

WOMEN OF COLOR ADVANCING PEACE, SECURITY
AND CONFLICT TRANSFORMATION
**ORGANIZATIONS
IN SOLIDARITY**

ENRICHMENT OVER EXTRACTION: A CASE STUDY OF HIRING LOCAL AND LOW-INCOME IN THE DMV

OCTOBER 2023



TABLE OF CONTENTS



About	P.2
Opening Note	P.4
Key Findings and Highlights	P.5
Introduction	P.7
Analyzing Organizations: A Review of DMV Job Training Programs	P.8
Empowering Through Technology	P.9
Empowering Through Education	P.12
Organizations Driving Positive Change	P.13
Enhancing Economic Mobility	P.15
Empowering the LGBTQIA+ Community	P.17
Conclusion	P.18
Suggested Research In the DMV Context	P.19
Appendix	P.20

ABOUT



The Organizations

Women of Color Advancing Peace, Security, and Conflict Transformation (WCAPS) is devoted to serving as a force multiplier for our membership in the peace, security, and conflict transformation field. WCAPS aims to be an incubator for greatness as we provide a platform for our members to engage in dialogue, conduct knowledge sharing activities, participate in mentorship programs, and host initiatives that are salient to changing the global landscape. Our mission is to advance the leadership and professional development of women of color in the fields of international peace, security, and conflict transformation, with the goal to ultimately impact sustainable change. We do this via our working groups, incorporating chapters, and by providing spaces for our members to shift their ideas into initiatives.

WCAPS began in 2017 by Ambassador Bonnie Jenkins with her belief that all people should be treated equally, fairly, and with respect. She put her beliefs into practice when she founded WCAPS as a space for women of color to come together and access resources and community, as well as showcase their expertise in spaces that they created. The central goal of WCAPS is to encourage and support women of color to advance their leadership and professional development and provide avenues for them to find a seat at the table to engage on issues of peace, security and conflict transformation. During the summer of 2020 following the deaths of numerous Black and Brown men and women at the hands of unjust systems , including George Floyd and Breonna Taylor, Amb. Jenkins founded the Organizations in Solidarity initiative (better known as OrgsinSolidarty or OiS).

ABOUT



The creation of the OiS program allowed WCAPS to cultivate connections with a wide network of external partners and create a community of mutual accountability specifically focused on DEIA goals set forth in the [WCAPS United States or United Kingdom Standing Together Against Racism and Discrimination Statements](#). The WCAPS program OiS has grown to more than 300 organizations and individuals who are signatories to the Statements. These partners stand behind OiS' mission to combat racist beliefs, attitudes, and acts of discrimination, and integrate diversity within all levels of their organizations and as individuals in the peace and security, foreign policy and national security fields. We draw attention to the current state of affairs, educate, as well as elevate and support diverse voices and perspectives and the individuals who hold them. This gives due recognition and credit to achievements of Black people and people of color and strives toward a world where all people are treated fairly, equitably, and with respect.

The work of OiS supports the broader mission of WCAPS to create a space for our membership and the signatories of the Statements to come together wherein they can exchange ideas about how to move forward in attaining the goals of equity in the peace and security field. Through collaboration with the OiS Working Groups and OiS Job Board, we are steadily moving towards creating more opportunities for people of color, especially women of color, and our allies to bridge the divides that Amb. Jenkins started WCAPS to cross.

Please connect with us!



Cover designer: [Grace Y. Choi, Ph.D](#)

The publication designer: [Tamera Allen](#)

ABOUT



The Working Group

The core commitment of [OiS' Hiring Local and Low-Income Working Group](#) is to develop processes for hiring individuals from local and low-income communities with the aim to increase the diversity in leadership and core positions by creating resources for employers to actively and accessibly hiring from local and low-income communities.

The Author



Lisa Soroush possesses a wide-ranging professional history, encompassing positions in both the public and nonprofit domains. Her area of expertise centers around violence prevention and peacebuilding, with a particular focus on implementing strategies that are responsive to gender and advocating for reforms in women's rights policies. Lisa's exceptional abilities lie in tackling domestic violations and challenging conventional perceptions of masculinity within security discourse. With her substantial background as a researcher and writer, Lisa effectively demonstrates her proficiency in these domains. She holds a master's degree in Conflict Management and Resolution from the University of San Diego, complemented by a bachelor's degree in political science from California State University, Fullerton.

