

SURVIVOR STRATEGIES TO GENERATE INCOME: OPPORTUNITIES IN INDEPENDENT CONTRACTING

January 21, 2020 | 2 pm – 3 pm ET

Promoting Employment Opportunities for Survivors of Human Trafficking
Project

This project is supported by Grant No. 2017-VT-BX-K001, awarded by the Office for Victims of Crime, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this webinar are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office for Victims of Crime.

Promoting Employment Opportunities for Survivors of Trafficking (PEOST)

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- TTA Project funded through Office for Victims of Crime (OVC), U.S. Department of Justice
- Focused on improving how survivors are connected with meaningful employment to promote economic independence
- Build resources and tools and in-person training opportunities to promote collaboration



Learning Objectives

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As a result of this webinar, participants will be better able to:

- Describe independent contracting and the range of work it may encompass.
- Help survivor explore opportunities to pursue independent contracting including finding work, writing proposals, contracts and invoicing, taxes, and navigating safety.
- Connect survivors to resources and communities for independent workers.



Today's Experts

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Iliana Perez, PhD

Director of Research &
Entrepreneurship

Immigrants Rising

Aurelie Drouet

Partnerships & Business
Development Associate

SamaSchool



IMMIGRANTS RISING

TRANSFORMING LIVES THROUGH EDUCATION



Iliana Perez, PhD

Director of Research & Entrepreneurship

Immigrants Rising empowers undocumented young people to achieve educational and career goals through personal, institutional and policy transformation.

Creating Your Own Opportunities

IMMIGRANTS
RISING

IMMIGRANTS RISING



- Resources & Information
- Leadership Development
- Networking
- Financial Support
- Referrals



IMMIGRANTS RISING

Information & Resources

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E4FC is Now Immigrants Rising

COLLAPSE ▲

THEMES/TOPICS

- ☐ Art & Empowerment
- ☐ Entrepreneurship
- ☐ Higher Education
- ☐ Law & Policy

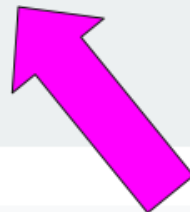
GEOGRAPHY

- ☐ California
- ☐ National

KEYWORD(S)

working for yourself ✕

Refine your search by adding specific words/phrases



Basic Facts about Entrepreneurship (Spanish)

A brief overview of the entrepreneurship opportunities that exist for all immigrants, regardless of status.

THEMES/TOPICS:
Entrepreneurship

GEOGRAPHY:
California, National

AUDIENCE:
Ally, Educator, Undocumented Youth

RESOURCE TYPE:
Flyer

Comenzando Tu Camino de Emprendimiento (Spanish Webinar)

Este seminario web proporcionará información introductoria acerca de cómo trabajar por su cuenta y cómo empezar un negocio. El seminario presentará las experiencias de los empresarios de la comunidad latina en Chicago y Los Ángeles.

THEMES/TOPICS:
Entrepreneurship

GEOGRAPHY:
California, National

AUDIENCE:
Ally, Educator, Undocumented Youth

RESOURCE TYPE:
Webinar/Video

#Undocuhustle Film

Watch this short film to learn more about the #Undocuhustle and Immigrants Rising's entrepreneurship initiatives.

THEMES/TOPICS:
Entrepreneurship

GEOGRAPHY:
California, National

AUDIENCE:
Ally, Educator, Undocumented Youth

RESOURCE TYPE:
Webinar/Video

Income Generation

- **Opportunities for anyone, regardless of immigration status**
- Not employment!
- Freelancing
 - Independent contracting
 - Consulting
 - Participating in the gig economy
- Entrepreneurship (business)
 - Sole proprietorship
 - Partnerships
 - C Corporations
 - LLC, Worker Cooperatives



- **The Immigration Reform and Control Act** of 1986 (IRCA) states that it is illegal to knowingly employ unauthorized workers in the United States.
 - The IRCA requires employers to verify that every new employee is legally authorized to work in the U.S., through the “I-9 System”.
 - **EXCEPTION:** An individual or entity is not required to obtain Form I-9 from independent contractors or sporadic domestic workers.
- Independent contractors or entrepreneurs may use an **ITIN or EIN** to legally earn a living in the U.S., as long as they pay taxes.

