

DO YOU NEED MORE CAREGIVERS?

WE CAN HELP!

**NEWLAND
SETTLEMENT
SERVICE**
FOR AMERICAN DREAMERS

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EB-3 FOREIGN WORKERS RECRUITING PROGRAM

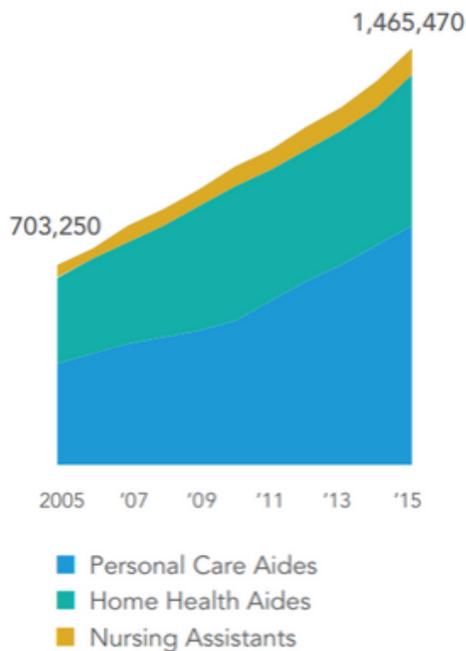
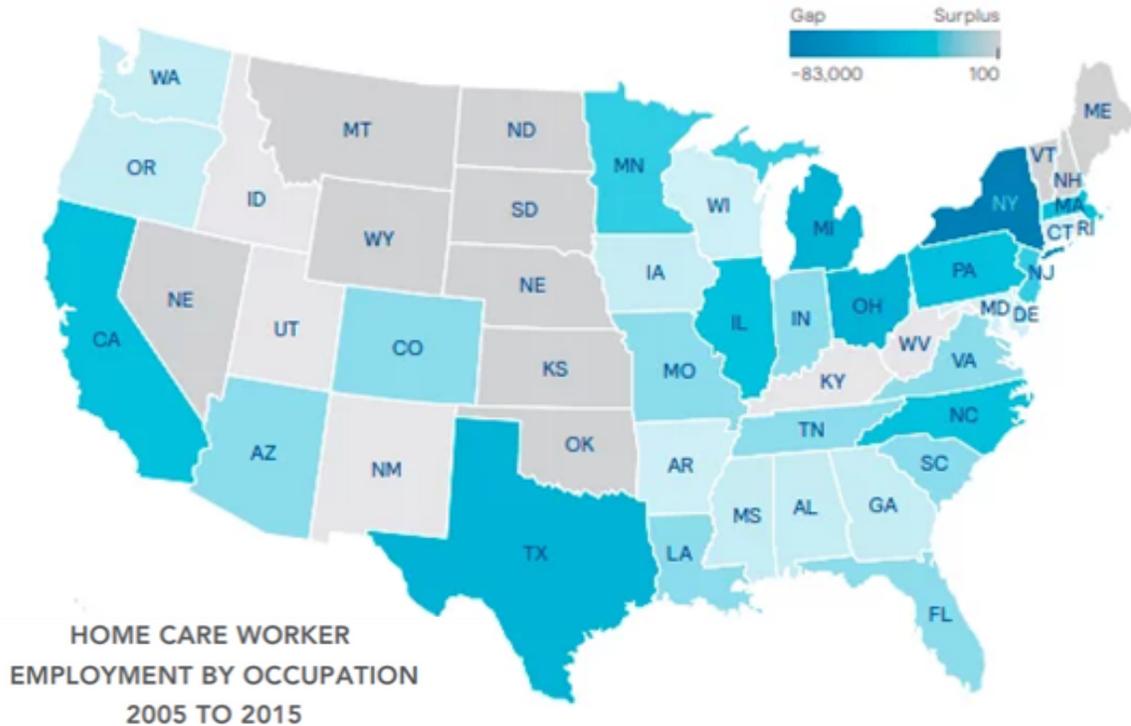
FOR HOME HEALTH CARE

**THROUGH GOVERNMENT
EB-3 'OTHER WORKER' CATEGORY**



THE HOME CARE WORKFORCE SHORTAGE IN THE LAST 10 YEARS

The home care workforce has more than doubled in size over the past 10 years, from 700,000 in 2005 to over 1.4 million in 2015



