

## WORKFORCE DEVELOPMENT PRIORITIES

There are families raising children who work hard and long hours, often for low wages. They want a Homewood where their kids have a safe place to play and grow. They want strong schools and opportunities for their kids. These parents do not have time to come to regular community meetings. In their conversations, they often talk about the other Homewood (the old-timers) who are making decisions that do not include them or represent their needs or interests. The following core themes arose in discussions with community members and stakeholders:

1. A successful plan would set neighborhood organizations up to begin integrated service delivery. All of the necessary resources already exist in the community, but it's now a question of working together.
2. Neighborhood organizations need to begin to get past collaboration and into consolidation through increased trust and transparency.
3. Need employment to stay here and think regionally, not just locally, about jobs.
4. Employment is paramount to under 35 involvement.

While not every detail of the core themes is able to be addressed within this section, the themes above directly influenced the selection of the existing conditions chapter outlined by top priorities.

## QUALITY JOBS

During our engagement process, community members expressed that low-wage jobs do not change a family's trajectory of poverty. In addition, low-wage jobs ensure that most people work multiple jobs, which leaves them with very little time to be present for their children, participate in community meetings, or take time off to complete a workforce development program.

Some people we spoke with expressed that barriers to bringing quality jobs to Homewood are a lack of technical skills and a perception of violence.

### Key questions that influenced recommendations:

- What is a "quality job"?
- Who are quality employers?
- What do people need in order to obtain quality jobs?
- What are barriers that employers face in bringing quality jobs to Homewood?
- How might we address the barriers?
- How does transportation factor into this theme?

## CAREER MENTORSHIP

At the public meeting, "lack of inspiration/role models" was a common theme listed as a barrier faced by young adults in Homewood. Being exposed to a variety of realities increases one's life choices. The Mission of this comprehensive plan is to incorporate the Nguzo Saba (Seven Principles) to craft strategies to transform Homewood. The third principle is Ujima (Collective Work and Responsibility), and is particularly relevant for this theme. There are a variety of programs in the community, in Pittsburgh, and in the nation who take on the responsibility of providing mentorship to youth and young adults. What will work best to continue this work in Homewood?

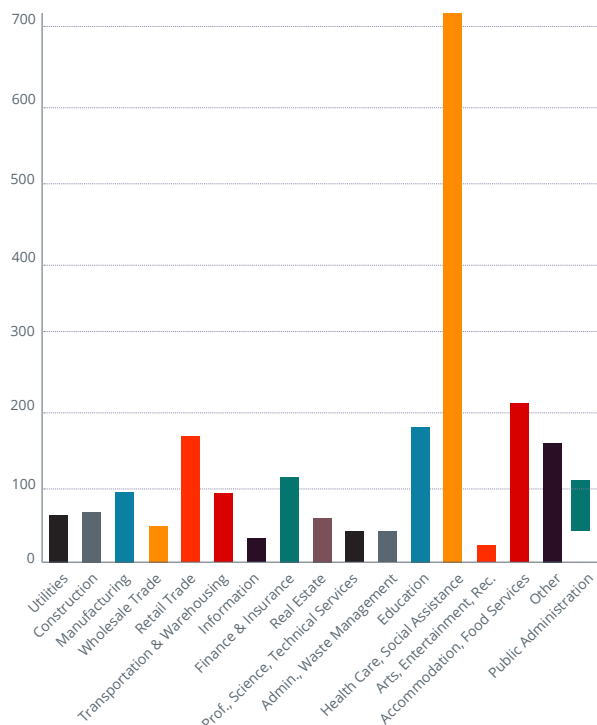
### Key questions that influenced recommendations:

- Who are community and citywide role models?
- Are they invested in the future of Homewood?
- How can those role models connect more with Homewood residents and programs?
- What kinds of career paths do young adults need to be aware of, and who can provide these opportunities?