Gratitude

A special thank you to Maher Akremi, George Wong, Jeff Carter, Tamera Allen, and the OiS Hiring Local and Low-Income Working Group for the support, insights, and commitment invested in this project.

OPENING NOTE



In the vibrant region of the District of Columbia, Maryland, and Virginia (DMV), communities are not only characterized by their rich history and diverse cultures but also by the vast socioeconomic disparities that exist within them. The DMV in some ways houses two communities. One that is of the place, has roots, and connections to the DMV itself, and one that is in the place but is more connected to other parts of the United States and the world rather than the DMV itself.

The peace and security sector in the DMV is largely of this second community. Our organizations exist in the place but generally operate separately from that first community. This has considerable economic implications on the DMV and the need for equitable opportunities for growth and development is more pressing than ever, especially for low-income families who face numerous barriers to economic mobility.

In this context, job training programs have emerged as powerful tools for transforming lives, bridging the opportunity gap, and empowering individuals to build sustainable careers. This paper explores the crucial role of job training programs in servicing communities and low-income families in the DMV region, and the opportunities peace and security organizations based here have to make good on what they own to the people and their place.

The DMV region encompasses a wide range of socioeconomic realities. While certain areas flourish with robust employment opportunities, others face persistent poverty and limited access to quality jobs. For low-income families, breaking the cycle of poverty can be an arduous journey filled with obstacles such as lack of education, skills mismatch, and limited networks. In response to these challenges, job training programs have emerged as a proactive approach to address the multifaceted needs of individuals and communities.

The aim of this case study is to provide a foundation for peace and security organizations in the D.C., Maryland, and Virginia area to engage with local and low-income job seekers through organizations that support them. We envision that organizations who are seeking diverse candidates with a plethora of valuable skill sets to advance their organizations' missions will find this case study of particular relevance and use it as a foundation to intentionally engage in these efforts.

OPENING NOTE



This is not an exhaustive list of organizations and opportunities, but rather a solid launching point for organizations in the peace and security field to assess the organizations that are available to them to support the employment of local and low-income people in an effort to not only diversify their workforce but enrich and give back to the communities they serve, live, and work in.

Key Findings and Highlights

- Organizations like Per Scholas, Year Up, National Fund for Workforce Solutions, SkillsUSA, and Byte Back play a crucial role in bridging the digital divide and empowering underserved individuals in the DMV region by providing access to developing technical and professional skills, connecting individuals with job opportunities, and fostering partnerships with employers.
- Educational institutions, including Community College of the District of Columbia, Division of Workforce Development and Lifelong Learning, Carlos Rosario International Public Charter School, Montgomery College, Northern Virginia Community College, and Prince George's Community College, empower low-income communities through accessible education and tailored training programs.
- Policy-focused organizations like the DC Appleseed Center for Law and Justice, National Urban League, Greater Washington Partnership, and Latin American Youth Center drive positive change and advocate for social issues in the DMV region.
- Federally funded organizations such as AmeriCorps, Job Corps, Seedco West Baltimore Career Pathways, and Hire Local DC Coalition work in partnership with local organizations and government agencies to tackle community challenges, deliver essential services, and create sustainable avenues towards economic independence. Through these collaborative initiatives, individuals receive education, job training, placement support, and various other services that boost community prosperity and empower individuals to overcome barriers on their journey towards employment success.
- The DC Center for the LGBT Community leads the way in offering job training and employment services in Washington, D.C., promoting inclusivity and equal opportunities for LGBTQIA+ individuals.