HOME HEALTH CARE SERVICES REVENUE, BY SOURCE, 2014

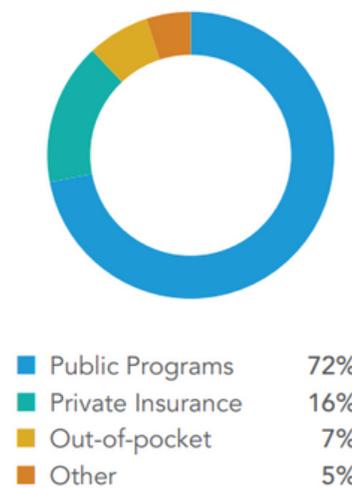


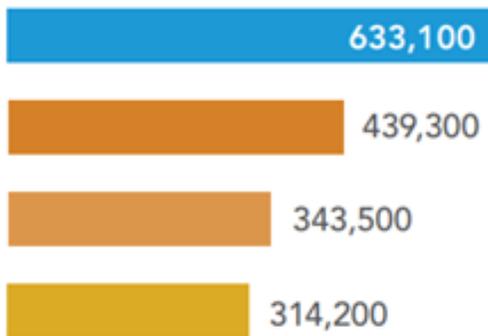
Chart Sources: U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics (2016, March 30). May National Employment and Wage Estimates United States, 2005 to 2015. Retrieved from <http://www.bls.gov/oes/#data>
 U.S. Census Bureau (2016, January 28). 2014 Service Annual Survey, Table 4: Estimated Sources of Revenue for Employer Firms: 2010 through 2014. Retrieved from <https://www.census.gov/services/index.html>



WHAT IS THE FUTURE DEMAND FOR HOME CARE WORKERS?

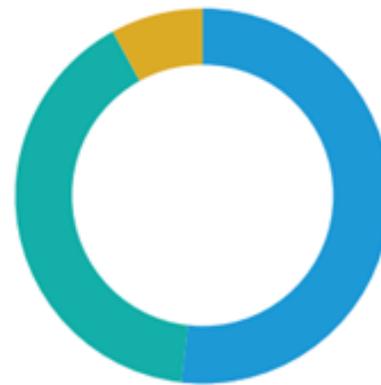
From 2014 to 2024, home care occupations are projected to add more jobs than any other single occupation, with an additional 633,100 new jobs. Home care is also among the top 10 fastest-growing occupations.

OCCUPATIONS WITH THE MOST JOB GROWTH 2014 TO 2024



- Home Care Workers
- Registered Nurses
- Fast Food, Food Preparation, and Serving Workers
- Retail Salespersons

NEW HOME CARE JOBS BY OCCUPATIONAL TITLE 2014 TO 2024



- Personal Care Aides 328,000
- Home Health Aides 254,700
- Nursing Assistants 50,400
- Total 633,100**

► DID YOU KNOW?

The Bureau of Labor Statistics employment projection models account for recent industry and employment trends, not projected population growth of the older adult population. Because future population growth among older adults is expected to increase dramatically in the coming decades and a large percentage of older adults will receive home care, employment projections for home care occupations likely underestimate actual future employment growth.

Chart Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment Projections Program (2015, December 8). National Employment Matrix, 2014-2024. Retrieved from: <http://www.bls.gov/emp/>

A BIG SHORTAGE IS AHEAD

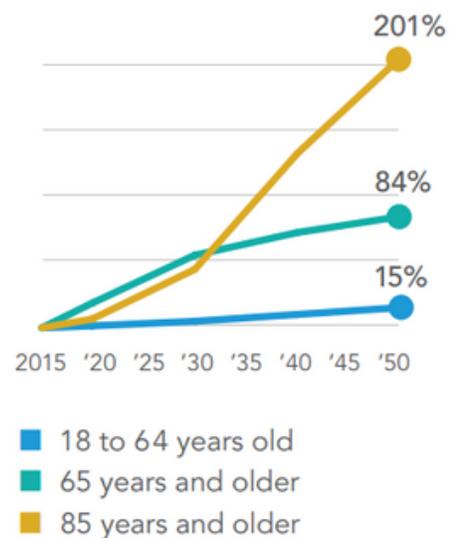


CAREGIVER SHORTAGE COULD MEAN 7.8 MILLION UNFILLED JOBS BY 2026

The nationwide shortage of caregivers continues to be one of the biggest industry-wide problems for home health and home care agencies, with no end in sight. And in the future, the employment crunch could become even worse than previously expected.



