Benefits to hiring refugees:

Employers, particularly those who hire for entry-level positions, are all too familiar with the high cost of employee turnover. A 2012 study by the Center for American Progress noted that employee turnover costs the company the equivalent of 20% of the employee’s salary for workers making $50,000 or less. While there currently is no long-term data on employment retention rates of refugees, anecdotally, employers report that refugees remain employed with their companies for longer periods of time than typical U.S. employees.

Possible tax credits for employers:

Companies that hire refugees may also, in certain circumstances, qualify for federal tax credits through the Work Opportunity Tax Credit (WOTC), which is available to employers who hire individuals that receive cash assistance (Temporary Assistance for Needy Families or TANF) and food stamps (Supplemental Nutrition Assistance Program or SNAP) from the government.

You can find more information about potential tax credits at: <https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>

Hiring refugees can strengthen a company’s brand by demonstrating that a company is living its values. That can be appealing for consumers, and for a company’s workforce. Increasingly, consumers are demanding that businesses make a positive impact in their communities, and they are more loyal to the brands that do. Hiring refugees within your company can create positive ripple effects for your business.

Once employers create a positive relationship with the first few immigrants/refugees it opens the door to the recruitment of many others.

Processes to accommodate a diverse workforce can improve communication across all channels, from worker to management.