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## The Gaps and Overlaps of Ethiopian Immigrants in the USA

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### Abstract

*This paper has been made by reviewing literature that focus on the gaps and overlaps of new immigrants in general and those who live in the US in particular. The methods of this analysis are based on literature or content-based browsing and a participatory approach was involved. In this research, we addressed why and how those gaps are happening and genuinely forwarded ideal solutions to bridge the gaps. The dominant gaps of Ethiopian immigrants in the US included less flexibility of new immigrants to switch their former professions, less flexibility to the US capitalist system, and lack of information, and prevailing cultural gaps. Comparatively, new skilled immigrants are struggling more with back home experience than those who are already citizens. Older immigrants might be familiar with the US system, and skill overlaps are also seen among these groups. This is because new immigrants are less flexible to switch their former profession and start over again. As ways to bridge the gaps, immigrants should get enough information prior to arriving into the US and immediately adjust themselves to the situation in the US. In this regard, community organization can also give them training in the areas of prioritization and sustaining coping strategies.*

**Keywords:** *New immigrants, the gaps, overlaps, citizens, skilled and unskilled immigrants.*

### Introduction

To address the issue of gaps and overlap of an immigrant, let us start with its operational definition. The gaps are referring to the areas that the immigrants are struggling with. This includes obstacles that new immigrants face over time. It is a focus on 'unfilled space or interval; a break in continuity' (Merriam Webster Dictionary, 2021). It is also defined as 'an incomplete or deficient area.' Overlap is something lapped over (something else or each other); it extends over and covers a part of; something in common with. Before discerning the gaps and overlaps of Ethiopian immigrants, it's worth saying a few words on mobility and the category of immigrants under study.

By their nature, human beings are mobile. Nazii, Arul, and Hilalulla, (2021) explained that migration is as old as human existence and the movement of the young minds from all over the world has increased rapidly. God created organisms to move from place to place, setting aside human beings. Birds fly from place to place without any limitation. They can move as much as they desire- even across cities, countries, and continents. Nature also states that human beings are also migratory. Accordingly, the natural social mobility of man makes him a migrator, both internally and internationally in different ways than other animals.

On the other hand, the immigration system by itself is too complex. To differentiate the division among immigrants we decided to use two types of actualities. The first one is the average years of the US citizenship process, a duration which usually takes about five to ten years on average on demand. The U.S Citizenship and Immigration Services (USCIS), states that a migrant may hold H1B status classification and be permitted to work in the United States for a temporary period. This is for a maximum of six years, and an extension may be issued for up to three years by the US Citizenship and Immigration Services (USCIS); it may also provide citizenship on demand in lesser years for children who were born in the US.

The second reality we looked for is immigrant experience in years as a benchmark to differentiate between new and old immigrants. In this inquiry, new immigrants are those who have not attained their citizenship status (five years on average) on demand, and old immigrants are those who have already attained citizenship and those who have lived in the US for more than 10 years.

Furthermore, a differentiation among the immigrants can be made as skilled or unskilled. Shirmohammadi, Beigi and Stewart (2019) described skilled migrants as people on the move who possess university degrees or extensive work experience in professional fields when they leave their countries of origin. Skilled immigrants can further be divided as high skilled or low skilled. Bailey and Mulder, (2017) and Kuddo, Robalino and Weber, (2015), stated that those migrants who have completed tertiary level education are considered as highly skilled. They also indicated that nearly one-third of all highly skilled migrants came from Asia and one-fifth of them had tertiary education. Whereas, unskilled immigrants (labor) refers to work that doesn't require a certain set of skills or formal education. International Labor Organization, ILO, (2016) states that some examples of unskilled labor include cashiers, grocery clerks and cleaners. In this study, we also presume that skilled immigrants have at least a degree or diploma before they arrived in the US.

## Analytical Methods

The method of this inquiry was mainly on content-based scrutiny which involved the use of secondary data by reviewing various literature. Most of the articles used are peer reviewed primary research papers. Furthermore, some relevant internet sources were also used to strengthen the inquiry. A participatory technique was also incorporated as both of the researchers are currently living in the US and are experiencing issues acting as a part of the data inputs.