PROJECTED POPULATION GROWTH BY AGE, 2015 TO 2050



► DID YOU KNOW?

By 2050, the population of adults over the age of 65 is expected to almost double, growing from 47.8 million to 88 million. Labor force participation among women ages 25 to 64, who currently make up 73 percent of the home care workforce, will increase by only 2 million in the next decade, compared to 6.3 million in the previous decade.

With greater demand for home care services, and a labor force that is experiencing little growth, a significant care gap is emerging: insufficient numbers of workers to provide home care services. In this context, the issue of job quality becomes increasingly important. If the home care workforce is to grow, jobs will need to be more competitive, offering higher wages and improved working conditions.

Chart Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment Projections Program (2015, December 8). National Employment Matrix, 2014-2024. Retrieved from: <http://www.bls.gov/emp/>

LOW PAY & HIGH TURNOVER

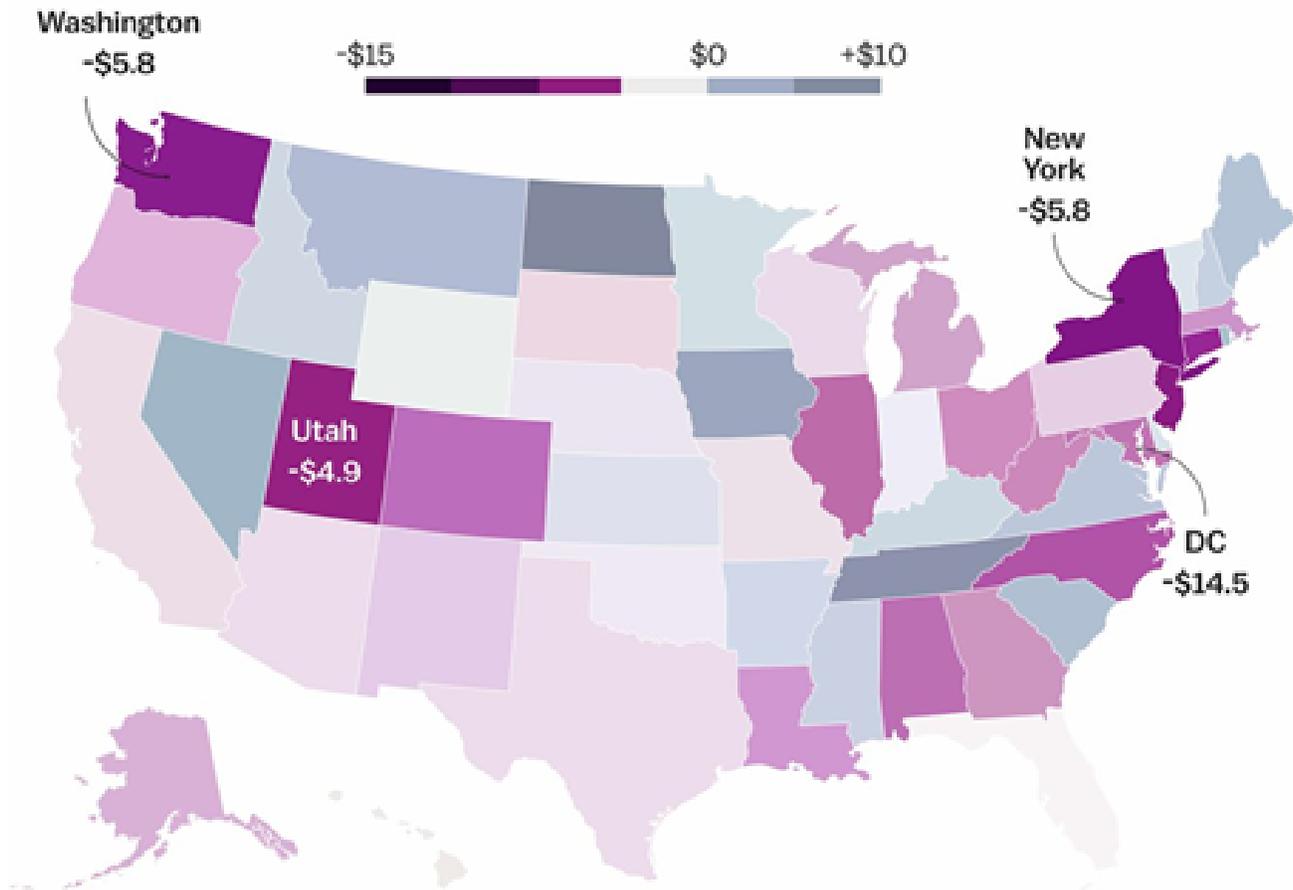


ONE OF THE FASTEST-GROWING JOBS IN AMERICA IS ALSO ONE OF THE HARDEST

The median annual salary for a home health aide was \$24,200 in 2018, above the \$16,460 federal poverty level for a family of two. That's about \$11.57 an hour. Some agencies see 100 percent turnover within a year; 50 percent turnover is considered good, says Bill Dombi, president of the National Association for Home Care & Hospice, a trade group that represents more than 33,000 home care agencies and hospice providers. He says the top complaint he hears from employers is how hard it is to find and keep workers.

Home health aides earn less than the average worker

Difference between median hourly wages for home health aides and all other occupations, per state



