



**OUTCOME** BIPOC youth and adults have the education, skills, networks and opportunities to obtain and retain good jobs with pathways for advancement.

**STRATEGY** BIPOC students complete advanced degrees, certifications, and/or technical training programs to secure well-paying jobs in high-growth sectors.

## LEVERS

## RELATED APPROACHES



DATA

- Review regional labor market data to identify jobs in high-growth sectors that offer family-sustaining wages, benefits, and opportunities for career advancement.
- Review hiring data to identify high-growth sectors in which BIPOC are under-represented.
- Convene training providers to agree on a common set of outcomes.
- Disaggregate outcomes data by race and ethnicity.
- Convene training providers to review data, assess disparities and adjust outreach and training plans.
- Work with higher education institutions (2 and 4-year colleges) to identify challenges to degree completion, essential for success in high-wage growth sectors (e.g. STEAM).



LOCAL CAPACITY BUILDING




- Connect BIPOC to organizations that facilitate applying for public and private financial aid programs needed to pay for post-secondary education/training.
- Increase nonprofit organizations' capacity to facilitate online completion of college enrollment applications, financial aid forms and/or job applications.



LEVERS	RELATED APPROACHES
 <p data-bbox="180 405 318 464">POLICY AND ADVOCACY</p>	<ul data-bbox="464 247 1463 653" style="list-style-type: none"> <li>• Advocate to expand Pell Grant eligibility to industry-recognized short-term credentialing programs.</li> <li>• Advocate for pathways for individuals with DACA, TPS, and undocumented status to achieve permanent legal status and citizenship and a pathway to Federal financial aid.</li> <li>• Advocate for tuition equity policies that ensure undocumented residents are not disproportionately burdened with out-of-state tuition rates at colleges and universities.</li> <li>• Advocate for correctional education programs connected to in-demand occupations. Correctional education should be connected to re-entry goals with in-demand fields.</li> <li>• Recommend for-profit and nonprofit partners conduct outreach and recruitment efforts with HBCUs, public universities, and community colleges educating majority BIPOC students.</li> <li>• Work with post-secondary coalitions to advocate for community college credits being automatically accepted at 4-year public colleges, in facilitation of continued education for BIPOC students.</li> </ul>
 <p data-bbox="147 947 350 1073">FUNDRAISING, RESOURCE ALLOCATION AND GRANTMAKING</p>	<ul data-bbox="464 793 1471 1041" style="list-style-type: none"> <li>• Invest in job training organizations with set goals of increasing BIPOC enrollment in training programs for high-growth, high-wage employment sectors.</li> <li>• Provide job training organizations with supplemental funding supporting transportation, childcare and educational stipends (items not always included in WIOA-funded training programs).</li> <li>• Invest in efforts to remove barriers to post-secondary degree completion for BIPOC students, including access to emergency stipends, childcare, transportation, and grants to cover gaps in financial aid.</li> </ul>
 <p data-bbox="139 1465 358 1556">COMMUNITY MOBILIZATION AND ENGAGEMENT</p>	<ul data-bbox="464 1318 1398 1434" style="list-style-type: none"> <li>• Convene BIPOC students for a better understanding of barriers to degree completion, credentialing and job attainment.</li> <li>• Engage BIPOC students in designing strategic programs that address these barriers to increase the likelihood of success.</li> </ul>
 <p data-bbox="139 1808 358 1898">COMMUNICATIONS AND AWARENESS BUILDING</p>	<ul data-bbox="464 1675 1308 1703" style="list-style-type: none"> <li>• Document, promote, and advocate for locally-relevant, successful approaches.</li> </ul>