## Related Work

### The Gaps of Immigrants

Before embarking on the gaps of Ethiopian immigrants in the US, it's worth mentioning the general gaps of migrants all over the world. G. Laczko, (2019) gives a bird's eye view of the gaps of immigrants in general with more emphasis in Canada. In fact, he describes not only gaps but also challenges of new immigrants regardless of their country of origin, socio-economic, and cultural backgrounds. International Organization for Migration (IOM), (2021) also mentioned the challenges of new immigrants. Language barriers, employment opportunities, housing, access to local services, transportation issues, cultural differences, raising children, prejudice, isolation, and the weather are mentioned as

important challenges of new immigrants in different parts of the world though some vary from country to country.

Similarly, Nuñez (2014) describes difficulties; speaking and learning English, raising children and helping them succeed in school, securing work and housing, accessing services, transportation, and cultural barriers were identified as challenges of migrants in the US. Spracklin (2015) also mentions the mismatch between the passion and the potential of the immigrants. Patricia D., Ping W., and Margaret E., (2001) further states in (2001) studies, lack of communication skills due to language problems as a gap to meet their passion as they have indeed "nothing." Thus, new immigrants have not only gaps but also challenges in the host country.

## The Gaps and Overlaps of Immigrants

Similarly to anywhere else in the world, new immigrants in the US encounter challenges and have gaps as well as overlaps. Challenges such as housing, transportation, and the weather are very common for most immigrants regardless of their socio-economic background. In this inquiry, information and technology gaps of immigrants are prominent in the US. Cultural gaps including language and religion are also very common.

The ability to speak, communicate, express one's own ideas and feelings in English is very important in the US. It's a basic need for new immigrants for shopping, where and when to take and drop off transport (bus and train) services, searching for a job etc. Immigrants' local languages are irrelevant in the US as generally they are not known by the public. However, the majority of the immigrants have poor English language skills related to both American English understanding and its accent. This hinders them from communicating with US recruiters in search of a job. Thus, they feel as though their new surroundings are horrific.

Furthermore, some of the challenges and gaps in what we have figured out vary from skilled and unskilled immigrants. Skilled immigrants have low flexibility to switch their former professions, and thus have low adaptation skills to the US capitalist systems. Unskilled immigrants also have less likelihood of flexibility and adaptation compared with skilled immigrants.

Whereas an overlap is "something to lap over or lap over each other, or to cover and extend beyond something else." In some areas of day-to-day life, we see such overlapping of things as cloth or plastic covers on top of a table. At the ends of the table materials coincide; similarly to two lives that overlap each other.

In medical language, specifically in orthopedics, overlap is the suturing of one layer of tissue above or under another to gain strength, or an extension or projection of one tissue over another. Something that has shown an overlap means it has something in common.

In some organizations job descriptions are overlapped. Some of their duties as experts overlap. There is content overlap in some university courses. In this case, the department has to revise the curriculum and readjust the content in those overlapping portions of the courses. Otherwise, the department should decide that one course should be a prerequisite for the other. Skilled immigrants have some sort of knowledge and experience before they arrive in their destination country.

## Result and Discussion

This section has simply been addressed in the objectives. The discussion has two sections which focus on the gaps of Ethiopian immigrants in the US on one hand and the expertise overlaps on the other. These gaps included the immigrant having less flexibility to switch their former professions, less flexibility to the US system, the prevalence of cultural, technology, information, and language gaps. This analysis addresses the overlapping expertise of new immigrants, and finally predicts certain ways to bridge the gaps. Let us start with a specific gap that is noticed in Ethiopian immigrants.

### The Gaps of Ethiopian Immigrants in the USA

Ethiopian immigrants in the US face more or less similar challenges and gaps as others do, but with some deviations. An attempt has been made to describe some of the major gaps that new Ethiopian immigrants experience in the US.

#### Less Flexibility to Switch Professions

This gap can be seen when the majority of skilled Ethiopian immigrants are predominantly struggling with homeland experience and have less flexibility to switch their former professions to what most US employers prefer. They prefer US experience and certification even above that of rich back home (Africa) experience for the same job. Thus, obtaining a similar job which they had back at home is challenging to them even if they have rich experience. Therefore, the only option for switching professions is through the US system. The majority of skilled Ethiopian immigrants are struggling with switching their profession temporarily or for good. However, changing professions is not simple for them because switching professions requires them to start over from scratch; further or new training may be required. They may also be forced to be involved in jobs not requiring further training or experience.