Source: Bureau of Labor Statistics, May 2016

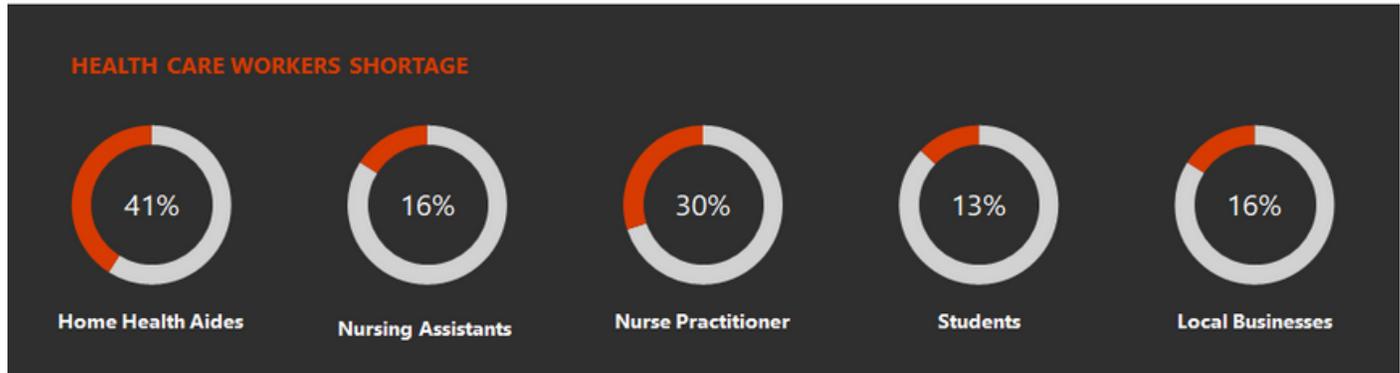




CAREGIVER SHORTAGE FORECAST

The number of new job openings for home health aides by 2025 is expected to reach 423,200, a growth rate of 41%. While that high demand is supported by other research, the expected workforce gap will also hit negative-446,300 workers by 2025, according to the report from Mercer, a human resources consulting firm.

CAREGIVER SHORTAGE FORECAST



Occupation	Growth	Current by 2018	New Jobs by 2025	Gap by 2025
Home Health Aides	41%	39.8 Million	423,200	-446,300
Nursing Assistants	16%	1.5 Million	407,396	-95,000
Registered Nurses	30%	2,9 Million	438,100	-203,700
Nurse Practitioners	30%	270,000	51,445	-29,400
Physicians, All Other	16%	1.1 Million	102,970	-11,000
TOTAL NEEDS	OVER 30%		NEED MORE OVER 1,045,728	WILL BE SHORTAGE OF 1,686,128

Source: Mercer's US Healthcare External Labor Market Analysis.

► DID YOU KNOW?

This huge gap is an enormous risk factor in the health care continuum, with the total health care industry accounting for 2.3 million new jobs. More than half of new jobs forecast by the Bureau of Labor Statistics, or 1.6 million, will come from personal care aides, home health aides and some types of nurses, according to the report.

Beyond home health aides, some states appear to be relatively well-positioned with regard to other types of in-demand health care workers, such as registered nurses. Illinois, for one, is likely to have a surplus of 27,000 registered nurses through 2025 as a result of the trend of residents leaving Illinois; Chicago was the only major U.S. city to see a population decline in Mercer's analysis. Conversely, Texas will be short nearly 27,000 RNs, as the state experiences steady population growth and favorable demographics.