Basic Guidelines for IC Work

- Payer (client) has the right to control or direct only the **result of the work** and **not what will be done and how it will be done.**
- Earnings are subject to **Self-Employment Tax.**
- IRS Common Law Rules
 - Behavioral
 - Financial
 - Type of relationship



Employees vs. Independent Contractors: Main Differences³⁰

An Employee	An Independent Contractor
Has a continuing relationship with an employer	Does the same work for multiple clients
Normally is furnished significant tools, materials, etc. by the employer	Has own tools and equipment and can hire, supervise and pay assistants.
Can quit at any time without incurring liability	Receives all profits and is held liable for all losses and debts
Must comply with instructions about when, where and how to work	Sets his or her own hours and work schedule
Is trained by the employer	Uses his or her own methods

ITIN (Individual Tax Identification Number)

- IRS issues ITINs regardless of i
- Does not serve any purpose o

How To Get One

- BY MAIL File form W-7 with inc
- IN PERSON Using the services c
Taxpayer Assistance Center.

Renewal Update

- All ITINs not used on a federal
be valid for use on a tax return
- All ITINs issued before 2013 b

ITIN GUIDE: INFORMATION AND UPDATES ABOUT THE IRS'S INDIVIDUAL TAX IDENTIFICATION NUMBER (ITIN)

Consider using a professional tax preparer if it's your first time filing taxes as an IC!

Free file software for income **below \$66,000**

- Free filing with easy to use software
- IRS Free File Software Lookup Tool

Recommend working with tax preparer/accountant for income **above \$66,000**

- Free IRS File Fillable Forms (must know how to file taxes)
- Seek support from local colleges/universities
- Seek support from local non-profit organizations (venturize.org)

Online Resources:

- www.myfreetaxes.com
- CA: www.ftb.ca.gov

1. Develop and entrepreneurial mindset
2. Understand Contracting/freelancing considerations
3. Learn marketing and promotion strategies
4. Access financial capital
5. File and pay taxes



- **Entrepreneurs@Immigrants Rising (FB Group)** – community of immigrant entrepreneurs
- **Democracy at Work Institute** – worker coop model
- **Venturize** – local service providers
- **SamasSchool** – training and support for freelancers
- **Freelancers Union** – training and support for freelancers
- **Small Business Majority** – training and support for small business owners
- **Massive Open Online Courses (MOOCs)** – free courses and training on specific topics
- **Mission Asset Fund** – access to financial capital
- **Nonprofit Library** – resources for non-profits

Samaschool & Futures Without Violence

Jan 21, 2020



1. Understanding the gig economy: Trends, platforms, opportunities and challenges
2. Samaschool's training and outcomes
3. Resources available



Our mission is to equip people to benefit from independent work and advocate for an economy in which all workers thrive.

We work with partners to equip their beneficiaries to access and succeed at gig work as a source of supplemental income and/or as a step towards a new career.



Research &
Development



Curriculum
Development &
Training

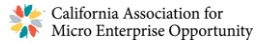


Data Analysis



Policy

Nonprofits



Government



Higher Ed



Understanding Independent Work

Independent work also known as...

gig work

self-employed

freelancing

side hustle

side job

on-demand work

consulting

Freelancing on the rise

The freelance workforce grew **3x** faster than the U.S. workforce overall since 2014