The current reality shows that the majority of skilled immigrants have switched their former profession to some other profession, such as nursing or nursing assistance, or many other blue-collar jobs which are completely different from their certification, job, and experience back home. For instance, it is a common experience to find those who were engineers, scientists, and accountants back home, but changed their profession to health related (nursing and nursing assistance) professions with further training as these professions give them easy access to jobs in the US environment.

When we compare skilled and unskilled Ethiopian immigrants here in the US, the current reality shows that unskilled immigrants benefit more than skilled immigrants. The skilled immigrants stay jobless for longer periods expecting and looking for similar jobs they had back home. Otherwise, they have to receive further or additional, or even different and new training because they are psychologically struggling.

On the contrary, unskilled Ethiopian immigrants in the US can engage in jobs more easily as well as make more money than skilled immigrants. They are ready to take and engage in any kind of readily available job that they can make money, whether it is housekeeping, dishwasher, industry labor work, and others. However, usually they are less involved in industry (blue collar) jobs; hard manual labor work typically agriculture, manufacturing, and construction.

In most cases, unskilled migrants invest their maximum effort, energy and time to make more money. For instance, most of them are hired and work in two or more jobs or work for two different shifts, sometimes working more than 16 hours a day. Thus, in this regard, we can say that the US may be a better place for unskilled immigrants than their skilled counterparts in terms of making more money for a while. The other favorable condition for unskilled immigrants in the US is that the jobs these immigrants take are those that native-born citizens don't want due to a variety of reasons. Thus, these immigrants are assumed to be giving relief to the government by taking over such undesired work. Employers also seek such immigrants as a way to make more money by using unskilled manpower which they can usually pay the minimum wage.

In this context, being skilled or unskilled doesn't matter for new immigrants in the US because most skilled immigrants are also involved in low / bottom level jobs. By observing such conditions in which the community says, "The USA is the country which sets all people on the same platform or level." This situation by itself torches the minds of skilled immigrants as they may struggle psychologically and with flexibility.

#### Less Flexibility with the US System

Relatively speaking, skilled immigrants have enough skill to be hired anywhere because they have at least transferred skills. Sometimes, they have both technical and transferable skills that are typically important for any job. Kokemuller (2021) explained technical skills are the talents and competencies particular to a certain type of work. Transferable skills, on the other hand, are a way for a person to show that he/she can do the job that they are assigned, even if they aren't the perfect match to the job description.

Therefore, the more relevant skills they have, the more likely they will be to land a job. It is a skill that can highlight their potential to be an asset for a company or an organization. Transferable skills make immigrants more adaptable to the system. It also allows them to communicate, build teamwork, problem solve, and dependability. Thus, immigrants having transferable skills might make them more adaptable to the US system.

What we observe here in the US is that the academic credentials of the immigrants obtained back home may be accepted, given accreditation and licensure, making them eligible and ready to work. However, the ground reality is different in that they do not obtain the expected jobs in accordance with their skill and licenses. This seems to be due to the fact that employers don't trust the skills immigrants obtained out of the US system.

Getting acquainted with the US system may also take time because new immigrants find difficulties in understanding the lifestyle and socio-economic system of the country. The situation seems more challenging for new immigrants above 40 years old as they are generally more resistant and less flexible to the situation. They may struggle a lot in accepting the situation.

Ethiopia had been under a communist political ideology (1987 - 1991) (The World Factbook, 2010). Since 1991, the country has started practicing a democratic system which exercises a free market economy. Popper and Karl, (1994) explains the free market as an economic system based on supply and demand with little or no government interventions.

Kimberly Amadeo (2020), shows that the theory in practice is not literally a real 'free-market economy,' which is different from that of Ethiopia. The reality of the economy in the US is more complex, involving a mixture of free-market capitalism and state intervention. The US free market depends on capitalism to thrive. Private citizens own the factors of production in the market economy that makes them prosperous. For Ethiopian immigrants this situation imposes difficulties to easily understand the socio-economic system of the country. It takes a while to understand such a complex system. They struggled with areas of credit cards, credit history, getting loans, and so on.

## Cultural Gaps

Compared to the aforementioned gaps, the other gap that can be seen mainly with new Ethiopian immigrants is the cultural gap. According to Taylor Edward (1920), culture is an umbrella term which encompasses the social behavior and norms found in human societies. It is a generic word which includes the knowledge, beliefs, arts, laws, customs, capabilities, and habits of individuals. Oxford English Dictionary (1989) also defines a cultural gap that makes a systematic difference between two cultures and hinders mutual understanding or relations.