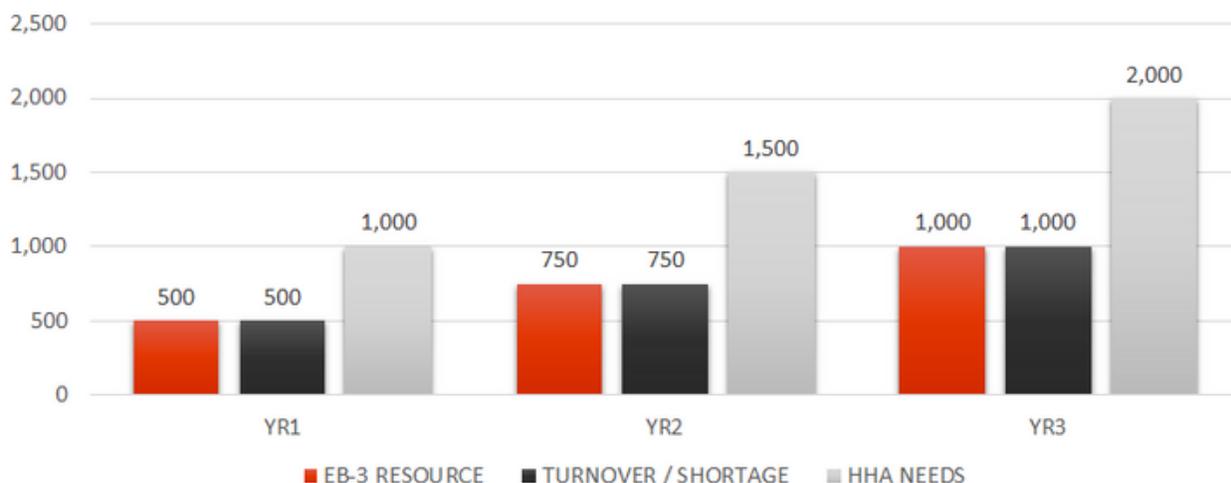
WE HAVE A SOLUTION THROUGH THE EB-3 FOREIGN WORKER RECRUITING PROGRAM

- Newland Settlement Service / NSS is a recruiting company specialized in home care health aide and food processing industries struggling with shortages in local unskilled labor.
- NSS works with our partner immigration law firm to assist both US employers and non-immigrant visa holders with a 'win-win solution', the EB-3 employment based green card program. The US Government allocates 10,000 visas each year through EB-3 program under 'Other Workers' for employers that have proven labor shortages in unskilled work positions.

3 YEARS GROWTH	YR1	YR2	YR3
TOTAL NEEDED HHA	1,000	1,500	2,000
TURN OVER / SHORTAGE	500	750	1,000
EB-3 RESOURCE	500	750	1,000

EB-3 Resource can support your future growth without any shortage of your total HHA needs.

EB-3 RESOURCE, SHORTAGE AND TOTAL NEEDED HHA



► DID YOU KNOW?

- NSS has plenty of employers willing to sponsor you to work in home care and food processing industries.
- If you are a non-immigrant US Visa holder, such as F1, F2, L1, L2, H1B, E2 visa spouse or just searching for a permanent job and a sponsor company, our top immigration law firm can assist you with applying for this EB-3 employment based green card program with the help of our sponsoring companies.
- Almost anyone from any country is able to apply for the EB-3 Visa if you are willing to work in an unskilled position except those with visa backlogs such as China, India, Philippines, etc.



ABOUT US

✓ WHO WE ARE

Newland Settlement Service / NSS is a recruiting company specialized in home care health aide and food processing industries struggling with shortages in local unskilled labor.

✓ WIN-WIN SOLUTION

NSS works with our partner immigration law firm to assist both US employers and non-immigrant visa holders with a 'win-win solution', the EB-3 employment based green card program. The US Government allocates 10,000 visas each year through EB-3 program under 'Other Workers' for employers that have proven labor shortages in unskilled work positions.

✓ HOW NSS CAN HELP

NSS helps non-immigrant visa holders and foreign workers willing to work in unskilled job positions through EB-3 Immigrant Visa Program.

✓ WHO PROCESS EB-3

Our partner immigration law firm will guide employers, from the job recruitment process with the Department of Labor until they start working for your company. We will also assist throughout the whole immigration process.

