

Partners in Diversity Workforce Diversity Project Community Meeting: Moving into Action

April 28, 2016



Top Five Challenges

1. Finding Pathways to Professional and Updated Skills

- Lacking paper transcripts of education
- Foreign education and work experience not valued
- Gaps in employment history due to refugee process, personal issues, incarceration
- Not knowing workforce expectations, what skills are needed to move up

2. Finding Local Job Market Opportunities

- Lack of a driver's license
- Not knowing where to look for jobs outside of friends and family
- Overreliance on community organizations for help
- Professional networking needed to establish connections

3. Lack of Awareness of Existing Services and Resources

- Workforce training
- Community college workforce preparation
- Access to affordable childcare
- Resume/Interview training
- English Language classes at community colleges or employers onsite

4. Cultural Awareness and Understanding

- Workers' rights and self-advocacy
- Self-presentation, body language, communication styles
- Skills to establish rapport
- Workforce expectations

5. Language Difficulties

- ESL class opportunities and materials
- Opportunities to interact with Native English speakers
- Vocation-specific vocabulary