Immigrants and migrant laborers need to learn the ways of a new culture when they arrive (Orozco and Hilliard, 2001). Aside from immigrants, tourists can also be confronted with variations to protocols for tip, body language, personal space, dress codes, and other cultural issues (Valdes, 1986). The immigrants can do more to adjust themselves with the situation in the destination place.

An issue immigrants face is culture shock as they come to the US. Some people find overall social practices in the US contrary to what they had back in their home country. It takes them a long time to adjust to the culture. For instance, some immigrant parents consider disciplining their children via corporal punishment such as beating, striking, and flogging with a whip. They may find it odd when they are told that such corporal punishment is illegal in the US whatever the case may be. This implies that immigrants struggle to learn and internalize the rules and regulations of the US.

It is an axiom that new immigrants can't be Americanized overnight or in a few years. Their adaptability to a new system depends on the individual; some people assimilate in a few months or years, others might take more than a decade. This implies that if new immigrants struggle to understand the system, it eventually becomes normal. Otherwise, immigrants will not become part of the US system even after a decade. They might be stuck with their home country clothing styles and eating habits. For instance, even after living for several years in the US, they may still be struggling and tied to eating injera (Ethiopian cultural dietary food) rather than the standard US Pizza and hot dog.

A challenge for one of the authors of this article, in his first year being in the US, was he refused to get a loan. His friends told him about the importance of getting credit from the bank. At that time, he struggled to accept their advice. After two years, he decided to accept it and wanted to receive credit. This was because everywhere, even in the stores, they offer credit cards, they ask for social security, and check for credit history. After reviewing the author's credit history, they rejected his request to get a store credit card due to ineligibility. He was shocked, and after two years of residency, started to understand the economic system and decided to build his own credit history from scratch. From this antidote, we

can extrapolate that it's the experience of all immigrants. This implies that it's tough for immigrants who don't pass through refugee camps. Immigrants who come through refugee camps get that information. This is why we can say there is an information gap among immigrants.

Cultural gaps occur not for immigrants alone. They occur even within one generation of the same country. There are certain gaps that contribute to the US's overall cultural generation gap (Frey, 2015). This is a gap which pits the interests of the nation's growing, largely White, older population, including baby boomers and their elders, against those of its increasingly racially diverse younger generations. There are various ways that cultural gaps were created by immigrants because they were born and grew up differently from others in their relative local US communities.

As a skilled immigrant, one of the authors of this article realized that in his six years of residing in the US, he has never tried a hot dog. This is because he has always wondered why they call it a "hot dog" and why they use the name 'dog' in there? When he sees such food, he actually hates it because in Ethiopian culture dogs are connected to impurity signs. The same also happens in the Bible. In Proverbs 26:11 the dog is symbolized in a negative way. However, after six years he has changed his mind after reading about hot dogs and has started eating them. This also indicates that immigrants take time to assimilate to the norm and culture in the US.

Immigrants make their way to the US in search of a better life, which is also called the American dream. Upon arriving, most of them find the American dream to be far from what they had been told. New immigrants face numerous challenges and take a while to adjust to the US.

## Language Gaps

Language and religious gaps are known cultural gaps that are commonly observed among immigrants. The language gap in this case means new immigrants are unable or have less ability in speaking, listening and writing in the English language. The English language is one of the top priorities for new immigrants in the US. Inability to speak or less ability in speaking the English language seriously hampers new immigrants in a range of life activities such as: restricting or even hindering communication with others, shopping at malls and for groceries, applying for and engaging in jobs, obtaining information etc. Educated and skilled new immigrants who spoke English in Ethiopia also struggle with the American English accent because for most of them, English is not their second or third or fourth language. Even though it is a foreign language with a full British accent. This again creates psychological and physical stress in addition to making them jobless for a longer period of time. Many are supported by easily getting low paying jobs that need less or no English language proficiency. This implies that language gaps are not simple, or solely used for social communication..

There are a lot of mechanisms put forward by the government to assist newcomers with language skills. Training opportunities are available one or two blocks from home or inside the community. Nonetheless, for immigrants to start communicating, it usually takes longer than expected.

This is due to the fact that immigrants find it easier to integrate into their respective communities than into the US system. Therefore, immigrants are more inclined to their culture and to

communicating in their homeland language compared to English. This practice does not help them to reduce their language gap. It is, however, observed that immigrant children are more immediately immersed into the system compared to their parents as they spend much of their day in school and after school speaking with native speaking classmates.