LEVERS	RELATED APPROACHES
 <p>DATA</p>	<ul style="list-style-type: none"> <li>• Create a scorecard that recognizes corporate and nonprofit partners (including vendors and donors) and whose leadership team reflects the community where it operates.</li> <li>• Use scorecard data in the decision-making process of agency funding and vendor contracts that recognize corporate donors and employer partners.</li> <li>• Recommend corporate and nonprofit partners use objective analytics in making promotion decisions that reduce biases.</li> <li>• Analytics equitably communicate the criteria, process and expectations for attaining promotion.</li> <li>• Recommend that for-profit and nonprofit partners audit promotion practices, compensation/salary bands and retention strategies to ensure that BIPOC staff have equitable access to in-house advancement.</li> </ul>
 <p>LOCAL CAPACITY BUILDING</p>	<ul style="list-style-type: none"> <li>• Fund and promote the expansion of career coaching services that promote career development, retention and advancement of BIPOC youth and adults.</li> <li>• Fund and promote the development of sector-based training and educational programs specifically designed to achieve career advancement opportunities for BIPOC employees.</li> </ul>
 <p>POLICY AND ADVOCACY</p>	<ul style="list-style-type: none"> <li>• Advocate for programs that receive public funding to collect data disaggregated by race, including apprenticeship and pre-apprenticeship programs.</li> <li>• Encourage the state to invest in organizations with a demonstrated track record of effectiveness in serving BIPOC communities.</li> <li>• Encourage employers to open advancement opportunities to embedded workers that complete education/training programs.</li> <li>• Promote BIPOC participation and leadership in professional networks, labor unions and community organizations.</li> <li>• Encourage these organizations to establish goals with tracking on the degree they are moving toward more inclusive representation.</li> <li>• Encourage employers to sign a pledge committing to increase BIPOC representation in executive leadership, division and upper-level leadership positions.</li> <li>• Set clear goals with merit raises attached to attainment.</li> <li>• Measure success in terms of representation and the level to which an organization adapts norms established for an inclusive culture.</li> <li>• Encourage employers to establish formal mentorship programs tracked by participation of BIPOC employees.</li> <li>• Advocate for states and municipalities to “Ban the Box,” prohibiting public and private employers from asking for criminal history on job application.</li> <li>• Delaying background checks until a job offer is made to a qualified applicant.</li> <li>• Advocate for employers and training providers to set goals that increase BIPOC representation in job readiness programs in high-growth sectors.</li> <li>• Advocate for employers to set goals that increase the hiring of BIPOC.</li> <li>• Recommend for-profit and nonprofit partners recalibrate hiring processes to eliminate bias in recruitment, interviewing, hiring, onboarding, and promotion.</li> <li>• Mitigate the potential for implicit/explicit bias:             <ul style="list-style-type: none"> <li>◦ Eliminate unnecessary educational requirements.</li> <li>◦ List compensation information on job postings in assurance of living wages.</li> <li>◦ Conduct blind reviews of resumes.</li> <li>◦ Standardize candidate interview questions.</li> <li>◦ Sample testing that objectively evaluates the quality of a candidate’s work.</li> </ul> </li> </ul>



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 <p data-bbox="154 1247 354 1360">FUNDRAISING, RESOURCE ALLOCATION AND GRANTMAKING</p>	<ul data-bbox="469 1087 1458 1430" style="list-style-type: none"> <li>• Invest in paid apprenticeship or internship programs that allow trainees to gain work experiences that improve chances at job placement and advancement.</li> <li>• Fund training programs in high-growth, high-wage employment sectors, including programs designed for embedded workers.</li> <li>• Create recognition opportunities for employers who meet equity standards.</li> <li>• Frame potential corporate investments as opportunities to close access and opportunity gaps. This can appeal to companies that are interested in ensuring that they have access to diverse workforce and are able to attract historically underrepresented groups to fill leadership positions. For example, the NBA recently announced a 10-year, \$300 million commitment for grants to foster economic growth and career readiness in Black communities.</li> </ul>
 <p data-bbox="144 1648 363 1730">COMMUNITY MOBILIZATION AND ENGAGEMENT</p>	<ul data-bbox="469 1493 1429 1646" style="list-style-type: none"> <li>• Convene community stakeholders to identify challenges BIPOC workers face in career advancement and use feedback to shape program design.</li> <li>• Convene community members, including residents, students, employees, advocates, business owners and leaders, to host conversations exploring local conditions to identify opportunities to build more equitable cultures and institutions.</li> </ul>
 <p data-bbox="141 1898 367 1976">COMMUNICATIONS AND AWARENESS BUILDING</p>	<ul data-bbox="469 1768 1307 1795" style="list-style-type: none"> <li>• Document, promote and advocate for locally relevant successful approaches.</li> </ul>

