



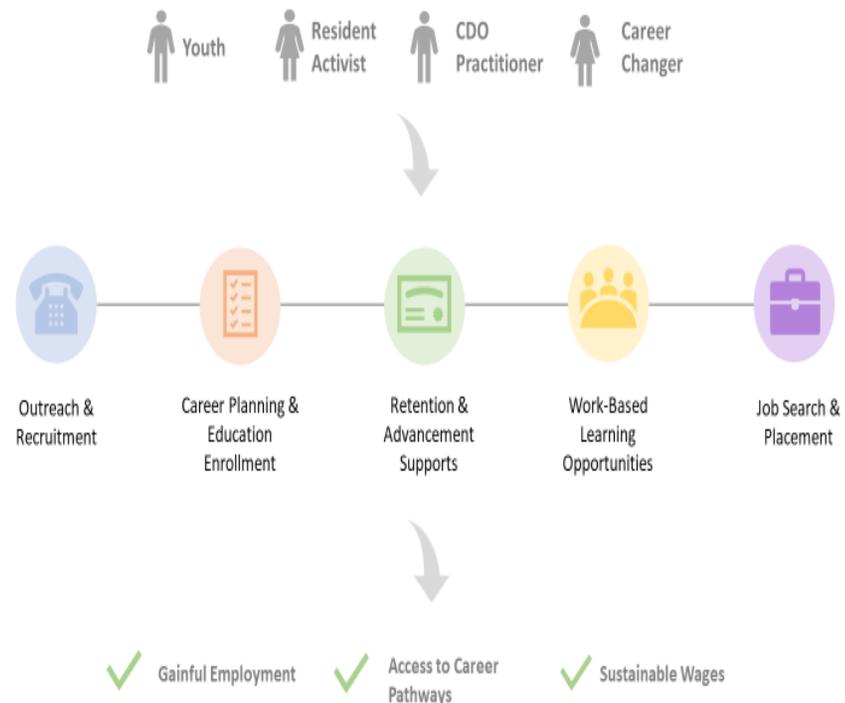
## Building the Engine of Community Development in Detroit Community Development Career Navigation Support System & Resource Inventory

### What is the Career Navigation Support System?

In Phase I and early Phase II of the BECDD project we’ve learned that the field of community development is not one that many people know about or enter intentionally. It is not something school guidance counselors discuss with students, and it isn’t a degree program in a college course catalog that advisors discuss during the admission process. We also learned that few job postings for CDO positions appear on job boards and websites where job seekers might go to find related work. What we have learned from our research through focus groups and practitioner interviews is that candidates come to CDO work through multiple occupations and at various times in their lives. They typically enter the field from four different pathways, so we categorized the pathways not by age or education but rather by where people come from. Depending on where entrants come from, they encounter certain barriers and require resources to stay on a path to meet their career objectives.

From our national and local research, a critical success factor in building an equitable leadership and talent pipeline for community development in Detroit is to establish a system that provides both career and educational pathway navigation support for people who want to enter and advance in the field. This system of supports and services would ultimately help match individuals who aspire to work in the sector, as well as those professionals who currently work in community development and want to take on leadership roles, with the hiring, retention, and leadership development needs of CDO’s and other organizations.

Based on career pathway development work happening nationally in other sectors, there are often several functions that an intermediary organization (like an industry or business association) or a collaborative group of organizations develop to support the development of a talent and leadership pipeline for their field. We have identified the steps in the pathway from entry to employment and then identified resources required to be developed and assets that currently exist to move through barriers. This document captures the critical components of supports/services that need to be part of the system and the current set of assets at the local and state level that could be aligned and leveraged to support the implementation of a community development career navigation system.





## How was this Model Developed?

The following sources informed the development of this asset map for building a Career Navigation System in Detroit:

- College and community college retention studies
- Corporation for a Skilled Workforce national research and work
- Focus group summer of 2017
- Focus groups fall of 2015 (CLP focus groups of 75 organizations)
- Internal college institutional processes documented from CLP and Schoolcraft College program design
- Individual practitioner interviews
- MDRC National Model research from state of New York, Ohio, and now Michigan
- Cody High School program experience
- Workforce development and career pathway federal grant experience and model building
- BECDD Task Force and Kitchen Cabinet focus groups

We also received feedback from different groups about what supports they need to enter, stay, and advance in the field of community development in Detroit. This feedback includes:

