

Topic: Employment
(International Catholic Migration Commission, Overseas Processing Entity,
Istanbul)

Activity: Upward Mobility

Introduction	This activity will help participants to identify the factors involved in becoming “upwardly mobile.”
Objectives	Given a case study on upward mobility, participants will be able to predict the factors that will limit their upward mobility to the extent that they can list at least three factors and create a strategy to overcome them.
Lesson Time	30-40 minutes
Materials	<ul style="list-style-type: none">• Case study (included)• Whiteboard• Markers• Brown paper• Pens
Practice	<ol style="list-style-type: none">1. Divide the class into small groups.2. Give each group the case study. Assign one participant to read the case study to his/her group.3. Debrief: Focus on identifying the barriers, which the character faced the case study how he overcame them. Organize the information using the framework listed below.<ol style="list-style-type: none">a. Barriers: Education barriers and Work-related barriersb. Overcome the barriers: Education barriers and Work-related barriersc. You can also draw the career ladder and analyze each step

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Case Study

D. is 26 years old and was a carpenter's apprentice in his country of origin.

My family and I arrived in the United States a year and a half ago. I trained as a carpenter in Bosnia but had no experience. I didn't speak English but I was eager to support my family.

Two weeks after I arrived I went to work for a small construction company for \$6 per hour. I worked from 9-4:30 and attended ESL from 7-9 pm. I rode a bike five miles to work.

I didn't like my job so I began to look for a new one. I filled out applications for several jobs and told my friends at my apartment complex that I was a carpenter and was looking for a job.

Six months later I was offered a job in a carwash for \$5.50. I decided to take this job even though it paid less because it was closer to my apartment and evening ESL classes. I continued to look for a job in my field and started to attend a carpentry course every Saturday at a nearby community college.

Six months after I began working at the carwash, my neighbor introduced me to his supervisor at the large construction company where he worked. He recommended me based on his observation of me. He especially noticed my determination to improve my English and willingness to work. I discussed my skills and my determination during my job interview. As a result, I was hired as a carpenter's helper at \$6.50 per hour with benefits. This job was difficult for me because they used new carpentry methods, but I worked hard and earned the respect of my supervisors and workers.

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