INTRODUCTION



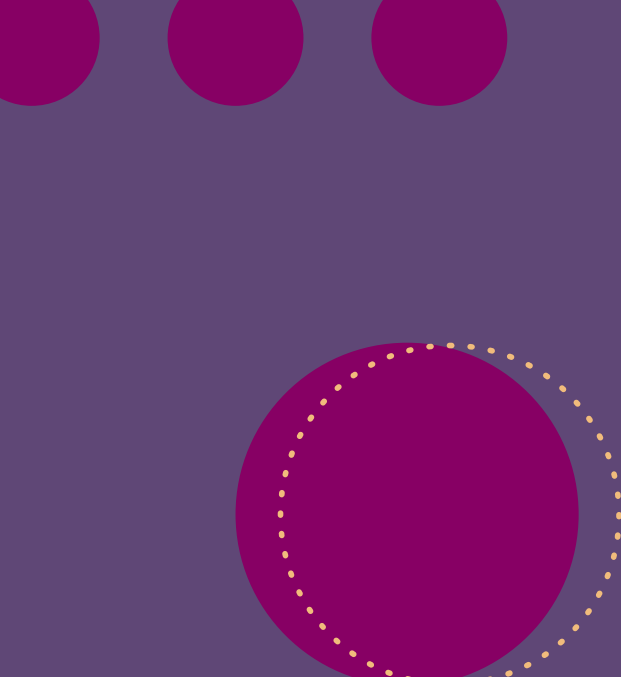
INTRODUCTION



This research initiative embarks on a comprehensive analysis of job program assistance services in the DMV region (Washington, D.C., Maryland, and Virginia), with the primary objective of enhancing employment services for local communities and individuals with low incomes. Our study encompasses a diverse range of entities, including non-profit organizations, educational institutions, federal initiatives, government policies, and LGBTQIA+ job programs. By delving into the landscape of workforce development and supportive services, we aim to gain a deeper understanding of the initiatives provided by each organization.

Through careful investigation, we explore the organizations actively engaged in workforce development and supportive services in the DMV region. Our primary focus was to acquire an in-depth comprehension of the support mechanisms offered by these entities. The findings of this study shed light on the positive influence of organizations in the DMV area that offer employment and training services to individuals with low incomes. Further, our research highlights the importance of expanding the positive impacts of job programs and identifying areas that require further research and intervention to bridge existing gaps.

Organizations that leverage the insights gained from this research will be enabled to evaluate the alignment of their support services with the expectations of stakeholders in the DMV area. By critically assessing their existing programs, they can explore potential avenues for improvement and address the specific needs of individuals while remaining true to their organizational mission. The significance of this research lies not only in recognizing the positive contributions made by job programs, but also in driving the relentless pursuit of enhancing and optimizing these services to uplift the lives of those in the DMV community.



ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



This review highlights the significant impact of job training programs in empowering communities and low-income families. By equipping them with essential skills and knowledge, these programs play a vital role in helping individuals secure stable employment and break the cycle of poverty. In the DMV region (District of Columbia, Maryland, and Virginia), several initiatives have been established to address the unique challenges faced by community members and families in need. These initiatives not only provide practical skills but also instill a sense of self-confidence and a hopeful outlook for a better future.

Empowering Through Technology

In today's increasingly tech-driven world, access to education, training, and job opportunities is crucial for success and upward mobility. However, low-income communities often face significant obstacles in fully engaging with the digital economy. Non-profit organizations play a vital role in bridging this gap and empowering individuals from these communities. This review explores the impactful work of five organizations—Per Scholas, Year Up, National Fund for Workforce Solutions, SkillsUSA, Urban Ed, and Byte Back—who are dedicated to equipping underserved individuals with the necessary skills and resources to thrive in the digital age. By working to reduce the socio-economic divide, these non-profits are making a meaningful difference in the lives of individuals in DMV communities.

1

Per Scholas provides free tech training and job support to low-income individuals, helping them succeed and getting jobs in the tech industry. They offer intensive programs in software engineering, cybersecurity, IT support, and data engineering, preparing students for entry-level positions. Per Scholas assists with job placement, connecting graduates with employers and providing ongoing support, including resume building and interview preparation. They prioritize individuals facing employment barriers, such as those from low-income backgrounds and marginalized communities. Through free training and job assistance, Per Scholas aims to promote economic mobility and bridge the industry's diversity and skills gap.

ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



2

Year Up, a non-profit organization, provides job training programs specifically designed for young adults between the ages of 18 and 24. With a strong emphasis on high-demand sectors such as banking, cybersecurity, data analytics, and helpdesk/desktop support. Year Up also provides support services such as mentorship and job placement assistance to ensure a successful transition into sustainable careers. Their goal is to empower young adults, bridge the opportunity divide, and create pathways to economic mobility. Year Up provides a holistic combination of classroom education and practical learning opportunities through internships with corporate partners.

3

The National Fund for Workforce Solutions in Washington, D.C. aims to create a fair future where workers, employers, and communities thrive. This collaborative effort, led by the Community Foundation for the National Capital Region, brings together local foundations, philanthropists, and businesses in Metropolitan Washington. They work together to provide opportunities for individuals to reach their full potential, find stable employment, and contribute to the region's economic prosperity. By pooling their resources, they fund promising workforce development projects in the DC/MD/VA area. They also hold regular meetings to share information, discuss labor market conditions, address development needs, and foster mutual learning.

