's Career Goals



1. The refugees participating in this program come from a range of professional and educational backgrounds, and will be looking for different types of roles
2. Refugees often need immediate opportunities to make money upon arrival, and if they aren't fluent in the local language or their credentials are not recognized locally, they may need to work in lower-paying jobs before they can find work in their area of interest
3. Some refugees may be content with remaining in lower-paying or lower-skill roles longer-term, while for others, these kinds of roles may be a necessary stepping stone to jobs in their fields of interest

Manage Your Mentee's Expectations



1. Your role is to work with your mentee to make them a stronger candidate for employment, but you cannot guarantee that your support will help them land a job by the end of the program
2. Be honest about what you can bring to the mentorship experience. Consider whether you're open to meeting more than 6 times over 6 months, as well as how much time you are willing to commit to activities to support your mentee outside of your scheduled meetings

Model Appropriate Behavior and Conduct



1. Maintain trustworthiness and respect your mentee's confidentiality
 - However, if your mentee discloses information that reflects that they are in danger or that they are putting someone else in danger, notify your company's program coordinator immediately and they will inform the Tent team
2. Your company's sexual harassment and conduct policies should apply to mentor-mentee relationships
 - Sexual and romantic relationships between mentors and mentees are prohibited. If you feel uncomfortable with your mentee's behavior, notify your program coordinator immediately

Prioritize caring for your mental health and emotional wellbeing



- ▲ It is important for veteran mentors to be aware of how their participation in the program may affect themselves.
- ▲ Working closely with an Afghan refugee may remind you of your time in the military, and conversations might spark both positive and challenging memories.
- ▲ The Hiring Our Heroes [website](#) provides wellness resources and PsychArmor offers several mental health courses for veterans.
- ▲ Set boundaries with your mentee as necessary to care for your mental health.

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Conversation with a Mentor



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Next steps



- 1** | You will receive an email from mentorship@tent.org once you have been matched to a mentee instructing you to confirm your participation in the program and to reach out to your mentee, as well as some background information on your mentee from their registration form
- 2** | Please use the [email template](#) that Tent has developed to reach out to your mentee.
- 3** | **Reach out to your mentee as soon as possible** to introduce yourself and schedule your first meeting, either in-person or virtually

What should I do if my mentee does not respond?



Mentors should try emailing their mentee twice (using the email template that Tent developed) and texting their mentee.

If the mentee doesn't respond after those 3 attempts, please complete the mentee outreach form. The Tent team will then reach out to the mentee on your behalf. If Tent doesn't hear back from your mentee, we will do our best to assign you a new mentee.

Please be patient and empathetic with your mentee around communications, considering the personal challenges they are navigating while integrating into their new community.

Preparing for your first meeting

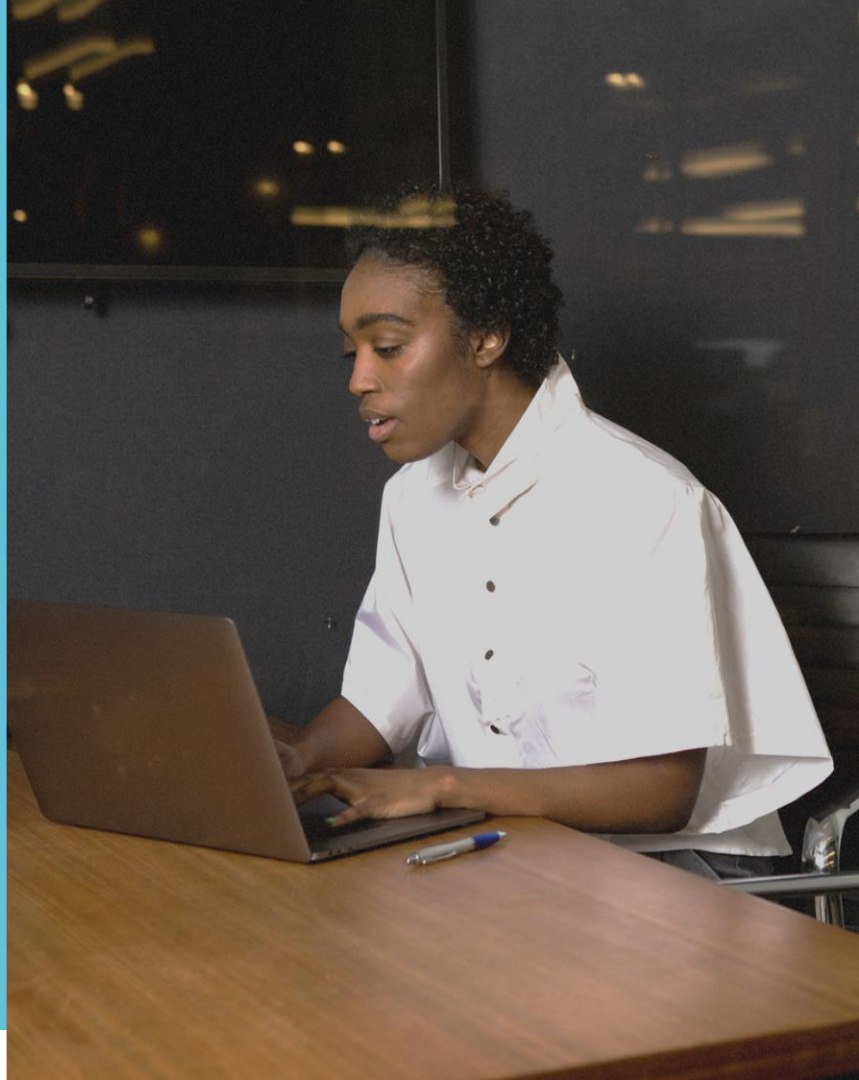


- 1** Familiarize yourself with the [mentorship guide](#), reading both the “pre-read section” for mentors that provides you with more information about Afghan refugees and the curriculum for your first session together.

- 2** Mentors should [continue using the guide](#) throughout your mentorship experience, tailoring the curriculum that we’ve laid out to meet your mentee’s needs.

- 3** Please [communicate with Tent and the program coordinators](#) at your companies on how the mentorship program is going. We’d love to hear success stories from your mentorship experiences and any additional resources that you might need to effectively mentor an Afghan refugee.

▲
Q&A





Your mentee is eager to begin working with you! Please reach out to your mentee by the end of this week using the email template from Tent.

Please direct any questions or concerns to your company's mentorship coordinator and to Tent at mentorship@tent.org.