✓ RECRUITMENT NETWORKS

We work with plenty of foreigner networks including ethnic communities, churches, schools and business groups inside and outside of the United States.



OUR NETWORKS FOR YOU



WE HAVE COMMITTED WORKERS FOR YOU

- We work with plenty of foreigner networks including ethnic communities, churches, schools and business groups inside and outside of the United States.
- Almost anyone from any country is able to apply for the EB-3 Visa if they are willing to work in an unskilled position except those with visa backlogs such as China, India, Philippines, etc.



• Job Fair Recruitment Events



• Global Business Partner Networks



• Immigration Law Firm Networks



• College Student Networks



• Global Immigration Agency Networks



• Ethnic Community Networks



• University Networks



• Ethnic Church Networks



OUR CLIENTS

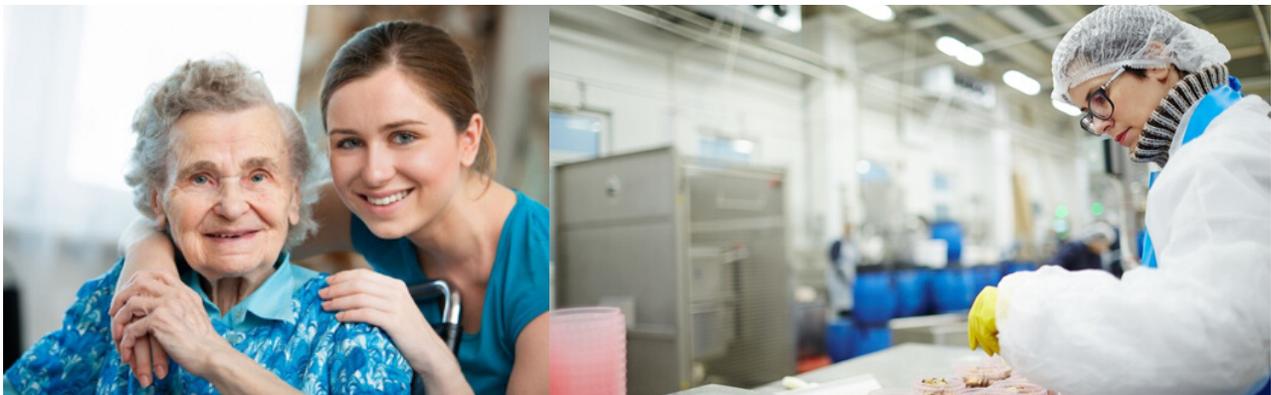


500+ JOB OPENINGS THROUGH EB-3 SPONSORS IN NEW YORK & GEORGIA

- Caregivers for Home Health Care Agency
- Unskilled workers for Food Processing Companies
- Unskilled workers for Manufacturing Companies



AND MORE...





ABOUT US

1. WHAT IS THE EB-3 VISA 'OTHER WORKER' PROGRAM?

- It's an Employment Based 3rd Category Immigrant Visa Program
- It's a powerful recruitment tool for US Business Owners
- It's a long-term solution to get steady unskilled labor supply
- USCIS allows 10,000 petitioners per year for the EB-3 program

2. WHICH EMPLOYER CAN QUALIFY?

- Any industries struggling with high turnover rate
- Any employers where all local labor resources are exhausted
- Any employers that have proven labor shortages in unskilled work positions

3. IS THERE ANY COST TO AN EMPLOYER?

- Only local advertisements cost will be paid by the employer

4. HOW SOON AND HOW MANY CAREGIVERS CAN I HIRE?

- 18-24 months average for the US domestic visa holder applicants
- As many as your company's financial ability to pay the prevailing wage
- Once the first worker starts working, you can be supplied with labor stably

5. WHO IS GOING TO PROCESS THE EB-3 PROGRAM?

- Our partner immigration law firm will guide employers, from the job recruitment process with the Department of Labor until they start working for your company

6. WHAT WILL NEWLAND SETTLEMENT SERVICE / NSS DO?

- NSS will NOT conduct any legal consulting for EB-3 Program
- NSS will help to coordinate with the employer and our partner immigration law firm for EB-3 program
- NSS will provide local settlement services for employees

