

CITIZENSHIP: HOUSTON

THE FACTS AND THE IMPACT OF CITIZENSHIP ON BUSINESS

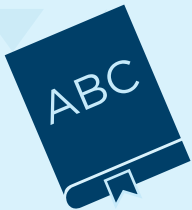
There are approximately 8.8 million immigrants across the country who are currently eligible for citizenship. Businesses can help open the door to citizenship for their employees.

ELIGIBLE  262,000



In the greater Houston area, approximately 262,000 immigrants are currently eligible for citizenship.

ENGLISH  58%



In Houston, naturalized citizens are 58% more likely to speak English “very well” or better, compared to non-citizen residents.

SUCCESS  62%



In Houston, professional success and promotion potential, as demonstrated by income, increases by 62%.

EDUCATION  86%



In Houston, naturalized citizens are 86% more likely to obtain post-secondary education than non-citizen residents.



Why is citizenship assistance good for business?

Assisting employees to become U.S. Citizens helps boost business workforce stability, bottom line, and internal and external reputation. As immigrants make up more of the U.S. labor force, the native workforce ages, and competition for global talent increases, worksite programs that attract immigrant workers are especially crucial for attracting and maintaining talent. Positive press around citizenship also helps businesses grow trust with an increasingly diverse consumer base.

Providing citizenship services at the worksite gives employees and employers more tools to succeed. Immigrants who become citizens are more likely to have increased English language skills, are less likely to relocate, and no longer need consistent support on immigration, such as annual I-9 form filing support. Statistics show that there is a direct correlation between immigrant integration and happier, more effective workers directly impacting business profitability. Investing in citizenship is investing in employees who are contributing to the bottom line, learning English and becoming Americans.

WHO DOES NOT QUALIFY FOR CITIZENSHIP?

Anyone who is not a Lawful Permanent Resident or does not have a green card is not eligible for citizenship.

Overcoming Barriers to Citizenship

Many eligible immigrants delay citizenship for years due to these common barriers.

Lack of Time

Solution: Citizenship assistance on the worksite saves employees time by bringing services to them.

Inability to Locate or Afford a Trusted Attorney

Solution: Free information workshops and affordable legal assistance (\$50 or less) eliminate expensive attorney costs that frequently reach \$2000. Our partners who offer legal representation and assistance are from trusted community non-profits that are Board of Immigration Appeals (BIA) accredited.

Intimidation by the Citizenship Process

Solution: A thorough explanation of citizenship in a familiar setting, offered by their employer, makes the process approachable.

Low English Skills

Solution: Businesses have the option to bring English language and Civics classes to the worksite, which helps employees improve their English communication skills for the citizenship test.

How does the citizenship process work?

An immigrant must be a green card holder to apply for U.S. citizenship. Legal specialist partners of New American Workforce assist employees at their worksite to explain requirements, determine individual eligibility and navigate the citizenship application filing process.

Basic Requirements

- Be a green card holder for at least 5 years (or 3 years if married to a U.S. citizen)
- Be of "good moral character"

Application and Fee

- Eligible individuals submit the application for citizenship, or Form N-400, including a filing fee of \$680 to U.S. Citizenship and Immigration Services (USCIS).

Test and Interview

- The applicant completes a citizenship test and interview to prove basic skills in English speaking, reading and writing and knowledge of U.S. government.

Oath Ceremony

- Approved candidates take the Oath of Allegiance to the United States, exchange their green card for a Certificate of Naturalization, and officially become U.S. Citizens.

How can businesses help their eligible employees become citizens?

By partnering with New American Workforce, businesses can provide their employees with services on the worksite and at no cost to the company.

Free citizenship information workshops - Experienced immigration professionals provide employees with an introduction to the citizenship process. They cover eligibility requirements, benefits of citizenship and group Q&A. Any employee or family member of employee is welcome to attend to learn more about U.S. citizenship.

Deeply discounted application assistance - Employees receive one-on-one assistance to further determine eligibility and complete the citizenship application. The cost is generally \$50 or less, paid by the employee. The legal fees normally elicited by attorneys to assist a client through the process is upwards of \$2000, so this is a wonderful benefit.

English language and civics instruction (optional) - Group courses are provided as an optional follow up to help employees pass the citizenship test and further develop their English language ability.



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