4

SkillsUSA is dedicated to meeting the needs of middle school, high school, and college/postsecondary students pursuing careers in trade, technical, and skilled service occupations. Their diverse array of training and skill development opportunities aims to equip ambitious individuals with the essential expertise needed to excel in the skilled workforce. SkillsUSA provides hands-on experiences, competitions, and leadership development, empowering individuals to succeed in their chosen fields.

ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



5

Urban Ed actively embodies this dedication by focusing on delivering education, information, and skill-building opportunities to economically disadvantaged youth between the ages of 15 and 23. Urban Ed provides free comprehensive training in cutting-edge technology and professional abilities, including the highly sought-after A+ certification in computer technology. With the support and motivation from devoted mentors, young individuals are encouraged to appreciate the significance of education while nurturing their technical and business proficiencies.

6

Byte Back is a respected organization in Washington, D.C. that empowers low-income communities through technology training and career support. They offer comprehensive computer skills courses and IT certifications to equip individuals with the knowledge needed to thrive in the digital world. Their courses cater to learners of all levels, covering topics like computer basics, software applications, coding, web development, and networking. Byte Back's certifications hold value in the job market, showcasing proficiency in specific technology domains. They partner with leading certification providers and provide career coaching services to help participants pursue employment. By addressing the digital divide and creating economic opportunities, Byte Back fosters inclusive growth in the region.



ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



Empowering Through Education

In the DMV area, several educational institutions support communities including the low-income individuals by providing accessible education and employment opportunities. These institutions include the Community College of the District of Columbia (CCDC), Workforce Development and Lifelong Learning (WDLL) at the University of the District of Columbia (UDC), Carlos Rosario International Public Charter School, Montgomery College, Northern Virginia Community College (NOVA), and Prince George's Community College (PGCC). These institutions offer vocational training, certifications, and unwavering support to help individuals thrive in high-demand industries. These institutions empower job seekers to overcome adversity and achieve their goals, creating a symphony of empowerment that amplifies their dreams.

1

CCDC and WDLL, two vocational training and workforce development institutions, are dedicated to empowering individuals by focusing on practical skills. They specialize in offering comprehensive programs that cater to the growing demands of industries such as construction, healthcare, and information technology. The primary goal of CCDC and WDLL is to equip low-income individuals with the necessary expertise to improve their employability prospects. To achieve this, they actively collaborate with local employers to design curriculum that aligns with industry requirements. This ensures that students acquire relevant skills that are in high demand in the job market.

2

The Carlos Rosario International Public Charter School is an institution that focuses on empowering adult immigrant communities. Through tailored education and job training programs, the school equips English language learners with entry-level certifications in high-demand sectors. Internships, education advising, and employability skills coaching are provided to support economic mobility and integration into the workforce.

ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



3

Montgomery College, NOVA, and PGCC are renowned educational institutions that offer comprehensive workforce development programs, aimed at assisting individuals in advancing their careers. These institutions provide accessible classes, continuing education, and professional development training to upgrade workplace skills. Moreover, PGCC stands out for its commitment to financial assistance programs, ensuring that low-income students have access to the necessary education and job training opportunities.

Organizations Driving Positive Change

Washington, D.C. houses policy-focused organizations that strive for positive change for local and low-income communities. Among them are the DC Appleseed Center for Law and Justice, National Urban League, Greater Washington Partnership, and Latin American Youth Center (LAYC). Through advocacy, engaging stakeholders, and providing direct services, these organizations work towards enhancing the lives of local residents, boosting the economy, fostering sustainable development, and offering comprehensive support to a diverse range of youth.

1

The DC Appleseed Center for Law and Justice focuses on job training and employment policies to improve access to quality jobs and skills for residents. They collaborate with employers to identify job qualifications, bridging the gap between job seekers and employer requirements, especially for low-income individuals. Their advocacy and policy recommendations aim to promote job growth, skill development, and equitable access to employment in DC. By aligning workforce training with employer needs, they help residents become competitive in the job market.

ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



2

The National Urban League strives for economic empowerment and social equality for African-Americans and underserved communities. They promote equality through policies and create opportunities for all. With initiatives in education, job training, housing, community development, and workforce advancement, they provide services and influence policies for positive change. With 90 affiliates in 300 communities, they impact over two million individuals nationwide. Their 2025 goal is to ensure that every American has access to well-paying jobs and good benefits.