36%

of working Americans earned at least **some** income from freelancing in 2017

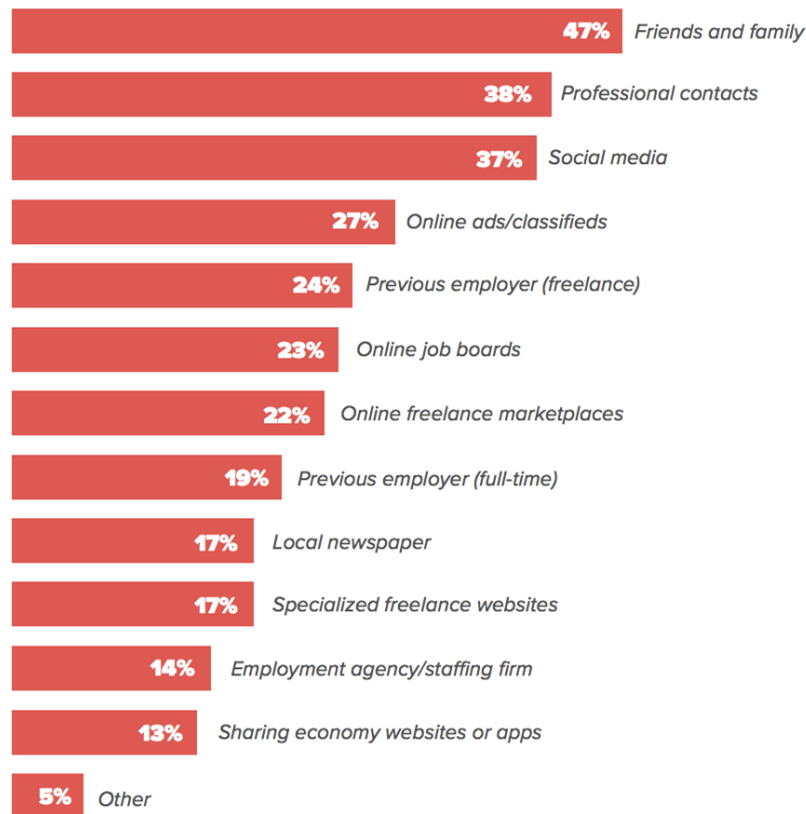
50%

of all working adults are likely to freelance in some capacity sometime in the next 5-10 years

40%

of employers expect to use more independent workers by 2020

Where do you typically go to find freelance work?



Freelance work is available in nearly every industry:



Care Services

Babysitting & Childcare
Cosmetology & Beauty
Dog Walking & Sitting
Massage Therapy
Care Aid
Tutoring & Teaching



IT, Design, & Development

Web Design
UI/UX Design
Quality Assurance Testing
Graphic Design
Computer Programming
IT Technician & Tech Support



Marketing

In-Person Marketing & Events
Social Media Marketing
Online Advertising & SEO
Lead Generation
Digital Marketing & eCommerce



Trades

Plumbing
Landscaping
Electrical Work
Handyman



Writing & Translation

Writing & Editing
Typing & Transcription
Translation



Service & Hospitality

Hotel & Hospitality
Catering & Event Staff
Food Service / Restaurants

AND
MORE!



How can people benefit from freelancing?



Earn Extra Income

Cover expenses or support yourself while training, going to college, or starting a business



Try New Careers

Try new career options, or turn your passion into an income generating side-hustle



Find Flexible Work

Work when and where you want in order to accommodate your schedule



Expand Your Network

Make new professional contacts that can open doors for you in the future



Build Your Resume

Developing skills and work experience that can be used to get a full-time job

How Samaschool alumni use freelancing



Lavell Russell

Earned \$30-50/hour while launching his business

Type: Delivery, driving, errands on Taskrabbit & Uber



Kristy O'Brien

Wanted to get away from her desk job and be her own boss

Type: Airbnb management through referrals & networking



Chih Chen

Gained work experience during IT training program that helped him secure a full-time job

Type: IT on Fieldnation



Anna Huang

Transitioned from working in restaurants to cleaning, increasing her hourly rate from \$9 to \$20+ per hour

Type: Cleaning on Taskrabbit

Samaschool's training and outcomes

INDEPENDENT WORKERS	EMPLOYEES
✓ No minimum wage protection	✓ Must receive minimum wage
✓ Paid hourly or on a per-project basis	✓ Paid hourly or salary
✓ Not protected by anti-discrimination laws	✓ Protected by anti-discrimination laws
✓ Must purchase their own health, workers' compensation, and other insurances	✓ May receive insurance coverage through employer
✓ Must pay self-employment tax, comprised of Medicare and Social Security	✓ Pays half of Medicare Social Security tax, other half paid by employer
✓ Typically provides equipment and materials	✓ Employer provides equipment and materials
✓ Greater risk of taking a loss from equipment costs and unreimbursed expenses	✓ Low risk of taking a loss
✓ Free to seek out additional clients and business through marketing	✓ Employer controls how employee allocates time

1 Intro to Freelancing

Independent work
pros and cons

Independent work v.
traditional jobs

Choosing a work
category

**2 Preparing to
Freelance**

Personal branding &
pricing

Where to find work
(online and offline)

Assessing &
applying for gigs

**3 Succeeding on the
Job**

Customer service

Time management

Safety

**4 Managing Life as a
Freelancer**

Contracts

Taxes

Goal setting

2017 Trainee Demographics

Age: 51% Young Adults (18-24)

