Background

Initiated in 2016 by the County of Santa Clara Board of Supervisors at the request of Supervisor Dave Cortese.

New Americans Fellowship

- Opportunity to develop career/leadership skills, research, and policy analysis in areas of human rights, immigration, health access, social justice and equity
- Full-time, 10-weeks stipend, research based fellowship, 4th Summer Cohort
- Placements in County departments committed to mentorship, networking

The Office of Immigrant Relations provides full oversight and program management.
Recruit talent from the community to build within the county a diverse, inclusive workforce

Career opportunities for DACA recipients translate to significant contributions to the economy: higher wages, higher tax revenue and stronger economic growth

Goal 1:
Create a career pipeline for DACA recipients:

- Recruit talent from the community to build within the county a diverse, inclusive workforce

- Career opportunities for DACA recipients translate to significant contributions to the economy: higher wages, higher tax revenue and stronger economic growth

Goal 2:
Develop critical policy analysis and research to improve County Services:

- Fellows develop a research project, make recommendations, gain practical experience, highly desired career

- Promote equity and social justice to address the needs of immigrant communities, build leadership skills and advocacy
“You represent the dreams, the humility, the tenacity and the perseverance. Never forget that we come from the generation that sacrificed to give the gift of a better world to our families.”

2020 NEW AMERICANS FELLOWS
Experience in Civic Engagement 29%

Volunteer Experience 36% in the Community

Experience in Civic Engagement 29%

43% Entered US under age 5

57% Eldest Sibling in Family

“I am from... the corundas and uchepos made in my family’s hometown.”

“I am from my parent’s sacrifices and hard work, my grandparent’s dreams and hopes, and my family’s unconditional love and support.”

“I am proud to be a New Americans Fellow because I’ve gained a deeper understanding of the strengths of my community and the beauty that lies within our diversity.”
Average age is 23 years old

79% First in Family to go to College

60% are Seniors or Graduated

40% Major in Social Sciences

I am proud to be a New Americans Fellow because... being a NAF is not just about interning, it is also about serving the community and being part of the effort that provides services to those who are underrepresented.

I am from... hearing the bell of the palero coming to my neighborhood everyday.

I was moved by the stories shared and I'm glad we had a space to heal, cry, laugh, and most importantly to have a supportive environment from the county.
NAF ADAPTATIONS DURING COVID 19

HYBRID FELLOWSHIP
Virtual presentations, networking, mentoring, emergency community services, census outreach

NEW CAREER CURRICULUM
Immigrant professionals sharing job coaching career development, financial literacy

THREE-TIER MENTORING
Fellows paired up (peer) support Virtual Mentoring Huddles Healing Circles, Connections/Mentoring County Staff

RESEARCH LIAISON
Research workshops 1:1 Research guidance Virtual FB Live Public Research Presentation
FELLOWS CONTRIBUTION

- Delivered emergency supplies, diapers, food to South County families
- Distributed school Chromebook tablets tutorials provided for parents
- Provided language access at testing sites for migrant workers, families
- Led leadership circles for Gilroy youth
- Provided graphic design, art to promote youth and women advocacy
- Designed surveys for 600 clients in restorative justice
- Hosted Public Health FB Live sessions for youth on self-care, resources
- Census Outreach at Testing Centers
OUTCOMES

9 Host Sites
+8 County Departments
Committed to Networking, Mentoring NAF Fellows

2,100 hours
Fellows provided outreach for COVID19, Census

5,600 hours
Fellows provided research, projects to host sites this Summer
71% Strongly agree that the NAF was a valuable experience for their professional and academic growth

36% Strongly agree that NAF made them feel more confident about seeking a career in county government (+36% somewhat agree)

92% would like to participate in a post-fellowship alumni to continue building pipeline toward opportunities in local government

79% are interested in employment with Santa Clara County

COUNTY GOVERNMENT IMPACT
Increase County visibility and increase in sought-after talent wanting to work for the County

COMMUNITY IMPACT
Leaders in their communities, active in civic life

ECONOMIC IMPACT
Develop translatable skills in a professional environment, higher chances of transitioning to jobs with sustainable wages

