

CITIZENSHIP-AS-A-BENEFIT: A Workforce Support Program from One Percent for America (OPA)



CITIZENSHIP-AS-A-BENEFIT

Citizenship-as-a-Benefit helps employers support eligible immigrant workers with an affordable pathway to naturalization, while strengthening workforce stability, retention, and employee engagement.

WHY CITIZENSHIP SUPPORT MATTERS FOR EMPLOYERS

Remove financial barriers: High application fees can delay or prevent eligible employees from applying

Strengthen workforce stability: Supporting citizenship can reduce turnover and improve employee retention.

Attract and retain talent: Meaningful benefits signal that your organization values its employees.

Support naturalization: Stable employment and long-term work history help employees complete the citizenship process, making employer support mutually beneficial.

Invest in long-term impact: Supporting eligible immigrant workers on their path to citizenship is both a practical workforce strategy and an investment in the long-term economic and civic strength of the country.

PROGRAM OVERVIEW

1

Citizenship Fee Loan at 1% Interest

Eligible employees apply for an OPA citizenship loan through a secure online portal to cover USCIS naturalization application fees. Once approved, the employee receives an electronic payment card for use directly with USCIS. Employees repay the loan over 12 months at just 1% interest, removing a major upfront financial barrier.

2

Administration & Support

OPA manages program setup, employee intake, loan applications, and payment processing. Employers gain access to a turnkey benefit offering without the need for internal immigration expertise.

3

Communications Toolkit

OPA provides customized, multilingual employee communications and outreach materials, including optional webinars and on-site support.

4

Impact Tracking & Reporting

OPA provides participation data and demographic insights to help employers track engagement, utilization, and program impact.

SUPPORTING EMPLOYEES. STRENGTHENING YOUR WORKFORCE.

One Percent for America works with employers and workforce partners to make Citizenship-as-a-Benefit available to eligible employees.

Each program is tailored to meet the needs of your organization and workforce. Our team provides support throughout the process, including program setup, employee communications, application management, and ongoing reporting.

BENEFITS FOR EMPLOYEES



Reduces the upfront financial barrier to applying for U.S. citizenship



Provides a trusted pathway supported by their employer



Offers a simple, secure application process



Promotes long-term stability, belonging and upward mobility

BENEFITS FOR EMPLOYERS



Offers a meaningful benefit for eligible immigrant employees



Supports employee recruitment, retention, and engagement



Provides a turnkey program without requiring internal immigration expertise



Includes program implementation, employee communications, application management, and reporting from OPA

ABOUT OPA

One Percent for America (OPA) is an independent 501(c)(3) nonprofit dedicated to reducing financial barriers to U.S. citizenship.

Since 2022, OPA has served more than 2,300 immigrants through its affordable citizenship loan program.

INTERESTED IN LEARNING MORE?

Contact us to discuss program options, implementation, and pricing.

PARTNERSHIP@ONEPERCENTFORAMERICA.ORG
WWW.ONEPERCENTFORAMERICA.ORG

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