Ethnicity: 81% minority

Household income: 50% <\$24K

Unemployed: 58%, avg. 9 mos

Testimonials

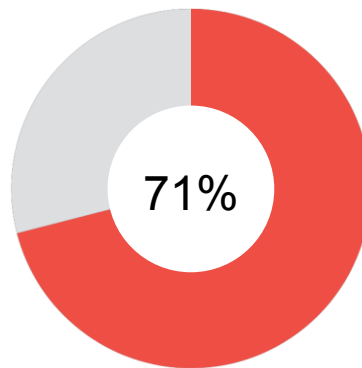
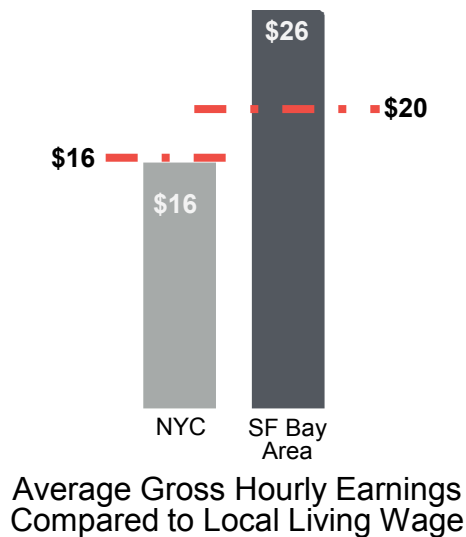
“It opened up a new avenue for employment possibilities and helped me understand the pros and cons of it very well.”

“...The information is really valuable and with it, I will be able to accelerate my professional progression.”

“I think gig work is great to make some extra money and make life a little easier.”

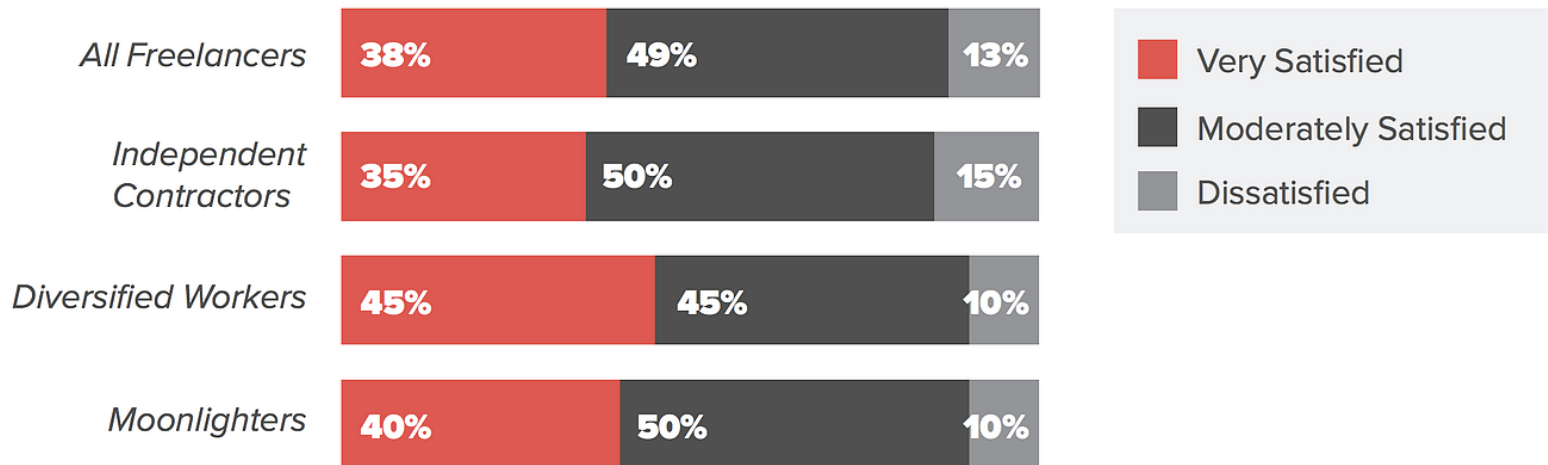
Samaschool trainees who engaged in independent work earned, on average, \$1,800/month from independent work.

Their average hourly earnings were on par with local living wage rates.



Share of Income From Independent Work

More than 85% of alumni reported being moderately to very satisfied with independent work.



Resources available



Samaschool is a learning community that helps people start freelancing or grow their existing freelance business.



