



WHO TAKES THIS JOURNEY?

She has:

- Strong cultural ties to community
- Education and career paths with many twists and turns
- Moved in and out of DC
- A wide spectrum of age, career, or education phases



WHAT DOES SHE FACE?

Barriers to:

- Accessing workforce development
- Supportive interventions across spectrum of life, educational, and career phases
 - Ex. caregiver status, poverty, trauma, mental health, pregnancy, etc.
- Obtaining & maintaining employment



HOW DOES SHE OVERCOME?

Train and equip staff to provide support to address gaps/barriers:

- Referrals to opportunities
- Free trainings
- Socioemotional engagement
- Simplified daycare vouchers process
- Direct cash assistance, fare cards, etc.



WHAT CAN SHE ACHIEVE?

With completion of the program, she achieved:

- Personal satisfaction
- Accomplishment
- Promotion potential
- Training
- Family-sustaining wages
- Flexibility
- Liberation



When I got out of high school, I just knew I was a mom and was like, 'What do I do?' Through the WFD program, I got the job at the hospital.

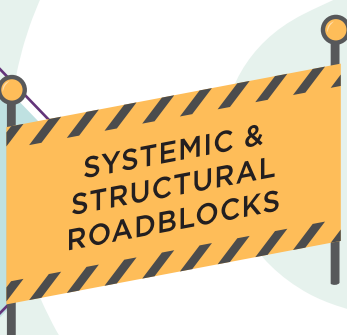
I didn't have a degree or enough work experience, but training opened a door to find work in the field I wanted.



Given our understanding of workforce development experiences, we know these journeys don't happen by chance.

The following roadblocks contribute to the conditions in which one's journey takes place.

Potential ways we can improve future workforce development programs are also outlined here based on the knowledge we gained from women with lived experience.



- Housing
- Lack of living wage
- Injury and disability
- Abuse and trauma
- Childcare/medical care
- Institutional racism
- Rising cost of living
- Bureaucracy
- Need for local doctors
- Same unhelpful programs
- WFD as the only way to a good job
- Programs label participants instead of preparing them

WAYS TO IMPROVE

Strategies to address gaps/barriers:

- Participant compensation to combat cycles of poverty
- Promotion of health-care careers as viable career option
- Comprehensive trainings, beyond "professional" dress and resumes
- Direct job placement and wraparound supports post placement
- Training from humans, not computers
- Anti-racism training for training entities
- Comprehensive mental health supports
- One-stop-shop for networking opportunities
- Increased awareness of available supports and accommodations
- Financial literacy
- Trauma-informed training
- Intentional relationships with shelters, work/temp networks, universities
- Community development, co-op, and entrepreneurship programs over classic WFD programs