3

The Greater Washington Partnership is a nonprofit alliance of influential cross-sector employers in Maryland, Virginia, and Washington, D.C. They use policy advocacy and collaboration to address social inequalities and promote sustainable development in the region. By focusing on transportation, education, workforce development, and innovation, they aim to create positive change and improve job and employment opportunities. The partnership collaborates with CEOs from major companies to identify and prioritize these areas for action. Their goal is to champion economic growth and inclusive prosperity, making the region the best place to live, work, and build a business from Baltimore to Richmond.

4

The Latin American Youth Center (LAYC) supports diverse youth with tailored programs, safe spaces, academic aid, job readiness, housing, and health services. They advocate for youth policies, addressing challenges like homelessness, teen parenthood, and mental health. LAYC empowers youth through individualized support, mentoring, and policy changes. Their focus is on low-income youth aged 11-24, fostering their success and well-being.

ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



Enhancing Economic Mobility

Organizations like AmeriCorps, Job Corps, Seedco's West Baltimore Career Pathways Collaborative, and Hire Local D.C. support low-income communities through job coaching, education, free vocational training, and collaborations. They empower individuals with skills, resources, and employment opportunities, helping break the cycle of poverty and fostering successful careers. These organizations contribute to long-term socioeconomic progress in low-income communities by addressing poverty and establishing sustainable pathways to economic independence.

1

AmeriCorps is the federal agency that offers a range of services in the DMV area to address poverty, education, and workforce development. Their members serve as job coaches, assisting individuals by providing resume support, interview preparation, and career exploration. They conduct one-on-one coaching and group workshops to equip individuals with the necessary skills for success in the workforce. AmeriCorps also collaborates with local organizations, placing members within nonprofits, government agencies, and educational institutions to amplify their impact and leverage existing resources. Through these efforts, AmeriCorps aims to empower individuals, enhance employability, and foster sustainable employment opportunities.

2

Job Corps is a program offered by the U.S. Department of Labor specifically in Washington DC. It aims to assist young individuals between the ages of 16 and 24 in improving their lives and achieving independence through education and vocational training. This cost-free initiative provides valuable skills, high school diploma or GED, and stable employment opportunities. Job Corps focuses on supporting economically disadvantaged individuals who meet the eligibility criteria in Washington DC. By offering comprehensive training and education, Job Corps equips young individuals with the necessary abilities to succeed in their chosen careers and lead fulfilling lives.¹⁸

ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS

3

Seedco's West Baltimore Career Pathways Collaborative focuses on creating career opportunities for individuals transitioning from the criminal justice system. They collaborate with local employers, service providers, and correctional agencies to help these individuals secure employment and advance in their careers. The program targets high-demand sectors like manufacturing and construction, providing training, education, and career development services. Comprehensive case management is offered to address life issues that may hinder participants' success. The program also facilitates job placement in long-term, well-paying positions.¹⁹

4

The Hire Local DC Coalition is a united and collaborative alliance comprising employers and organizations in Washington, DC. Together, their primary aim is to generate excellent job opportunities for the local community. Their ultimate goal is to help residents secure stable employment that can support their families. By implementing various campaigns, offering recruitment assistance, and fostering cooperation among all stakeholders, Hire Local DC strives to reinforce the local talent pool and bring substantial benefits to employers in DC. At the core of Hire Local DC lies a dedicated coalition that is deeply committed to ensuring residents obtain "good" jobs. These jobs not only come with family-sustaining salaries, averaging around \$65,000 per year, but also provide stable and nurturing working environments that promote personal and professional growth. It is partially funded by the Government.²⁰



ANALYZING ORGANIZATIONS: A REVIEW OF DMV JOB TRAINING PROGRAMS



Empowering the LGBTQIA+ Community

The LGBTQIA+ community's empowerment is a key social goal nowadays. In Washington, D.C., organizations like The DC Center for the LGBT Community lead the way in offering job training and employment services. Their mission is to promote inclusivity and equal opportunities by creating a supportive environment that fosters professional growth for LGBTQIA+ individuals.

1

The DC Center for the LGBT Community offers job services through their program, Job Club. The Job Club is a weekly job support program to help job entrants and seekers, including the long-term unemployed, improve self-confidence, motivation, resilience and productivity for effective job searches and networking – allowing participants to move away from being merely “applicants” toward being “candidates.” The focus is on developing strength-led strategies, techniques and goal plans, matching values and strengths and improving self-awareness as approaches to finding meaningful and satisfying employment.