One of the contributing factors for less English language skill among the immigrants from Ethiopia is associated with the English language education system. Ethiopia is one of the only non-colonized countries in the world. Accordingly, there is no dominance of European languages in Ethiopia. English is taught in schools only as a foreign language in class. The students commonly use their local mother tongue outside the classrooms and in the community. This situation may widen the English language proficiency gap.

Another factor that contributes to the English language ability of most new Ethiopian immigrants in the US might be the fact that the majority of them do not come from refugee camps. The advantage of being a refugee can give access to English language training and the opportunity to practice speaking English with other refugees while they are in the refugee camp. We realized that the immigrants passing through refugee camps speak better English than others. The majority of Ethiopian immigrants come to the US through the legal process and make a direct flight from Addis Ababa, Bole International Airport. They fly to the US by getting a Visa from the US government while in their home country. Thus, the aforementioned reasons might also contribute to taking a longer time to assimilate to the US system.

## Technology and Information Gaps

The technology gap is related to reading and writing skills and predominantly computer literacy. Such knowledge is commonly used to improve computer skills and use various software. Of course, tech issues are not only a problem for immigrants; they are commonly experienced by many native people too. It can be observed as a generational problem in the US as well. Research shows that there are wider gaps in adult and elderly immigrants compared to their younger counterparts. Technology gaps among immigrants is a serious issue. When new immigrants are looking for a professional job, this gap impedes them as the majority of them are not able to use computers. This is why they are limited to being hired for a labor or unskilled job. Even so, in most areas the majority of jobs in the US require some level of computer proficiency.

Sometimes technology and information gaps are bound together. The technology gap also has a direct and strong link to skill, knowledge, and experience gaps. This gap places immigrants low in knowledge sharing. Skill gaps are greater for those immigrants who are unable to integrate into life in the US. Jack and Richard, (2009) define the information gap as an activity where learners are missing the information they need to complete a task and need to talk to each other to find it. Information is very important to use as a base for knowledge. Knowledge has power and power is priceless. Jürgen and Gligioni in "Francis Bacon" (2012) mentioned Francis Bacon's speech as he said, "The more one knows, the more one will be able to control events." Accordingly, it appears that lack of information is one of the main reasons that new immigrants in the US fall behind in terms of benefits. Therefore, the more they know about the

country, the more that they are able to sustain and become successful.

Similarly, new immigrants from Ethiopia also have information gaps as the majority of them do not go through refugee camps. If someone comes through the refugee camp they may receive thorough information before entering the destination country. This training may be given to them by humanitarian organizations. It is very obvious that all people who come through refugee camps have information and a livelihood system in the US. Some of the information they may have been provided while in the refugee camp includes: credit history, an update of the American economy, and various insurances like health, car, house, etc. They may also know about American immigration laws, available resources to educate and empower people to act against systemic racism, and other relevant information. But the majority of Ethiopian immigrants lack such training because they don't arrive via refugee camps.

## Expertise Overlaps of Immigrants

So far, we have seen some gaps in newly arriving Ethiopian immigrants in the US. There is notably skill and knowledge overlap, and the prevailing immigrant overlap is observed in skilled immigrants.

