



Tapping Local Talent

Business benefits of hiring foreign-trained professionals

Better able to compete in a global economy
Many New Americans are bilingual or multilingual, creating the opportunity to increase growth and access new markets.

Increased diversity
In a global economy, being culturally competent is imperative. Ensuring staff have cultural sensitivity and different perspectives can help increase innovation.

Ways to create a recruitment pipeline

Connect with local organizations serving New Americans
Find a list of organizations [here](#).

Promote inclusive hiring and cultural sensitivity
Test competencies instead of requiring specific education or experience.

Create a welcoming environment
Foster a work setting where differences are valued and appreciated.

Fast Facts

on New Americans in Maryland

- 1 in 6 Marylanders was born in another country
- **More than half** (54%) are U.S. citizens
- **Nearly two-thirds** (62%) speak only English or speak English very well
- **Nearly two-thirds** (62%) have at least some post-secondary education

Marylanders born abroad are vital to Maryland's workforce across industries, making up about **1 in 5 workers in the state**

Marylanders born in a foreign country represented **22% of all STEM (Science, Technology, Engineering, and Mathematics) workers** in the state

Marylanders born outside of the US represented **26% of all nurses** in the state

Source: American Community Survey 2021 ACS, PUMS 5-Year Estimates

Want to learn more? Contact Joana Winningham, New Americans Initiative Coordinator, Maryland Department of Labor, joana.winningham@maryland.gov or 410-767-2822