Figure 3.63

**WHAT DO PEOPLE WHO LIVE IN HOMEWOOD DO?**

Source: LEHD-Jobs in Homewood, ACS 2011, Homewood Employed

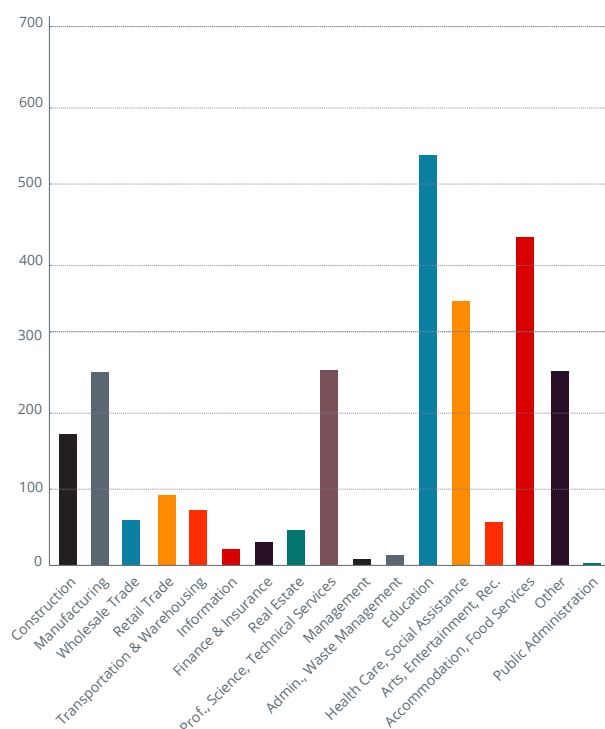


**49%**  
of women living in  
Homewood work in health  
care and social services

Figure 3.64

**WHAT DO PEOPLE WHO WORK IN HOMEWOOD DO?**

Source: LEHD-Jobs in Homewood, ACS 2011, Homewood Employed



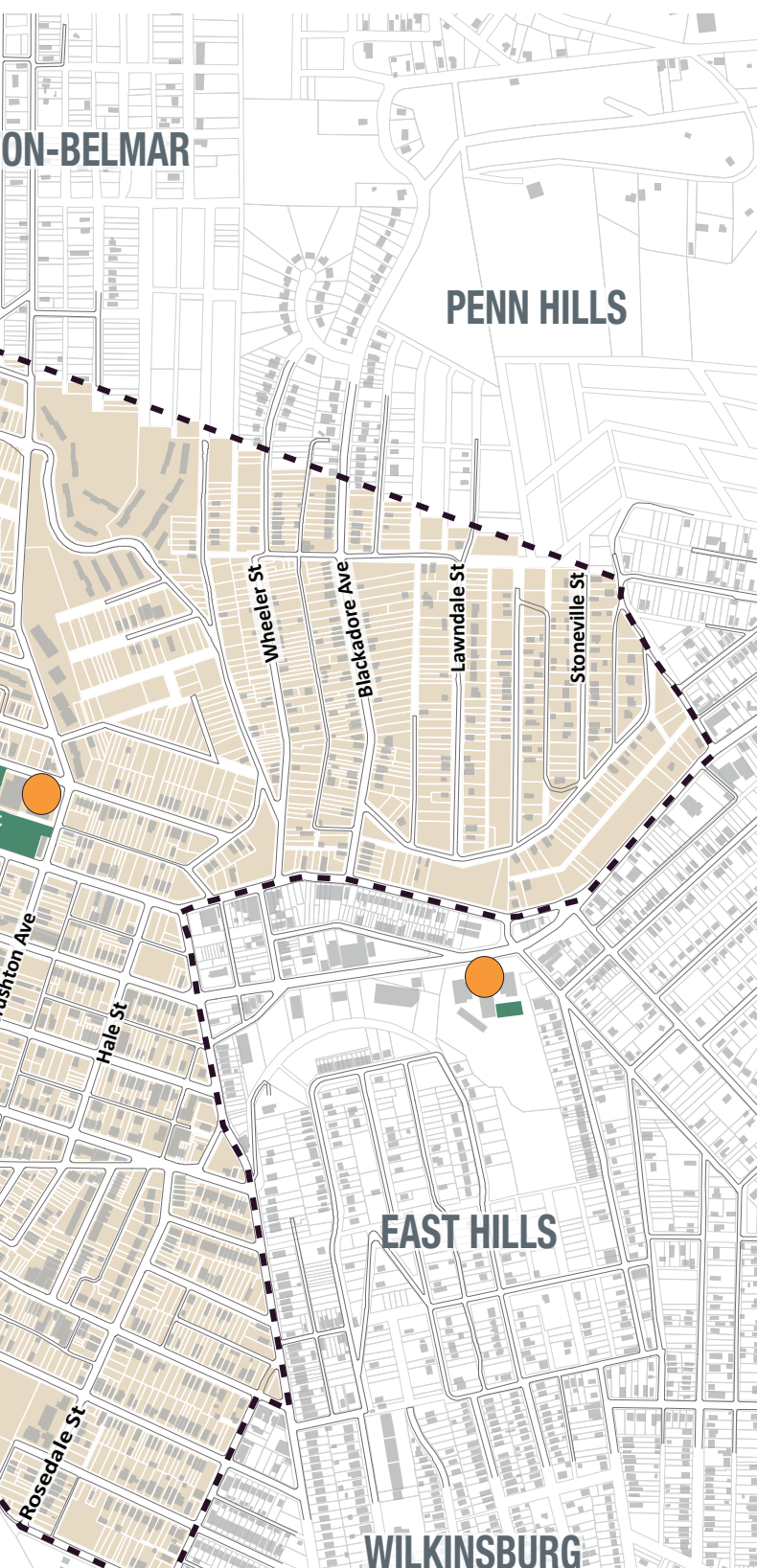
**20%**  
of people who work  
in Homewood work in  
education

Figure 3.65  
**LARGE EMPLOYERS AND TECHNICAL TRAINING PROGRAMS**

Source: City of Pittsburgh GIS







## CONNECTION BETWEEN PROGRAMS AND EMPLOYERS

While there are multiple opportunities and programs for workforce development, the perception is that they are not operating at their full capacity or they are not providing the expected results. Many people believe this is heightened by a lack of connection. If educational institutions are connected to the community, ideally, they would provide a pipeline to employers who pay a living wage.

A commonly expressed perception about Community College of Allegheny County Homewood Branch is that “nobody knows about it.” Improving their connection to the community is an investment in long term career stability. There are additional organizations preparing youth for employment. Some groups have expressed that while “soft skills” are important, larger employers want to see certificates or some type of degree to prove “hard skills.” A streamlined connection between educational institutions, job readiness programs, and large employers will allow the community to better utilize federal dollars instead of competing with each other for funds.

### Key questions that influenced recommendations:

- Who is currently doing workforce development programming?
- How much are they utilized?
- What is their organizational capacity?
- How can groups better consolidate or partner to track outcomes?
- How can workforce development leaders connect to employers?
- How can institutions such as PITT be helpful in a meaningful way?

- Project Boundary
- Green Space
- Vocational Training
- Large Employer
- 🚌 Public Transit



0.2 mile