

WORKFORCE

DALLAS

Dallas-Fort Worth is poised to dominate America's heartland.



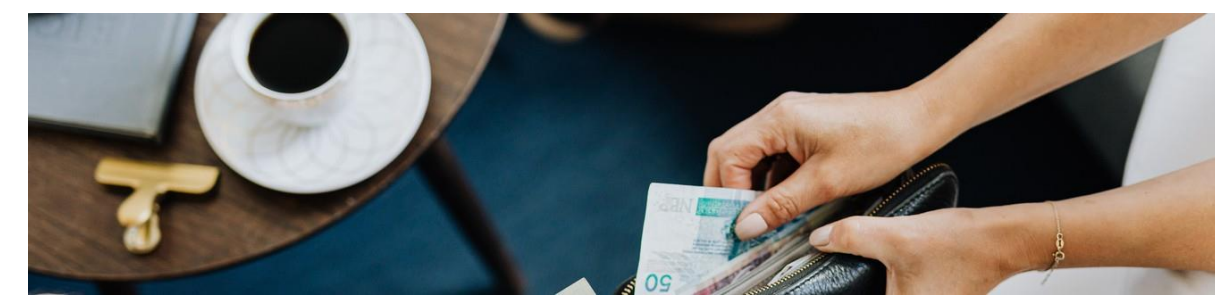
Dallas is an economic powerhouse. With a diverse business sector that anchors the fourth-largest metropolitan region in the United States, Dallas is primed for even greater job growth in the years ahead.



Unequal Opportunities.

Amid much success, though, DFW is struggling to forge greater economic vitality in its vast left-behind areas. Stark divisions created by longstanding inequities — the digital divide, access to childcare, and educational opportunities — have become even clearer.

When considering the economy, the ever-increasing mismatches between the workforce and the skill need of employers threaten the city's growth. This mismatch between available jobs and workers threatens to leave behind under skilled workers and strand entire communities in a deep and dark sea of poverty.



Current Workforce By The Numbers.



Working-age adults make up
over 35% of the City of
Dallas population



Jobs held by Hispanic
workers represent
over 40% of the jobs
facing high
automation risk



More than 30% of all
households headed by
single women are below the
poverty line, increasing to
more than 40% if a woman
has children.



40% of households in
Dallas are low income, with
the greatest disparities
among minority groups
including Black, Hispanic,
and female-led
households.

Our Vision.

Workforce Dallas aims to become the leading direct service non-profit serving working adults (age 25-64) – a one-stop program for upskilling, job placements and support services.

A collaborative focus on upskilling that creates greater earning opportunities for people of color, help break generational cycles of poverty and help Dallas and its citizens meet their full economic potential.



Engage corporate partners and curate an ever-growing inventory of upskilling opportunities and higher-paying jobs



Work with local colleges, universities, technical schools, and non-profit organization to expand upskilling opportunities, ensuring accessibility.



Create a proprietary software system and pathway that engages prospective upskillers and workers, that matches them with available job opportunities.



Provide critical, one-on-one support via personal “navigators” to mentor and provide a support network to workers and families who are transitioning to higher-paying jobs



6 Pillars of Success.

Workforce Dallas will bring a holistic, hands-on approach to workforce development – a people-focused cause that can not only change lives and stabilize families, but also change the future trajectory of our city and county. To that end we have developed these 6 pillars to ensure our success.

 **Reducing barriers to upskilling**

 **Identify geographic hotspots for upskilling**

 **Identify & nurture upskilling growth industries**

 **Interlocal agreements & partnerships**

 **Job-matching tech solutions**

 **Comprehensive outreach**

Collective Impact Approach.

We understand this work can't be done alone therefore we have recruited a host of training, education, non profit, and employment partners to uplift this work.

COMMUNITY
INVESTORS

DALLAS
COLLEGE






WFD Start-Up.

For the past 14 months, we've supported an "incubation" period for Workforce Dallas, funding our work through private donations and working to develop best practices regarding job matching, navigator support, understanding obstacles to upskilling, and identifying key upskilling partner and opportunities. This work has included:

 **Hiring events with as few as 15 participants**

 **Hiring events with 1,000+ participants**

 **100s of meetings with stakeholder & partners**

 **Databasing more than 1,000 jobs/upskilling opps from more than 350 partners.**

 **Placement of 583 into jobs/upskilling opps, in addition to other hires made at our events**

**T.D. Jakes
Foundation**

**Oct. 7
Hiring Mixer**

OCTOBER 7, 2023

YOU'RE HIRED!

A HIRING MIXER EXPERIENCE



THANK YOU FOR A SUCCESSFUL EXPERIENCE

- Leading diverse segment in attendance – Black/African American
- Leading Educational levels represented – Bachelor's Degree (375); Master's (209); Associate (133); PhD (25)
- Majority Female attendees (913)
- Leading age group – Millennials ages 25 - 40 (611); followed by Gen X ages 41 – 54 (352)

WFD + City of Dallas.

The City's Small Business Center (SBC) currently has 9 non-profit partners providing workforce training through the City. Trainings address middle-skill gaps, and some advance skill gaps with a focus on serving underserved populations.

SBC is supporting WFD through the Mayor's ARPA funding (\$275K) to support three navigator positions that will report to Workforce Dallas. SBC is responsible for monitoring and tracking WFD ARPA metrics.



Workforce Dallas and SBC Partnership



Referrals to City of Dallas Fresh Start Program



Referrals to Workforce Dallas Employer Portal



Identify upskilling local market growth industries for workforce training



Partner to close skill gaps to meet employer needs

Performance Measures (January 2024)

 **# New Individuals Served/Enrolled: 31**

 **Total # Active Individuals: 79**

 **# Individuals Hired: 4**

 **Average hourly Wage: \$ 17-22**

 **Employer Partners: 102**

 **Services Provided*: 332**

 **Referral Services**: 8**

*Services Provided includes job fair notifications, resume writing & support, mock interview sessions and other employment services

**Referral Services include Legal Workshops, Transportation, Veteran Services, Food Banks and other wrap-around support services

The logo for Workforce Dallas is centered on the slide. It consists of two stacked rectangular boxes. The top box is green with the word "WORKFORCE" in white, bold, sans-serif capital letters. The bottom box is blue with a stylized white "D" icon on the left, followed by the word "ALLAS" in white, bold, sans-serif capital letters. The background of the slide features large, abstract geometric shapes in yellow, green, and blue.

**Providing upskilling opportunities,
higher-paying jobs & support to working adults.**

WorkforceDallas.org