

Jobs for New & Recent Americans



- Competitive wages & benefits
- No weekends, evenings, or holidays
- Personalized support and resources

Who is considered a New American?

- Minnesota residents born in a country other than the United States.
- Children of Minnesota residents born in a country other than the United States, including children born in the US.

What types of work will I do?

Direct Support Professionals (DSPs) support everyday tasks like personal care, cooking, employment, and transportation.

These jobs are similar to other care jobs, such as working as a Home Health Aide, Certified Nursing Assistant, or a Personal Care Assistant. The biggest difference is that you will be working at a Rise site or at an employer, instead of working at someone's home, in a long-term care facility, or in a hospital.

Where are we hiring?

- Anoka
- Coon Rapids
- Cottage Grove
- Crystal
- Forest Lake
- Fridley
- New Brighton
- Northeast Minneapolis
- New Richmond (WI)
- Mounds View
- Oakdale
- St. Louis Park



What jobs are available?

Life
Enrichment
DSP

Supported
Employment
Teams
DSP

Employment
Consultant

Life Enrichment DSP:

Support adults with disabilities taking part in fun activities like art and music therapy, cooking classes, YMCA events, and community outings.

Supported Employment DSP:

Assist small groups of adults at their jobs in the community. You'll figure out how to teach each task, write reports, and keep track of progress. You'll also oversee daily activities at the job sites to make sure everything runs smoothly. Requires Driving.

Employment Consultant:

Coach people to find and keep jobs while building goal-setting and job searching skills. You'll build strong connections with employers and people we serve by networking and showcasing the strengths of Rise and the people we support, creating successful job paths for people.

Wage and Benefits

Job Title	Starting Wage	Driving Required?	Experience Required?	Type of Experience
Life Enrichment DSP Level 1	\$17.34 / hr			
Life Enrichment DSP Level 2	\$18.36 / hr	Yes		
Supported Employment Team DSP Level 2	\$18.36 / hr	Yes	Yes	Production or working with people with disabilities.
Supported Employment Team DSP Level 3	\$20.40 / hr	Yes	Yes	Working with people with disabilities.
Employment Consultant 1 & 2	\$18.54 / hr to \$20.60 / hr	Yes	Yes	Working with people with disabilities or career switchers.

Benefits:

- PTO starts at 16 days, plus 8 paid holidays and 2 floating holidays
- Health and Dental insurance with no waiting period
- Vision insurance
- Life insurance
- 401(k) with a 100% vested employer match
- Flexible Spending Account (FSA)
- And more!

Who is a good fit?

People with passion for helping others succeed, especially people who can handle unpredictable situations, will excel in our DSP positions. Driving is required for SET DSPs but not required for Level 1 Life Enrichment DSPs.

People who had careers in their home countries (e.g., educators, administrators, salespeople) will thrive as Employment Consultants. Having reliable access to a car is required because 60% of EC work is done in the community.

How will I be supported?

People hired through this program will have access to the following activities intended to boost job success and retention:

- New hire assessment to help determine your unique needs for job success.
- Individualized supports and resources to meet your needs, as identified on the new hire assessment.
- An inclusive workplace culture that fosters belonging for New Americans, increases retention, and provides clear advancement opportunities for high achievers.
- New Americans Employee Resource Group (ERG) to help you build a community of support across the organization as you acclimate to your new role at Rise.
- Ongoing cultural, skills, and other types of training to assist you in acclimating to the US and Rise workplace culture.



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