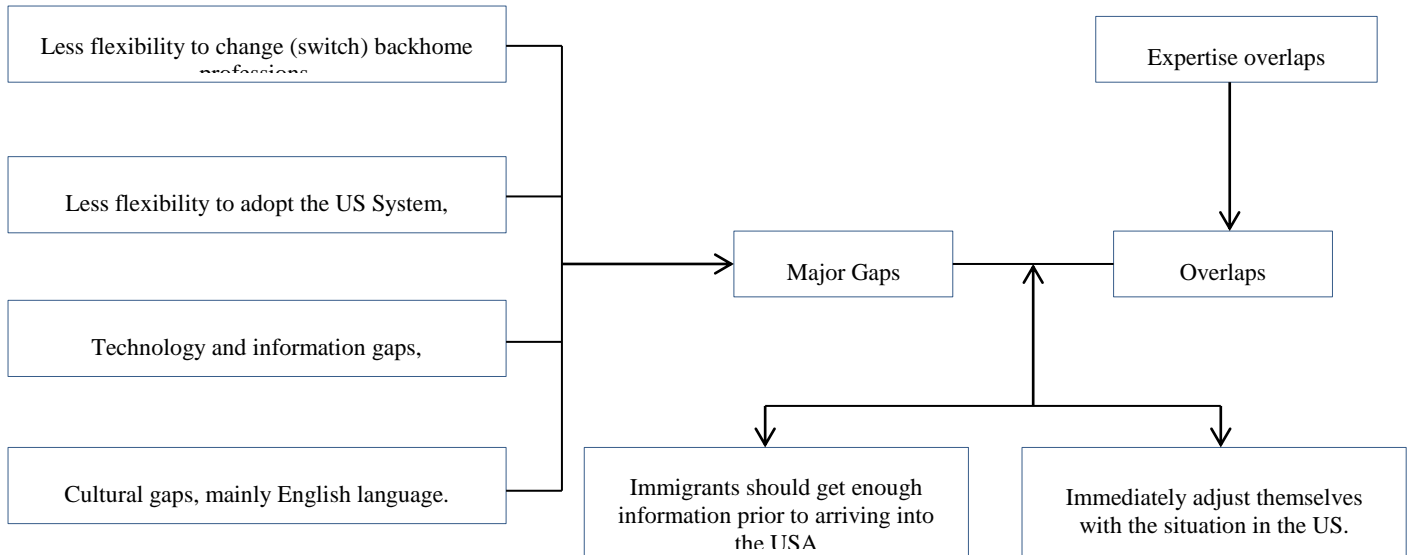
These immigrants have overlapping skills of knowledge and experience that occurs due to the unnecessary repetition of work. Overlapping issues that go unused result in wastage of time and energy. This can be seen mainly within the majority of skillful immigrants who have much experience and knowledge. The skills that they have and had when they were in their homeland should be more than transferable, and they can also use those skills in the US. Instead they abandon their former skills and start to work on something unrelated to their skills and experience.

In reality, in the US many skilled immigrants are working in housekeeping, dishwashing, industry and other jobs for which they are overqualified. Consequently, the majority of them knowingly or unknowingly comment on their situation. They may start complaining about the system because they are suffering from overlapping experience and skills. This reality causes internal struggle. Conversely, this paradox does not occur within the unskilled immigrant group. They, in contrast, are happy in their jobs and life

In addition to switching professions, there may be overlaps in educational credentials. Skilled immigrants abandon all of their knowledge and certificates that they obtained outside the US. An example is the case of one Ethiopian lady. She was a certified auditor in Ethiopia and had extensive knowledge of HR and finance. Nonetheless, she has changed her profession and she is now working as a nursing assistant even though there is demand for certified auditors in the US. This implies that she is a skilled immigrant but now working outside of her interests in the US mainly for the aforementioned reasons.

Because of her knowledge and skill she did not tolerate bossy administration. She has started commenting on the overall system. Her comments show that she is knowledgeable and connects with her previous experience. Another example is of a degree-holding teacher from Ethiopia who changed his profession. to a clinical lab technician. There are also various areas that the skillful immigrants are still working on daily such in blue collar labor jobs.

Thus the effects of switching professions and overlapping skills usually happened more on skilled immigrants than non-skilled. Switching professions is not simple because it requires a mind set. We differentiate that some of them are highly attacked by their background because changing professions without changing the state of mind doesn't make them effective. The change always requires mindset, and they may start new skills and experience from scratch.



**Figure 1:** The Gaps and Overlaps of New Immigrants  
**Source:** Authors' Construction

## Ways to Bridge the Gaps and Overlaps

After identifying the gaps as shown in Fig.1, let us think of strategies to bridge the prevailing gaps and overlaps. Whenever we mention a solution, let's remember a relevant quote by Mark Levy, (n.d) which states, "a problem well stated is a problem half solved." Therefore, after investigating the gaps as problems, the next step is suggesting the solution(s) or good ways to bridge the gaps as a way to overcome the identified gaps. The first and foremost way is to have necessary and sufficient information and training before traveling or just upon arrival to the US. The other significant solution is to be adaptable and prepare immigrants to adjust themselves to the US socio-economic system. Let me explain the bridging strategy one by one.

### Get enough information

This investigation clearly demonstrates there are information gaps for New Ethiopian Immigrants who have come directly from Ethiopia. In our observation the immigrants who are not coming through any refugee camp mostly do not have enough information about the area where they are migrating to. As immigrants, what they should do before traveling is gather valuable information to prepare themselves for living in the destination country. We would like to repeat and stress the aforementioned statement describing information as a base for knowledge and that knowledge has power and power is priceless; again, the more one knows, the more one will be able to control events.

