

# WORKFORCE DEVELOPMENT AND SUSTAINABLE COMMUNITIES

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# Financial Opportunity Centers

- ▶ Based on Center for Working Families Model
- ▶ Neighborhood-focused solutions
- ▶ Bundled services
  - Access to public benefits
  - In-depth financial coaching
  - Linkages to workforce development services and programs
  - Services provided or coordinated through a single source

# Lessons Learned

- ▶ **Changing Philosophy**
  - Must be economic development, not social service focused
- ▶ **Understand the role of an intermediary**
  - Depends on goals
  - Can be passive (only funding) or active
  - Convener and/or facilitator
- ▶ **Define the geography early and clearly**
  - Can impact funding decisions

# Lessons Learned

## ▶ Know the Audience

- What are the demographics?
  - Income
  - Education
  - Language
  - Labor market data
- Are there employment centers or corridors?
  - Where will people work, how will they get there?

# Lessons Learned

- ▶ Employer Engagement is critical
  - It's not about job development anymore
  - Identify growth sectors, existing initiatives
  - Dual customer approach
  - Are there opportunities for job creation and entrepreneurship?

# Lessons Learned

- ▶ Partnerships and Collaboration
  - Who are the other key players in the community?
  - Overcome turf and trust issues
  - Avoid the NIH syndrome
  - What resources are available?
  - Mind the gap!
  - Define individual roles. Hit the sweet spot
  - Develop a shared vision

# Lessons Learned

- ▶ What about the public workforce system?
  - The Workforce system can be hard to navigate
  - The Workforce Investments Boards can provide data and resources

# Lessons Learned

- ▶ **Build Staff Capacity**
  - For many workforce development is an unknown world
  - Build capacity across organizations in the community

# Links

- ▶ <http://nfwsolutions.org>
- ▶ <http://www.lisc.org/section/ourwork/national/family/foc>
- ▶ <http://www.lisc.org/section/ourwork/sc>
- ▶ <http://liveunited.org/>
- ▶ <http://www.insightcced.org/index.php?page=nnsp>
- ▶ <http://www.seedco.org/>

# Questions?

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