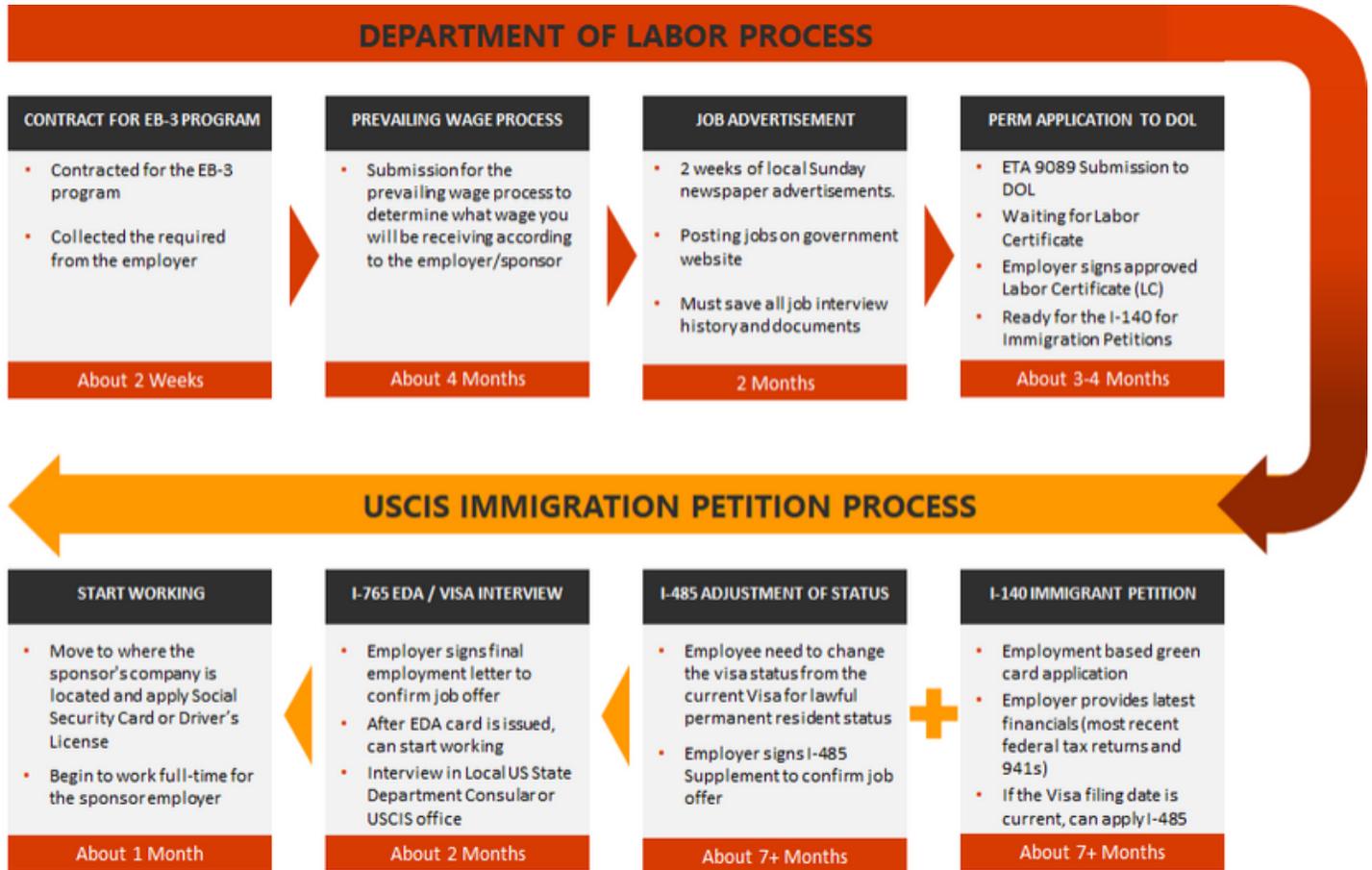
7. WHAT IS THE EMPLOYER'S RESPONSIBILITY?

