



ADDRESSING THE NEEDS OF VULNERABLE WORKERS AND WORKFORCE DEVELOPMENT SYSTEMS

Worker Needs	Traditional Supports	System Challenges	D4AD solution
Basic Needs (Transportation, childcare, food and housing security, living wages, etc.)	<ul style="list-style-type: none"> • Social service safety net 	<ul style="list-style-type: none"> • System overload and limited capacity to meet growing needs • Fragmented, bureaucratic programs across public agencies • Stigma about receiving public services • Cultural barriers • Restrictions on who can receive benefits • Disenfranchised workers distrustful of government 	<ul style="list-style-type: none"> • Consolidates services and streamlines information • Puts information and tools to access services in one place • Introduces vulnerable workers to career pathways to careers that pay family-sustaining wages • Counseling helps address stigma
Building Blocks to Careers (Education, job readiness, training, and credentialing)	<ul style="list-style-type: none"> • Job readiness training/ skills development • Educational opportunities to gain skills, certification 	<ul style="list-style-type: none"> • Cost of training and education • Logistics • Need for immediate employment • Negative attitudes towards training and dead-end jobs 	<ul style="list-style-type: none"> • Supports long-term focus on skills, credentialing, careers • Addresses job readiness and skill development • Builds motivation by aligning personal aspirations and skills with real jobs on specific pathways of interest
Data and information	<ul style="list-style-type: none"> • Readily available state databases about jobs, benefits, public services, and higher education • Diagnostic vocational evaluation • Online connections to skill inventories, job search and resume resources, employment records 	<ul style="list-style-type: none"> • Information overload • Data provides limited information about current jobs and requirements • Limited usability • Lack of integration of databases • Confusion about broad array of products/tools available via internet • Concern about privacy of personal information 	<ul style="list-style-type: none"> • Use advanced technologies and tools to provide just-in-time information, personalize job searching • Modernize systems • Consolidate data • Expand access • Data can increase efficiency, success of agencies
Advising and counseling	<ul style="list-style-type: none"> • Public support information • Guidance to help workers to overcome vulnerabilities • Social networking • Career guidance 	<ul style="list-style-type: none"> • Case managers have heavy caseloads • Magnitude of mental health challenges/trauma • Limited capacity of system to meet demand • Reluctance of workers to visit centers • Challenges of chronic unemployment • Cultural barriers 	<ul style="list-style-type: none"> • Provide personal connection and counsel to build aspiration and confidence, match candidates to training, job opportunities, and career pathways
Connection to Employment	<ul style="list-style-type: none"> • Recruitment initiatives with local businesses and industry sectors (interviews, job fairs, recruitment) • Employer trainings on value of hiring vulnerable workers, changing hiring policies 	<ul style="list-style-type: none"> • Reluctance of business to hire • Logistics, transportation • Discriminatory policies 	<ul style="list-style-type: none"> • Ensure more equitable career planning and employment outcomes. • Develop social networks and business connections