- *Youth* – talked with 68 young people including traditional students (high school/GED/college), opportunity youth (ages 18-22), GDYT participants and middle school students who are already engaged with a CDO to learn more about: 1) their awareness of careers in community development and 2) what it would take to interest and support them in entering the field.
- *Resident leaders* – engaged CDAD GRO members to learn more about: 1) their interest in having a career in community development and getting certified in the work they are already doing, 2) the knowledge/experience and training they believe would be necessary to work professionally in community development, and 2) what's stopping them from becoming a paid professional.
- *Career Changers* – working with the Detroit Revitalization Fellows Program to learn more about: 1) their decision to switch careers through DRFP and their experience so far, 2) any barriers they have they encountered getting professional community development work, 3) what additional learning would be most value-add for them, and 4) recommendations for creating a smoother path to a career on community development

## How can the Resource Inventory Be Used?

Further building of a career navigation system model for the community development field in Detroit will best be done with a collaborative group of organizations who want to play a role in creating a talent and leadership pipeline for the field. The list of existing assets can be utilized during 2019 to develop a virtual and/or physical community development career center model to coordinate and provide career navigation supports and services. This asset inventory can support further design work to establish an approach for managing/coordinating the Career Navigation model.



**Resources Available to Support CDO Entrants and Professionals**

CDO Entrants	Outreach & Recruitment	Career Planning & Education Enrollment	Retention & Advancement Supports	Work-Based Learning Opportunities	Job Search & Placement
<p><b>Traditional Student</b>  <b>HS/GED, 18-22 years</b>  <b>Opportunity Youth</b>  <b>Participants in City of Detroit youth employment programs</b>  <b>Dual enrollment students</b></p>	<ul style="list-style-type: none"> <li>• HS Volunteer, leaders, civically engaged</li> <li>• HS Counselors and Principal</li> <li>• Public Allies &amp; AmeriCorps</li> <li>• Neighborhood &amp; CBO recruiting, nominations, recommendations</li> <li>• Scholarships</li> <li>• Cohort model</li> <li>• City of Detroit youth programs</li> <li>• Presentations to high school/college students</li> <li>• Social media, billboards/posters</li> <li>• Led by community members who are in community development, young and/or relatable</li> </ul>	<ul style="list-style-type: none"> <li>• College Success Workshop</li> <li>• 2-year vs. 4-year college</li> <li>• FAFSA Application</li> <li>• College Application &amp; Enrollment prompts</li> <li>• Skill level assessment</li> <li>• Career goal setting &amp; advising</li> <li>• Identification of work-based learning opportunities so that people can potentially earn and learn at the same time</li> <li>• Prior work and learning assessments</li> <li>• Case management</li> </ul>	<ul style="list-style-type: none"> <li>• One-on-one required coaching</li> <li>• Student support groups</li> <li>• Early warning for academic support</li> <li>• Financial support and incentives</li> <li>• Wrap-around services, e.g., housing, transportation, family, child care, healthcare, etc.</li> <li>• Case management</li> <li>• Tutoring</li> </ul>	<ul style="list-style-type: none"> <li>• Internships</li> <li>• Practicum</li> <li>• Apprenticeships</li> <li>• Part-time job</li> <li>• Detroit LISC AmeriCorps/VISTA</li> </ul>	<ul style="list-style-type: none"> <li>• Job fairs</li> <li>• Social media</li> <li>• MNA/Crains NFP Job Board</li> <li>• Job Search and Placement services through DPS, United Way Linked Learning, Detroit at Work, Michigan Works Agencies, Grow Detroit Young Talent (and other youth employment programs), colleges, and neighborhood and community-based organizations</li> </ul>



