

Familyhood
Statewide Training

Career Pathways as a Poverty Solution:

A Holistic Approach for Families & Communities



Introductions

Crystal Buggs

Work Ready Oklahoma

Lee Copeland

Greater Oklahoma City Chamber of
Commerce

Audience Survey

Which best describes your role or the type of program, service or organization you represent today?

- A. Family-Strengthening
(e.g., parenting, healthy relationship skills)
- B. Safety-Net Services
(e.g., SNAP, TANF, SoonerCare)
- C. Employment / Workforce
- D. Education or Training Institution
- E. Other

Word Cloud Generator

What comes to mind when you hear or see the following words?

**FAMILY
STABILITY**

**FAMILY SELF-
SUFFICIENCY**

Word Cloud Generator

What comes to mind when you hear or see the following words?

**ECONOMIC
STABILITY**

**ECONOMIC SELF-
SUFFICIENCY**



**What similarities did you notice
between those two word clouds?**

Differences?

Economic Mobility & Career Pathways

Crystal Buggs, Work Ready Oklahoma



Economic Mobility

- A person moving from where they are to where they want to be
- Measures changes in economic status over time
- For families, this looks like long-term financial stability and the ability to move up the socioeconomic ladder across generations

Career Pathways



**Structured
Approach**



**Aligned with
Industry
Needs**



**Range of
Entry Points**



**Clear Avenues
for
Progression**



Holistic Approach

- Address common barriers to upward mobility
- Move beyond safety net to sustainable financial stability
- Equip and empower families beyond individual programs
- Pursue generational impacts
- Integrated services are key — a system exists and you are part of it!

What the Experts Have to Say

“Middle-skill jobs, which require education beyond high school but less than a four-year degree, are crucial for advancing economic mobility.”

Georgetown University Center on Education and the Workforce

“Children in households with stable, higher income levels tend to perform better in school, have better health outcomes, and are more likely to achieve upward economic mobility themselves.”

The Economic Policy Institute

Potential Impacts of Career Pathways

Economic mobility through career advancement is sustainable

Financial stability for parents means better opportunities for children

Access to good jobs strengthens local economies, increases tax revenues, and reduces reliance on social services



Program Journey vs. Participant Journey

- Often process driven
 - Expected outcomes
 - Clear scope
 - Funding restrictions
- Driven by personalized plan
 - Attainable goals
 - Improving income is priority
 - Resources connected to plan

Words Matter

**“We are here
to help ... but ...”**

**“We are here
to help ... and ...”**

The Critical Path

- Must look beyond individual programs to increase economic mobility
- Family and economic stability are linked to income
- Access to quality employment with opportunity for career progression means sustainable income growth
- An integrated approach requires a unified system

