

# Networking and Connections



There is no shortcut to connecting with immigrant communities in Maine. The foundation of recruiting from immigrant communities is authentic **relationship building**, which takes time and a sustained and genuine effort to get to know individuals in the community and educate immigrant community members about your industry and organization.

## Tips to cultivate a relationship with Maine's immigrant populations.

- Consider volunteering for local organizations supporting immigrants.
- Introduce your company to diverse populations in your communities, by engaging with them where they live, study, and relax.
- Be involved in community projects that involve immigrant populations.
- Organize educational sessions or events to teach people about your industry and how business may differ from other areas of the world.
- Make all of your outreach mobile-friendly.

*Be proactive and start connections early*

Partner with Career Centers and Adult Education Centers to collaborate on programs designed to train new Mainers to be workforce-ready. A great example is Portland Adult Education's New Mainer Teller Program, in which Maine-based banks and credit unions provide training to foreign-born professionals to become bank tellers.

The [Maine Immigrants Rights Coalition \(MIRC\)](#) has a list of member organizations that are led by or work with immigrants. Attend a meeting and consider joining! MIRC also has a listserv that reaches many organizations.

## Immigrant communities in Maine

The Migration Policy Institute reports as of 2019 a foreign-born population rate increase from 2000 to 2019 of 42.8%. Immigrants from Asia make up 27.9% of the total immigrant population in Maine.