CDO Entrants	Outreach & Recruitment	Career Planning & Education Enrollment	Retention & Advancement Supports	Work-Based Learning Opportunities	Job Search & Placement
<p><b>Resident Activist (including seniors)</b></p>	<ul style="list-style-type: none"> <li>• Community based organizations</li> <li>• CDAD members</li> <li>• Neighborhood councils/meetings</li> <li>• Faith communities</li> <li>• Community organizers</li> <li>• Detroit public school districts</li> <li>• Parent/teacher meetings and academies</li> <li>• Social media</li> <li>• Places where millennial activists engage</li> <li>• Colleges/universities</li> <li>• Social media</li> <li>• Senior living facilities, recreation centers</li> <li>• Led by community members and/or those relatable</li> </ul>	<ul style="list-style-type: none"> <li>• Career goal setting &amp; advising</li> <li>• Education &amp; Career pathway goals developed</li> <li>• Skill level assessment</li> <li>• Work-based learning assessed</li> <li>• Enrollment in workshops, college credit/non-credit, certificate, degree</li> <li>• Involvement in block clubs, neighborhood associations and community development organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Financial Aid/Scholarships</li> <li>• Support Groups</li> <li>• Formal/informal mentorship</li> <li>• Political mentorship, navigation assistance</li> <li>• Career coaching</li> <li>• Mentoring network</li> <li>• Financial support and incentives</li> <li>• Wrap around services e.g., housing, transportation, family, child care, healthcare, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Documentation of work-based learning for college credit</li> <li>• Detroit LISC: AmeriCorps/VISTA</li> <li>• Internship and job matching clearinghouse</li> <li>• Apprenticeships</li> <li>• Fellowships, including transition support</li> <li>• Detroit Revitalization Fellows</li> </ul>	<ul style="list-style-type: none"> <li>• Job fairs</li> <li>• Social media</li> <li>• MNA/Craigslist NFP Job Board</li> <li>• Job Search and Placement services through Detroit at Work, Michigan Works Agencies, colleges, and neighborhood and community-based organizations</li> <li>• CDAD</li> </ul>



CDO Entrants	Outreach & Recruitment	Career Planning & Education Enrollment	Retention & Advancement Supports	Work-Based Learning Opportunities	Job Search & Placement
<p><b>Current CDO/non-profit Practitioner</b></p>	<ul style="list-style-type: none"> <li>• CDO &amp; Non-profit staff &amp; leadership</li> <li>• WorkFountain-type job board</li> <li>• Field based outreach</li> <li>• MSHDA</li> </ul>	<ul style="list-style-type: none"> <li>• Career goal setting &amp; advising</li> <li>• Mid-level skill workshops identified &amp; assessed for fit with career goals</li> <li>• Management workshops, courses, programs, certificates, badges offerings identified</li> <li>• Degree programs assessed for credit &amp; fit with goals</li> <li>• Work-based learning assessed for credit</li> <li>• Financial aid options identified</li> </ul>	<ul style="list-style-type: none"> <li>• Institutional advising</li> <li>• Mentorship established</li> <li>• UM Dearborn Professional Development Workshops</li> <li>• Support groups for current practitioners</li> <li>• Advocacy for better pay and benefits for practitioners</li> </ul>	<ul style="list-style-type: none"> <li>• Projects that stretch at current workplace</li> </ul>	<ul style="list-style-type: none"> <li>• MNA/Craigs NFP Job Board</li> <li>• Job Search and Placement services through Detroit at Work, Michigan Works Agencies, colleges, and neighborhood and community-based organizations</li> <li>• CDAD</li> </ul>



CDO Entrants	Outreach & Recruitment	Career Planning & Education Enrollment	Retention & Advancement Supports	Work-Based Learning Opportunities	Job Search & Placement
<p><b>Allied Occupation - Career Changer (including seniors)</b></p>	<ul style="list-style-type: none"> <li>Professional &amp; social networks</li> <li>Professional organizations</li> <li>MNA/Crain’s job boards</li> <li>WorkFountain-type job board</li> <li>Field based research required</li> <li>Detroit Revitalization Fellows Alumnae Group</li> </ul>	<ul style="list-style-type: none"> <li>Career goals setting</li> <li>Work-based learning assessed for credit &amp; competency transferability</li> <li>Mid-level skill workshops identified &amp; assessed for fit with career goals</li> <li>Management workshops, courses, programs, certificates, badges offerings identified</li> <li>Degree programs assessed for credit &amp; fit with goals</li> </ul>	<ul style="list-style-type: none"> <li>Institutional advising</li> <li>Mentorship established</li> </ul>	<ul style="list-style-type: none"> <li>Detroit Revitalization Fellows</li> <li>Challenge Detroit</li> <li>Detroit LISC: AmeriCorps/VISTA</li> </ul>	<ul style="list-style-type: none"> <li>MNA/Crains NFP Job Board</li> <li>Job Search and Placement services through Detroit at Work, Michigan Works Agencies, colleges, and neighborhood and community-based organizations</li> <li>Detroit Revitalization Fellows, Challenge Detroit</li> <li>CDAD</li> </ul>