- Provide basic job description and company information to our partner immigration law firm
- Support by HR manager and Accounting Department
- Job posting and advertisement for recruitment process
- Job interviews with job applicants
- Job Training for the workers
- Permanent Jobs
- Pay prevailing wages

EB-3 PROGRAM FLOWCHART



THIS IS HOW THE EB-3 FOREIGNER RECRUITING PROGRAM WORKS

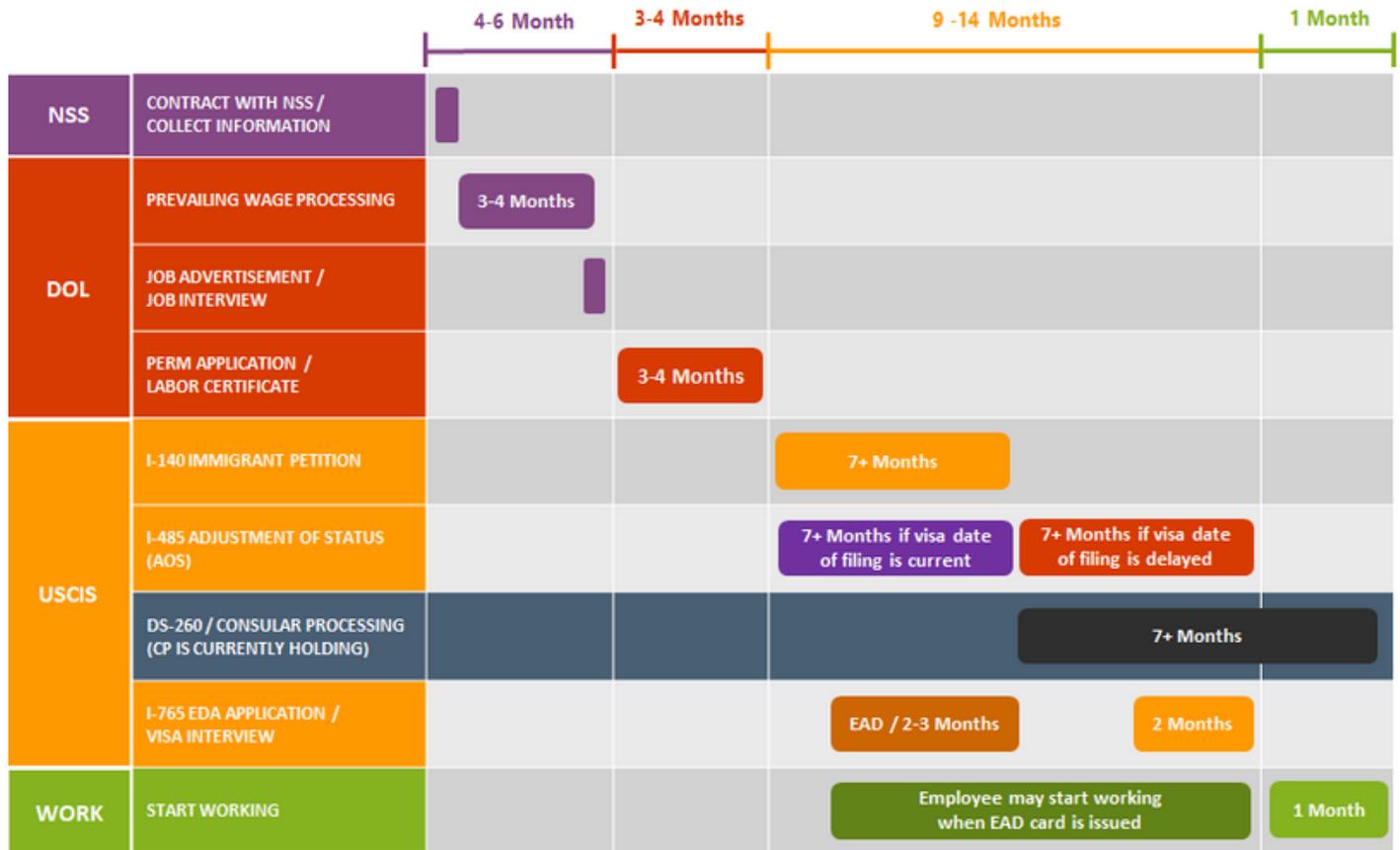


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KEY TIMELINE EB-3 PROGRESS



OUR PARTNER LAW FIRM GUIDES YOU THROUGHOUT THE EB-3 PROGRAM



* It is just an estimated timeline according to the average of recent years. It may change due to immigration policy modification or backlog of priority date is delayed



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ARE YOU READY TO START TODAY?



PLEASE VISIT OUR WEBSITE FOR MORE INFORMATION

WWW.NEWLANDSETTLEMENT.COM

NEWLAND
SETTLEMENT
SERVICE
FOR AMERICAN DREAMERS

THANK YOU!

PLEASE CONTACT US TODAY

WE WILL BRING THE SOLUTION FOR YOU

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