

# National Council of La Raza

Working Together to Prepare A  
Latino Workforce

# About NCLR

- Largest national Hispanic civil rights and advocacy organization
- Network of nearly 300 CBOs
- Research, policy analysis and advocacy in wealth building, immigration, education, health, and employment and workforce development.
- Programming and capacity-building assistance to Affiliates

# Workforce Development Goals

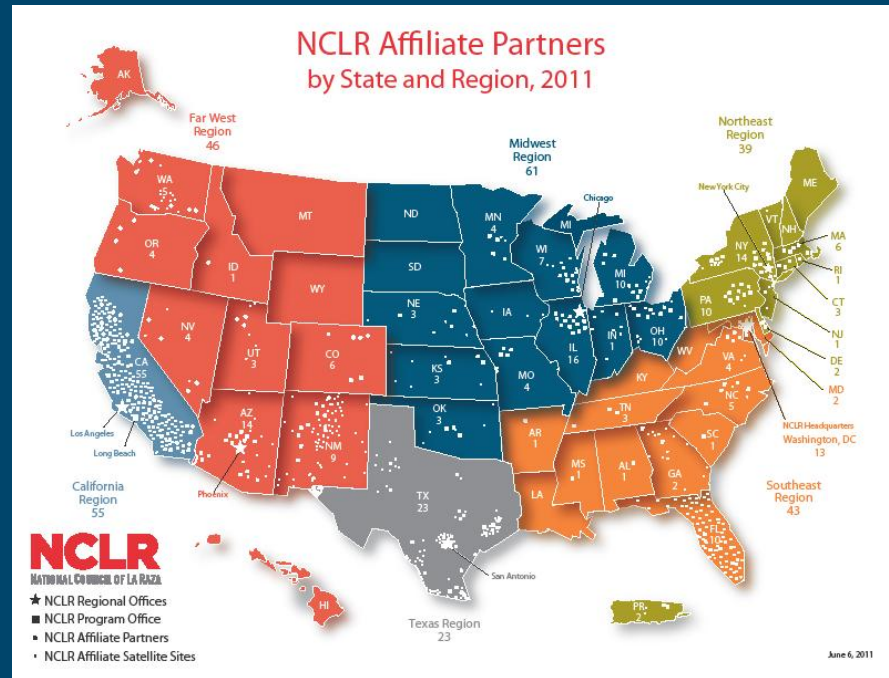
Enable Latino workers to contribute to and benefit from the labor market, targeting:

- Low basic skills and English proficiency
- Vulnerability in the labor market
- Access to training and education
- Improved public systems
- Promote collaboration among diverse stakeholders