CONCLUSION



CONCLUSION

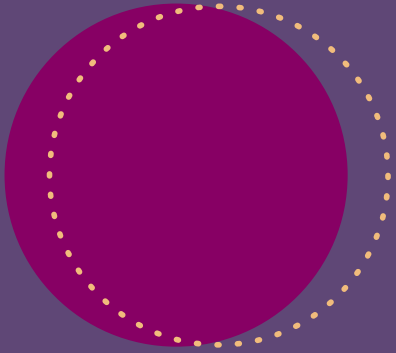


Job training programs serving communities and low-income families in the DMV region are instrumental in providing individuals with the skills and support they need to secure employment and improve their socioeconomic status. These initiatives, whether government-funded or driven by non-profit organizations, offer tailored training programs that address the specific needs and challenges of participants. By equipping individuals with practical skills, fostering self-confidence, and creating pathways to stable employment, these programs play a vital role in empowering communities and facilitating upward mobility for low-income families in the DMV.

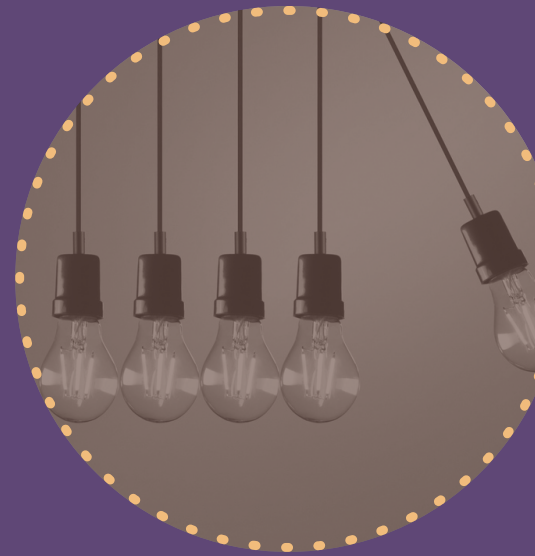
Suggested Research in the DMV Context

Current research has shown the positive impacts of employment and job training programs on local communities and low-income individuals, participants, and outcomes. However, there are important research areas, such as the following, that require further investigation.

- 1 Examining the prerequisites and challenges faced by individuals engaged in job training while taking into account gender disparities and the impact of support services on employment and training outcomes for all genders.
- 2 Investigating the criteria and hurdles encountered by job training participants from diverse demographics, including racial and ethnic minorities, immigrants, and individuals across different age groups, such as younger and older workers.
- 3 The Hire Local DC Coalition is a united and collaborative alliance comprising employers and organizations in Washington, DC. Together, their primary aim is to generate excellent job opportunities for the local community. Their ultimate goal is to help residents secure stable employment that can support their families. By implementing various campaigns, offering recruitment assistance, and fostering cooperation among all stakeholders, Hire Local DC strives to reinforce the local talent pool and bring substantial benefits to employers in DC. At the core of Hire Local DC lies a dedicated coalition that is deeply committed to ensuring residents obtain "good" jobs. These jobs not only come with family-sustaining salaries, averaging around \$65,000 per year, but also provide stable and nurturing working environments that promote personal and professional growth. It is partially funded by the Government.



APPENDIX



APPENDIX



1. **Per Scholas** provides free tech training and job support to low-income individuals, helping them succeed in the tech industry. They offer intensive programs in software engineering, cybersecurity, IT support, and data engineering, preparing students for entry-level positions. Per Scholas assists with job placement, connecting graduates with employers and providing ongoing support, including resume building and interview preparation. They prioritize individuals facing employment barriers, such as those from low-income backgrounds and marginalized communities. Through free training and job assistance, Per Scholas aims to promote economic mobility and bridge the industry's diversity and skills gap.
2. **Year Up**, a non-profit organization, provides job training programs specifically designed for young adults between the ages of 18 and 24. It places a strong emphasis on high-demand sectors such as banking, cybersecurity, data analytics, and helpdesk/desktop support. Additionally, Year Up offers support services including mentorship and job placement assistance to ensure a successful transition into sustainable careers. The organization's goal is to empower young adults, bridge the opportunity divide, and create pathways to economic mobility. Year Up combines classroom education with practical learning opportunities through internships with corporate partners, providing a holistic approach to skill development.
3. **The National Fund for Workforce Solutions in Washington, D.C.** aims to create a fair future where workers, employers, and communities thrive. This collaborative effort, led by the Community Foundation for the National Capital Region, brings together local foundations, philanthropists, and businesses in Metropolitan Washington. They work together to provide opportunities for individuals to reach their full potential, find stable employment, and contribute to the region's economic prosperity. By pooling their resources, they fund promising workforce development projects in the DC/MD/VA area. Additionally, they hold regular meetings to share information, discuss labor market conditions, address development needs, and foster mutual learning.