Impacting Systems for Collective Success

Lee Copeland, Greater Oklahoma City
Chamber of Commerce



**Have you ever
felt stuck?
Disempowered?**

www.playspent.org

Understanding Employment by the Numbers



Unemployment rate



**Labor force
participation/
nonparticipation**



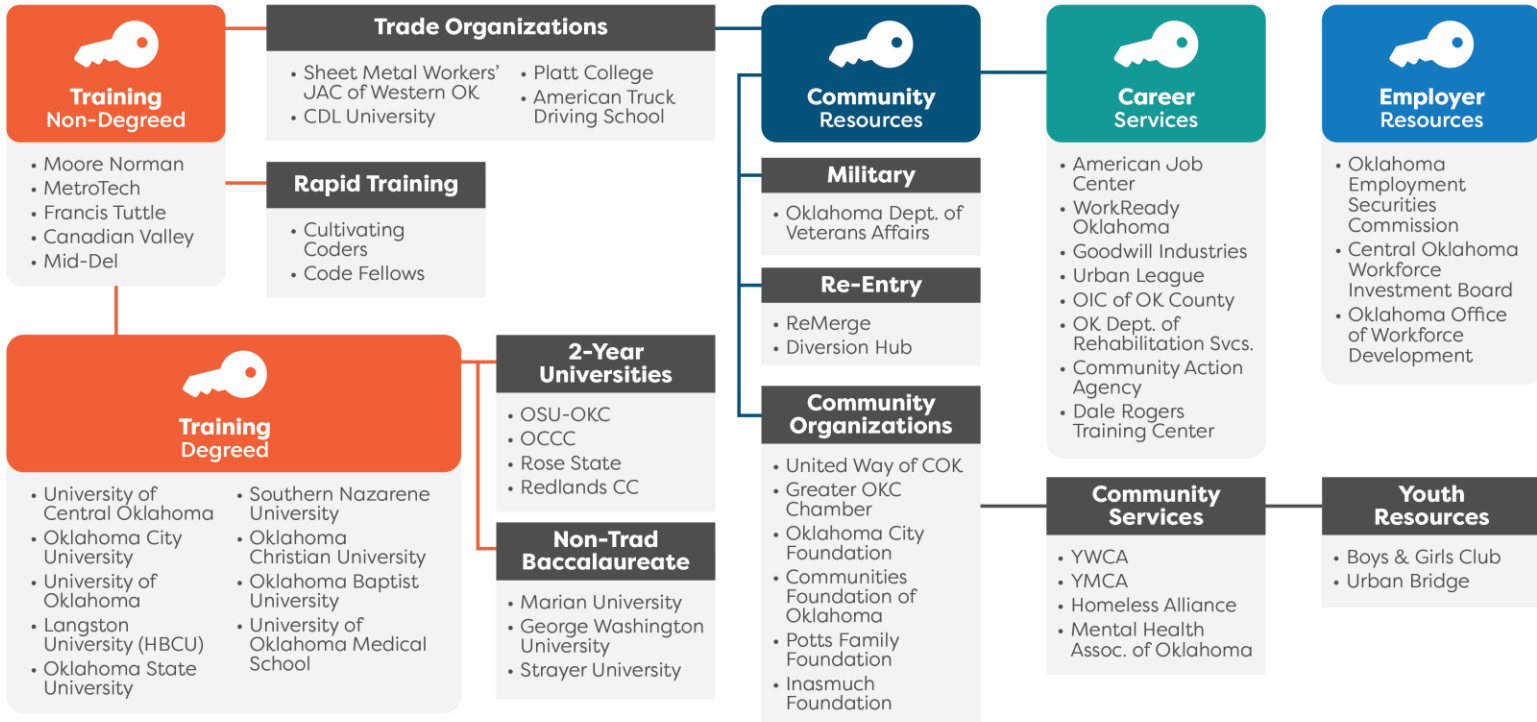
Available jobs



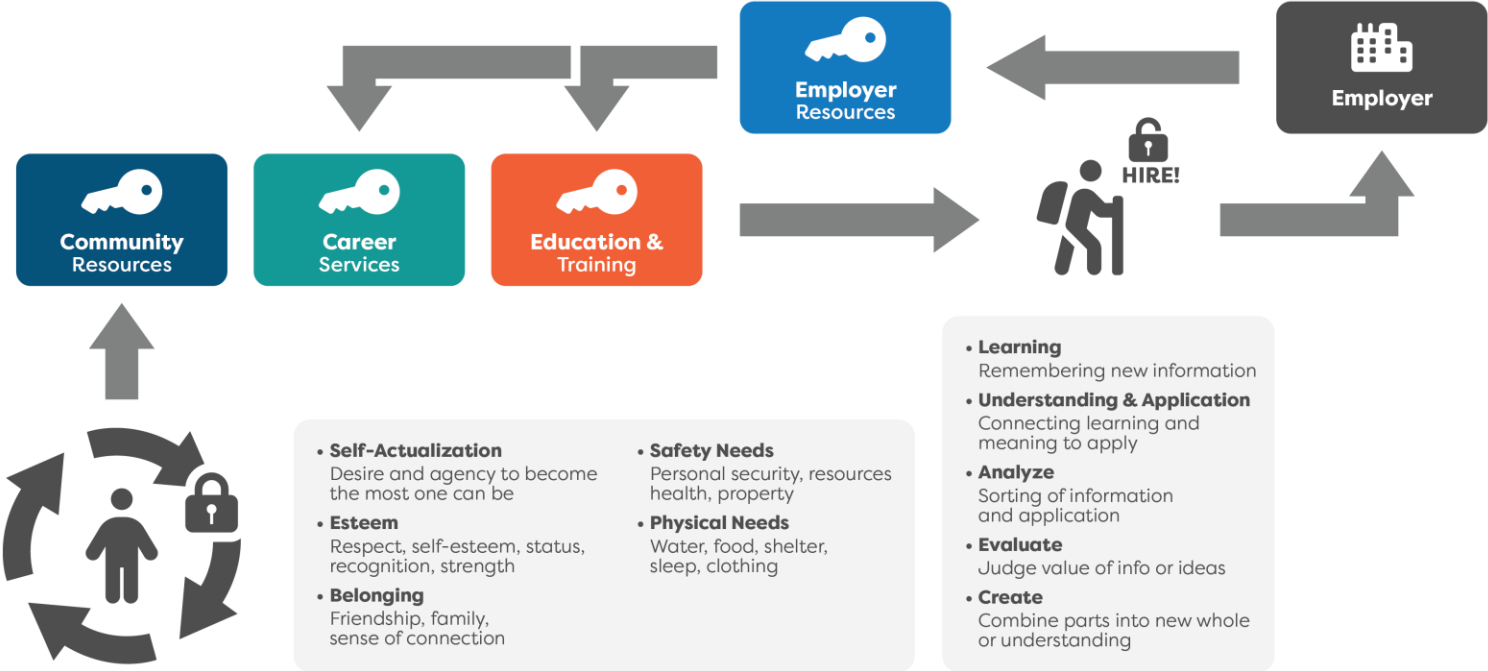
Economic & Career Empowerment

- How do we unlock the opportunity for sustainable, passionate employment?
- What does collective success look like?
- What is our benchmark for having a good system?