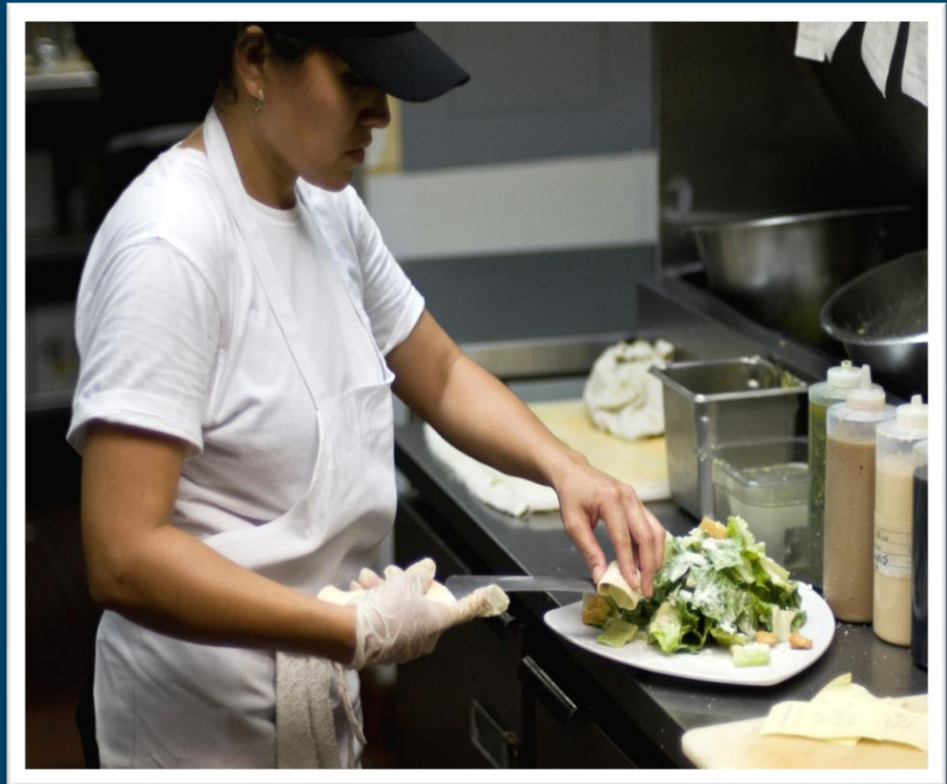
# Affiliate Network

- 150 WFD Affiliates, capacity and expertise varies widely
- Credibility in Latino communities, language and culturally-accessible services, client-centered approach
- Draw on public funding for programs



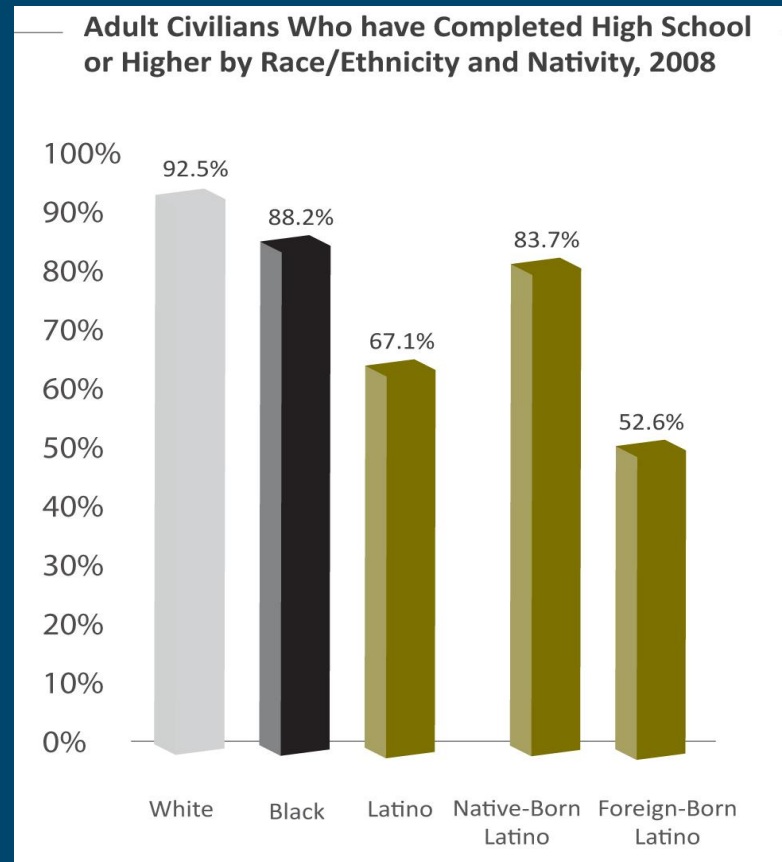
# State of the Latino Workforce

- 22 million Latino workers
- Fastest-growing segment of the labor force: now 15% of U.S. workers
- Relative youth
- High rate of labor market participation



# Education and Skills

- Lower levels of educational attainment, especially for foreign-born
- Only 58% of Latino youth graduate from high school with a regular diploma