APPENDIX



4. **SkillsUSA** is dedicated to meeting the needs of middle school, high school, and college/postsecondary students pursuing careers in trade, technical, and skilled service occupations. With a diverse array of training and skill development opportunities, SkillsUSA aims to equip ambitious individuals with the essential expertise needed to excel in the skilled workforce. They provide hands-on experiences, competitions, and leadership development, empowering individuals to succeed in their chosen fields.
5. **Byte Back** is a respected organization in Washington, D.C. that empowers low-income communities through technology training and career support. They offer comprehensive computer skills courses and IT certifications to equip individuals with the knowledge needed to thrive in the digital world. Their courses cater to learners of all levels, covering topics like computer basics, software applications, coding, web development, and networking. Byte Back's certifications hold value in the job market, showcasing proficiency in specific technology domains. They partner with leading certification providers and provide career coaching services to help participants pursue employment. By addressing the digital divide and creating economic opportunities, Byte Back fosters inclusive growth in the region.
6. **The UDC Division of Workforce Development and Lifelong Learning (WDLL)** vocational training and workforce development institutions, are dedicated to empowering individuals by focusing on practical skills. They specialize in offering comprehensive programs that cater to the growing demands of industries such as construction, healthcare, and information technology. The primary goal of WDLL is to equip low-income individuals with the necessary expertise to improve their employability prospects. To achieve this, they actively collaborate with local employers to design curriculum that aligns with industry requirements. This ensures that students acquire relevant skills that are in high demand in the job market.

APPENDIX



7. **Carlos Rosario International Public Charter School** specializes in providing tailored education and job training programs for adult immigrants from low-income backgrounds. It focuses on empowering English language learners to obtain entry-level certifications in high-demand sectors. The school goes beyond classroom instruction and offers additional support through internships, education advising, and employability skills coaching. By addressing the specific needs of immigrant communities, Carlos Rosario International Public Charter School plays a crucial role in facilitating economic mobility and integration into the workforce.

8. **Montgomery College in Maryland** has a comprehensive Workforce Development and Continuing Education program that offers accessible online and in-person classes. The program aims to improve workplace skills through flexible noncredit options, allowing students to explore careers, earn industry certifications, and achieve their educational goals. The college also offers diverse enrichment courses for learners of all ages through its Community Education division. The program focuses on industry certifications and licensure in fields such as business, education, healthcare, and IT. It supports career exploration, job readiness courses, and provides resources for learners aged 50 and above. Scholarships and flexible online noncredit courses are available for remote learning. Additionally, the college provides job and career resources specifically tailored for Montgomery County residents to support their professional development.

9. **Northern Virginia Community College (NOVA)**, also known as NOVA, is committed to offering continuing education and professional development to cater to the changing requirements of the modern workforce. Our aim is to help you advance your career and achieve your learning goals, whether you want to acquire in-demand skills or prepare for industry credentials. Enrolling in these opportunities is easy and secure through our user-friendly online registration system, MyWorkforce. NOVA offers different options for financial assistance, including limited funds on a first-come, first-served basis for FastForward programs.

APPENDIX



10. **Prince George's Community College (PGCC)**, Prince George's Community College (PGCC) in Maryland provides valuable programs (FANTIC and G3) that offer financial support to eligible students pursuing approved workforce training, covering one-third of the initial cost of the FastForward program. PGCC also offers the Workforce Development Sequence Scholarship, assisting low-income individuals in the DMV area (Washington D.C., Maryland, and Virginia) with career development and training. The scholarship supports students in approved non-credit certificate programs leading to apprenticeships, employment, licensure, or improved job skills.
11. **The DC Appleseed Center for Law and Justice** focuses on job training and employment policies to improve access to quality jobs and skills for residents. They collaborate with employers to identify job qualifications, bridging the gap between job seekers and employer requirements, especially for low-income individuals. Their advocacy and policy recommendations aim to promote job growth, skill development, and equitable access to employment in DC. By aligning workforce training with employer needs, they help residents become competitive in the job market.
12. **The National Urban League** strives for economic empowerment and social equality for African-Americans and underserved communities. They promote equality through policies and create opportunities for all. With initiatives in education, job training, housing, community development, and workforce advancement, they provide services and influence policies for positive change. With 90 affiliates in 300 communities, they impact over two million individuals nationwide. Their 2025 goal is to ensure that every American has access to well-paying jobs and good benefits.