OKC System

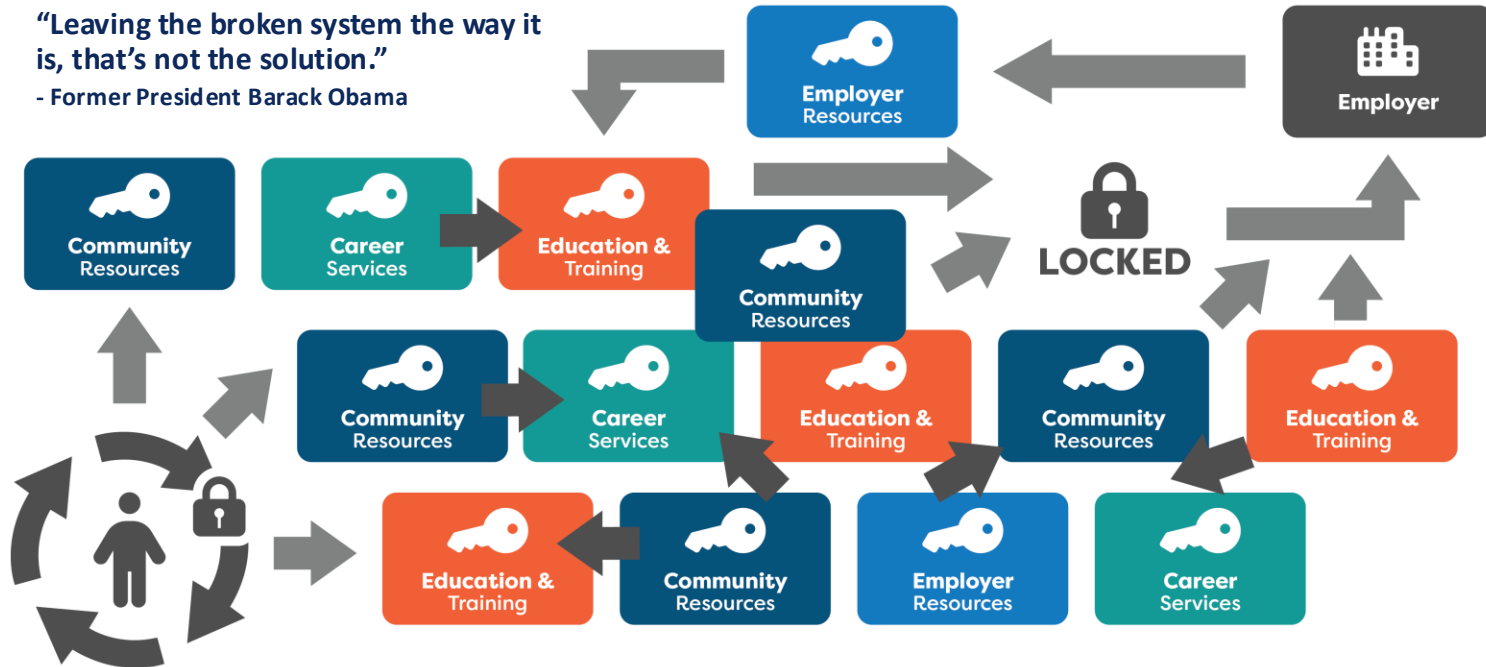


Change Requires a System Reset



We Need to Change the Flow

“Leaving the broken system the way it is, that’s not the solution.”
- Former President Barack Obama





CBOs & Programs as Talent Acquisition Champions

- Identify clients/raw talent
- Meet primary needs
- Wraparound services
- Gateway to skill training
- Unified voice for talent advocacy

Aligned Training Partners



Industry
validated skills



Compressed
training journey



Focused on
training for
employment



People-focused,
with end-user
in mind

Engaged United Partners:

- Clarity around critical job skills
- Transparency around pre/post-employment “knockouts”
- Intentionality around justice-involvement
- Trust/engagement with advocates
- Mitigation of pre/post employment barriers

Strategic Steps for Systems

Advocates for Hidden Talent

- Connect with partners that advocate
- Uncover hidden barriers
- Be intentional and transparent
- Empower hiring managers

Advocates Retention Factors

- Educate managers on poverty
- Child care solutions
- Transportation
- Access to benefits
- Mental health

So, What's Next?

Small Steps



Familyhood

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