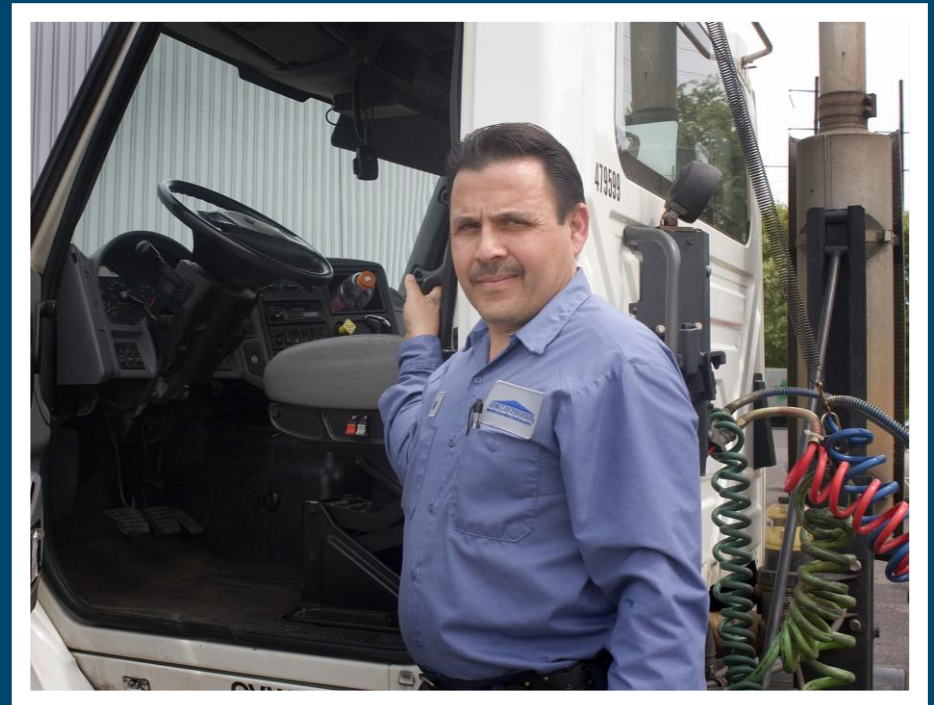
# Experiences in the Labor Market

- Overrepresented in low-wage jobs
- More likely to work in small businesses
- High presence in contingent and nontraditional jobs



# Latinos in the Public Workforce System

- More individuals using the system, limited resources
- Disincentives to serve low-skilled and LEP
- Local innovation targeting underserved communities





# Policy Priorities

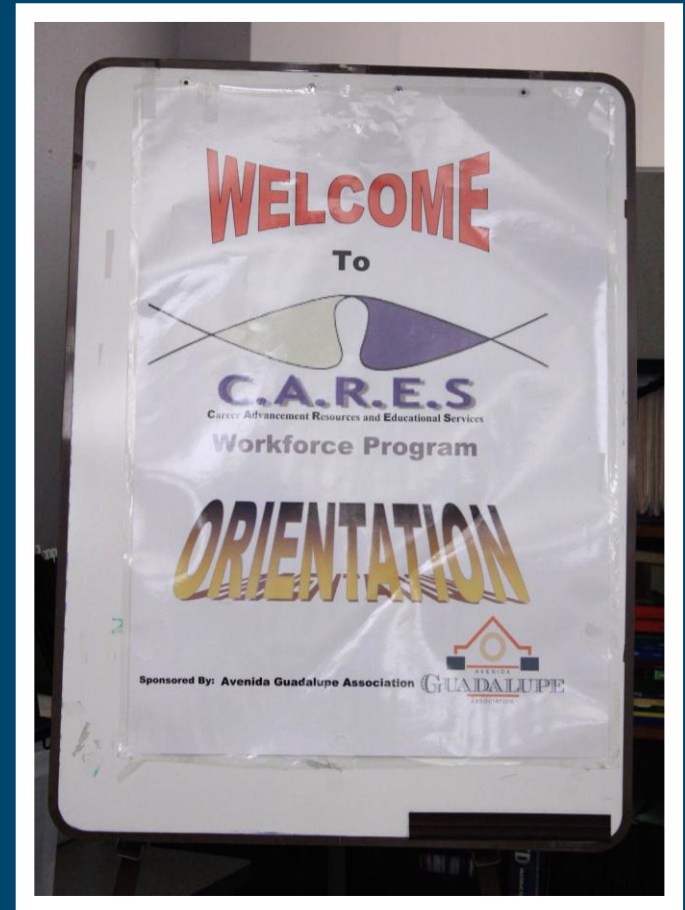
- Access to basic services for LEP and basic skills deficient individuals
- Access to training
- Integration of basic education and workforce development
- Services targeting disconnected youth



# How CBOs can Help

## Outreach and Recruitment

- Avenida Guadalupe Association (San Antonio, TX) – flyers, community groups, meetings at churches, outreach at child care centers, etc.



# How CBOs can Help

## Case Management and Retention

- Friendly House (Phoenix, AZ) – barriers thoroughly assessed, offered intensive case management and supportive services to ensure their success



# How CBOs can Help

## Bridge Programming

- Association House and Instituto (Chicago, IL) – *Carreras En Salud* bilingual health professionals career pathways program in partnership with community colleges



# How CBOs can Help

## Employer Partnerships

- El Barrio (Cleveland, OH) – employers teach classes, review curriculum, conduct mock interviews, offer field trips to offices



Simon Lopez

Senior Director, Workforce and Leadership Development

(312) 269-9250

[slopez@nclr.org](mailto:slopez@nclr.org)

Emma Oppenheim

Associate Director, Workforce Development Policy Initiatives

(212) 584-7327

[eoppenheim@nclr.org](mailto:eoppenheim@nclr.org)