APPENDIX



13. **The Greater Washington Partnership** is a nonprofit alliance of influential cross-sector employers in Maryland, Virginia, and Washington, D.C. They use policy advocacy and collaboration to address social inequalities and promote sustainable development in the region. By focusing on transportation, education, workforce development, and innovation, they aim to create positive change and improve job and employment opportunities. The partnership collaborates with CEOs from major companies to identify and prioritize these areas for action. Their goal is to champion economic growth and inclusive prosperity, making the region the best place to live, work, and build a business from Baltimore to Richmond.

14. **The Latin American Youth Center (LAYC)** supports diverse youth with tailored programs, safe spaces, academic aid, job readiness, housing, and health services. They advocate for youth policies, addressing challenges like homelessness, teen parenthood, and mental health. LAYC empowers youth through individualized support, mentoring, and policy changes. Their focus is on low-income youth aged 11-24, fostering their success and well-being.

15. **AmeriCorps DC** is the federal agency that offers a range of services in the DMV area to address poverty, education, and workforce development. Their members serve as job coaches, assisting individuals by providing resume support, interview preparation, and career exploration. They conduct one-on-one coaching and group workshops to equip individuals with the necessary skills for success in the workforce. AmeriCorps also collaborates with local organizations, placing members within nonprofits, government agencies, and educational institutions to amplify their impact and leverage existing resources. Through these efforts, AmeriCorps aims to empower individuals, enhance employability, and foster sustainable employment opportunities.

APPENDIX



16. **Job Corps** is a program offered by the U.S. Department of Labor specifically in Washington DC. It aims to assist young individuals between the ages of 16 and 24 in improving their lives and achieving independence through education and vocational training. This cost-free initiative provides valuable skills, high school diploma or GED, and stable employment opportunities. Job Corps focuses on supporting economically disadvantaged individuals who meet the eligibility criteria in Washington DC. By offering comprehensive training and education, Job Corps equips young individuals with the necessary abilities to succeed in their chosen careers and lead fulfilling lives.

17. **Seedco's West Baltimore Career Pathways Collaborative** focuses on creating career opportunities for individuals transitioning from the criminal justice system. They collaborate with local employers, service providers, and correctional agencies to help these individuals secure employment and advance in their careers. The program targets high-demand sectors like manufacturing and construction, providing training, education, and career development services. Comprehensive case management is offered to address life issues that may hinder participants' success. The program also facilitates job placement in long-term, well-paying positions. Bon Secours Community Works and other local partners are involved in outreach and service delivery. The program is funded by the US Department of Labor.

18. **The Hire Local DC Coalition** is a united and collaborative alliance comprising employers and organizations in Washington, DC. Together, their primary aim is to generate excellent job opportunities for the local community. Their ultimate goal is to help residents secure stable employment that can support their families. By implementing various campaigns, offering recruitment assistance, and fostering cooperation among all stakeholders, Hire Local DC strives to reinforce the local talent pool and bring substantial benefits to employers in DC. At the core of Hire Local DC lies a dedicated coalition that is deeply committed to ensuring residents obtain "good" jobs. These jobs not only come with family-sustaining salaries, averaging around \$65,000 per year, but also provide stable and nurturing working environments that promote personal and professional growth. It is partially funded by the Government.

APPENDIX



19. **The DC Center for the LGBT Community** offers job services through their program, *Job Club*. The Job Club is a weekly job support program to help job entrants and seekers, including the long-term unemployed, improve self-confidence, motivation, resilience and productivity for effective job searches and networking – allowing participants to move away from being merely “applicants” toward being “candidates.” The focus is on developing strength-led strategies, techniques and goal plans, matching values and strengths and improving self-awareness as approaches to finding meaningful and satisfying employment.



WOMEN OF COLOR ADVANCING PEACE, SECURITY
AND CONFLICT TRANSFORMATION

**ORGANIZATIONS
IN SOLIDARITY**



Access more

[OIS publications and resources here!](#)



WCAPS

WOMEN OF COLOR ADVANCING PEACE,
SECURITY, AND CONFLICT TRANSFORMATION