In your search for refugee employees, you might come across individuals with different humanitarian immigration statuses who receive services, including employment assistance, from resettlement agencies. They are also authorized to work in the United States.

These populations include:

1. Refugee: Under international law, a refugee is an individual who is “unable to return to his or her home country due to a well-founded fear of persecution based on race, religion, nationality, political opinion, or social group.” As the U.S. Department of State notes, “refugees are subject to the highest level of security checks of any category of traveler to the United States.
2. Asylees: Individuals who meet the definition of “refugee” and are already present in the United States or are at a port of entry. It is important to note that “asylees” have been legally adjudicated to merit asylum, and are different from “asylum seekers” who have a pending asylum case. Asylum seekers are work-authorized six months after submitting as asylum application.
3. Special Immigrant Visa (SIV) Holders: A special immigrant is a person who qualifies for a green card (permanent residence) under the United States Citizenship and Immigrant Services (USCIS) special immigrant programs.
4. Certified Victims of Trafficking: Individuals who receive “T visas,” in accordance with the Victims of Trafficking and Violence Protection Act of 2000, can stay in the United States under the condition that they assist in the investigation or prosecution of traffickers. The Department of Health and Human Services certifies T visa holders, which deems the holders as eligible to receive the same services as refugees.
5. Temporary Protected Status: The U.S. Secretary of Homeland Security may designate a foreign country for Temporary Protected Status (TPS) if the country is experiencing conditions that make it dangerous for nationals to return home or if the country is unable to accept returning nationals. These conditions might include ongoing armed conflict, an environmental disaster, a health epidemic, or other extraordinary conditions. As of January 2018, countries with continuing TPS include Honduras, Nepal, Somalia, Sudan, South Sudan, Syria, and Yemen. TPS for El Salvador, Haiti, and Nicaragua has been terminated; nationals of those countries can remain in the United States through varying deadlines in 2019.
6. Cuban and Haitian entrants: Individuals from Cuba or Haiti, who are allowed in the United States for urgent humanitarian or public health reasons, are granted “parole” status by the Department of Homeland Security. This status allows an individual to be legally present in the United States, to apply for work authorization, and to subsequently seek employment upon receipt of authorization.
7. Central American Minors: Individuals under the age of 21 who live in El Salvador. Honduras, and Guatemala are eligible to enter the United States as refugees provided they have a lawfully present parent in the United States who initiates the application for their child. This program was designed to provide a safe, legal, and orderly alterative for minors to enter the United States.

Further information about these statuses is available through the U.S. Citizenship and Immigration Services (USCIS).