ACADEMIC IMPACT
Gain skills in policy analysis, practical experience—highly desirable skills in academia
FINDINGS & STRATEGIES

DIVERSIFY RECRUITMENT

Fine tune targeted recruitment, partner with contracted vendors and trusted CBO’s for outreach to underrepresented communities*

Create ongoing connections with fellows that build on existing networks gained during the fellowship and to maintain opportunities for career pipeline post fellowship

PROGRAM MANAGEMENT

Increase OIR capacity and program support from the Division of Equity & Social Justice, County Executive Office, and OIR

Continue to create space for supportive circles, for cohort group projects and community building/socializing events for fellows for peer support and network building in the fellowship

HOST SITE PLACEMENTS

Provide research workshops and partnering meetings for county departments with OIR to solidify roles, enhance communication and provide ongoing support for host sites

Develop opportunities and facilitate maintaining connections and mentoring for host sites with NAF fellows post fellowship
NAF 2021 PROPOSAL

EXPAND FELLOWS’ PROFESSIONAL DEVELOPMENT
Increase cohort interaction with additional professional development and networking beyond the fellowship
- OIR to facilitate mentoring pathways with County staff or external partners within the fellow's professional interests

SHARE NAF MODEL TO EXPAND ECONOMIC EQUITY, DIVERSITY
- Model NAF for other fellowship pilots to promote a diverse workforce and to leverage economic equity for underrepresented communities

NAF ALUMNI PILOT TO ENHANCE IMPACT AND BUILD COMMUNITY
Cement ongoing career development, build NAF community leadership
- Invite all of our 49 former fellows for thought partnering on county policy development and planning
- Convene OIR facilitated conferences for the NAF alumni
- Implement quarterly workshops and whole person care model
In Gratitude,
Special thanks to all who supported the 2020 New Americans Fellowship

Host Sites
- Office of Women’s Policy
- Office of Gender Based Violence Prevention
- Office of LGBTQ Affairs
- Office of the Census
- Office of Immigrant Relations
- Office of Pretrial Services
- District Attorney, Youth Task Force
- Juvenile Probation, Neighborhood Safety/Services Unit
- Public Information Office, Emergency Operations
- All the staff at the Division of Equity and Social Justice

County of Dreamer Panelists
- Supervisor Dave Cortese
- Kevin Lee, Board Aide, D-3
- Dr. Jeff Smith, CEO
- David Campos, Deputy County Executive
- Martha Wapenski, Deputy County Executive
- Rene Santiago, Deputy County Executive
- Laura Garnette, Chief of Probation
- Dr. Arcel Blume, Direct, Office of Cultural Competency
- Josue Fuentes, Deputy District Attorney

County Department Presenters
- Juan Vela, Re-entry Services
- Beth Chance, Public Defender’s Office
- Ravi Rajenda, Marcelo Quinones, County Counsel
- Daniel Moretti, Sera Fernandez, OLGBTQA

Executive Guest Speakers
- Dr. Jeff Smith, CEO
- Miguel Marquez, COO
- David Campos, Deputy County Executive
- Laura Garnette, Chief of Probation
- Greta Hansen, Deputy County Counsel

Allies, Supportive Partners
- Santa Clara County Board of Supervisors
- CEO Administration
- CEO Fiscal Department
- ABC7 News, Producer JuanCarlos Guerrero
- Office of Public Affairs
- Sheriff’s Office

Workshop Trainers
- Kevin Gaytan, Office of Cultural Competency
- Karla Reyes, Consultant, Career Development
- Rossana Giovanni, Consultant, Financial Literacy
- Lee Chi, Consultant, Networking & Job Coaching
- Manuel Garcia, Medi-Cal, DEBS
- Nestor Lopez, Lynette Imus, Wellness
- Rosana Alvarez, Poet/Artist, Motivational Speake

NEW AMERICANS FELLOWSHIP
2020 NAF

FELLOWS' TESTIMONIALS
AND PERSPECTIVES