### Adaptable and ready to adjust

Immigrants are strategically adjusting themselves to support themselves in the destination country. As usual all living organisms in general and man in particular are able to adjust themselves to new situations. The concept of human flexibility is reflected in the Bible. The Bible is filled with fascinating references to

In this analysis, we attempt to depict the overall situation of the immigrants and the integration of those gaps and overlaps of this inquiry in the conceptual framework format in the figure 1.

birds, animals, and insects. According to H. Samuel J., (2000), "there are 25 most significant animals in the Bible using scriptural references and scientific research." Each animal has their own unique behavior but one thing that resonates with us is the behavior of lizards. The book says that the wiser, learning from the Lizard is fascinating to us. How and why do we learn from lizards? What makes the lizard different from other animals?

Even Jesus said for the disciples, "learn from me." (Matthew 11:29). This verse tells that what Jesus told the disciples is more than hearing from His teachings from words and His life. It is about imitating what Jesus said, "Learn from me." The word "disciple" means learner. But during the time of King Solomon, the Holy Spirit said to all human beings "learn from lizards." So, who is Lizard? Why does the bible call it a wiser animal? How and when we can connect this story with the Ethiopian immigrants. They should be wiser to adapt to be ready to change.

Proverbs 30: 24-28, there are four small creatures (ants, hyraxes, locusts, lizards), they are the wisest of the wise. King Solomon is amazed by these small creatures and mentions them as wisest of the wise or extremely wise. Among those creatures, King Solomon describes lizards as one that can catch easily but they live and are found in kings' palaces. The only reason is how Lizard became wise because they live everywhere including even in the Palace. This doesn't mean that they live in the Palace-zoo. He lived inside the Palace with the King and queen.

They can live in the house of someone without being noticed and easily visible because of their adaptability and quality of being able to adjust to new conditions. For instance, if they are close to the fridge in the house, they adjust their color to look like a fridge; when they are close to the kitchen cabinet or something else, they

adjust themselves too. That is why king Solomon called them, the wisest animal.

As we all know the Palace is the most clean and secure area that can be free from insects and such small animals. Nevertheless, the lizard lives there because of its adaptable behavior. The funny and most fascinating thing is the bible uses this small animal as a reference to human beings, human beings are supposed to learn from Lizard. As we noticed that several immigrants live in the USA but they don't have a coping strategy to adopt with required knowledge.

The immigrants are also adjusting them structurally by knowing the situation where they live very well. We know that some immigrants are living in the US but blaming and cursing the system instead of blessing. The structural adjustment is required, they need to have a radical change in their mind set.

Adaptability is required for both the economic system and the weather. The major adaptability issue that immigrants don't see is to act in accordance with the weather. Speake, (2015) states an old proverb, "when in Rome, do as the Romans do." This is a proverb attributed to Saint Augustine. The phrase is to mean that it is advisable to follow the conventions of the area in which you are residing or visiting. If you live in Rome, please follow the rules of Rome and their livelihood.

We can say that the majority of the Ethiopian immigrants are born and raised in tropical weather. Here in the US, in the majority of States, in winter they typically have a polar weather. We noticed that they are less adaptable to it because they always escape the harsh winter and change the cold state. And the majority of them are living in the same area by saying we hate snow but they spend almost half of the year in snow or harsh weather. When winter comes they start worrying and panicking. Some of them also try to escape the weather by going back to their home country by the name of vacation to visit family members. However, it is a challenge for immigrants.

But the weather is the same for indigenous people. The only problem is we want to escape the weather instead of using it as a good opportunity in the same way as native people do. For instance, immigrants should adjust to skating, go sledding, kids play by building a snowman and snow angel; they have access to fight by snowball, build a snow fort...make stomps through the snow and make footprints! Just let us learn from the wizard that we adopt with the situation in the US and weather. This decision makes the immigrant satisfied and successful.

## Conclusion

New immigrants from Ethiopia face a number of challenges in the US which we referred to figure out the gaps and overlaps. Most prevailing gaps and overlaps need close attention and need further studies. Long, medium and short term ways to minimize the negative effects of the gaps and overlaps have to be looked for. The forwarded ways to minimize the socio-economic and psychological effects of immigrants may also not be necessarily described in depth but in the future Further investigation may be required to fully address the situation.

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