On-demand content

Modular video-based courses accessible 24/7



Competency Mapping & Career Planning

AI-powered competency mapping & coaching supported career planning



Coaching

1:1 support from an experienced freelancer who holds students accountable



Community

Discussion forum + Facebook group



Live webinars

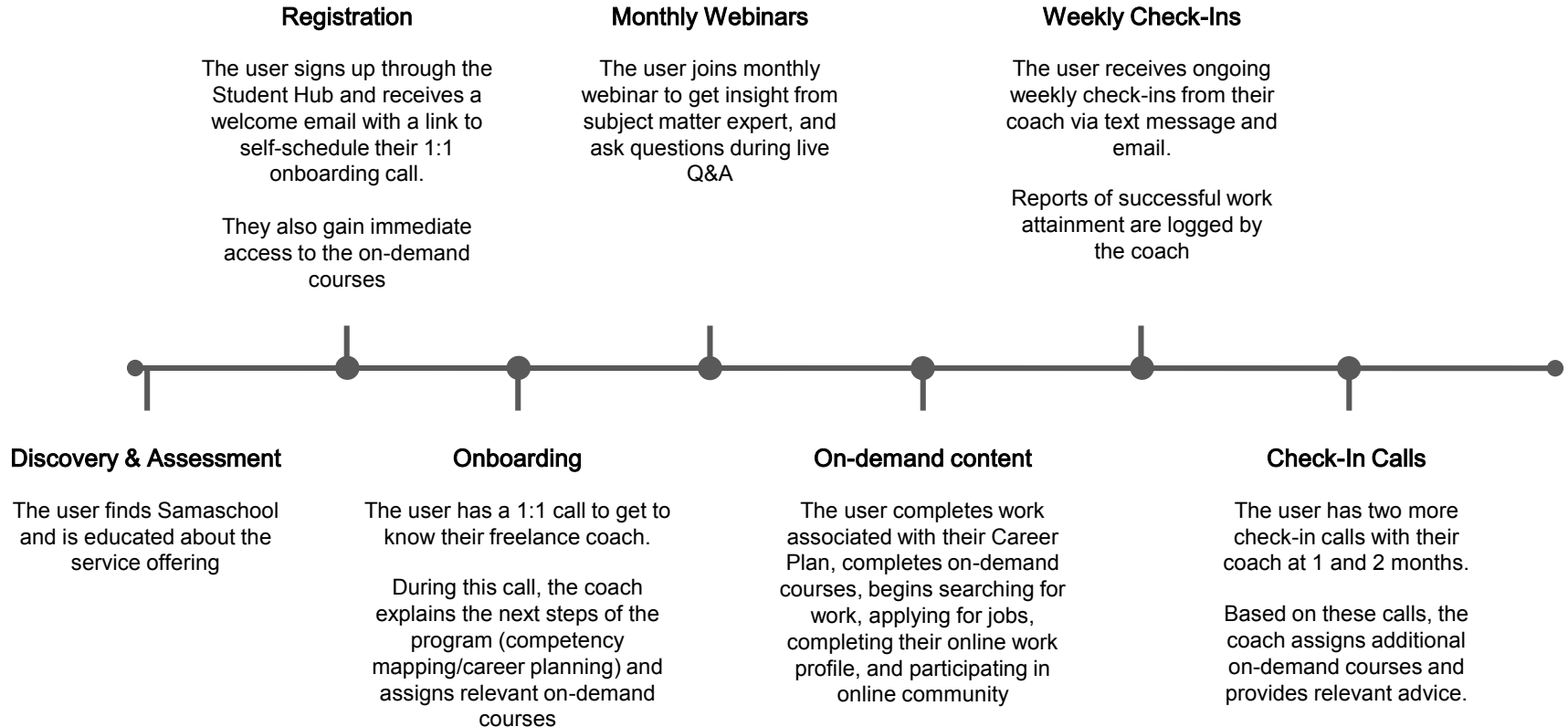
Topic deep dives, guest speakers, Q&A sessions



Tools

Templates, Work Finder, curated 3rd party resources

Participant's Journey



Register for Samaschool training

www.samaschool.org/waitlist

Other free tools

www.samaschool.org/tools

What do you need help with?

Online Work Profile Setup

Finding Work

Writing Proposals

Preparing for an Interview

Contracts & Invoices

Insurance

Taxes & Retirement

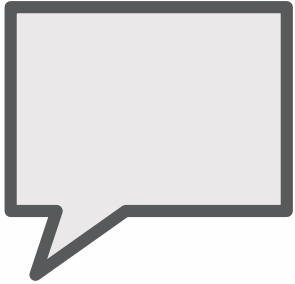
Community & Blogs

Contact Us:

adrouet@samaschool.org

Questions?

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Please share in the chat box to the right.



Contact Information

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➤ iliana@immigrantsrising.org

Join Entrepreneurs@Immigrants Rising (FB Group)!

➤ adrouet@samaschool.org



Thank You!

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Questions? TA Needs?

Contact:

peost@futureswithoutviolence.org

