



**Press Clippings
September 2018
Web**

Title: Year Up Greater Philadelphia Appoints Hassan Charles as Executive Director and Announces New Community College Partner in Wilmington

Author: Spoke staff

Link: http://www.spoke.com/press_releases/5b8fc6792c33d47ab80258eb

Date: September 5, 2018

Mr. Charles to lead nonprofit's expansion in Philadelphia and Wilmington, including a new partnership with Wilmington University launching this August

Continuing to expand its proven workforce development program, Year Up has appointed Hassan Charles as Executive Director of Year Up Greater Philadelphia (YUGP), effective August 20, 2018. With decades of experience in the corporate, education and public service sectors, Mr. Charles most recently served as Executive Director of Partnerships, Communications and Community Engagement at Baltimore City Public Schools. He welcomed YUGP's new class of students at Orientation Week in Philadelphia and Wilmington, including a cohort of 40 students at Wilmington University's New Castle campus on August 23, 2018.

"Hassan's entrepreneurial drive and deep personal commitment to our mission will ensure that Year Up Greater Philadelphia continues to grow through new corporate and college partnerships," said Garrett Moran, Year Up President. "With strong roots in both Wilmington and in Philadelphia, as well as a rich history of working with top companies, Hassan will help us scale Year Up's impact across the region to reach even more young adults in need of an opportunity—and more organizations in need of their talent."

Earlier in his career, Mr. Charles served in a variety of management roles at MBNA and Wachovia, and then went on to cofound Urban Insights, which became the region's top multicultural marketing agency serving leading brands like HBO, BET, Comcast and Coca Cola.

YUGP provides free job training to talented and motivated youth, ages 18-24, at sites in Peirce College and a new location at Wilmington University's New Castle campus launching this August. Students gain in-demand technical and professional skills in the first semester, then participate in a semester-long internship at a top local company. This June, the federally-sponsored Pathways for Advancing Careers and Education (PACE) evaluation of Year Up showed a 53% increase in initial earnings for young adults randomly assigned to Year Up compared with similar young adults in a control group—the largest impacts on earnings reported to date for a workforce program tested in a randomized controlled trial.

Participants at both the Peirce College and new Wilmington University locations will earn weekly stipends as well as credits toward their college degrees during their

training and internships. YUGP's site at Wilmington University (known as Year Up Wilmington) will connect Wilmington University students who qualify for the program with in-demand job skills and internships at companies like JPMorgan Chase, BNY Mellon, CSC, Exelon, Viola and Blackrock.

Title: Larry J Butkovich has joined Precision Roll Grinders and other hires, promotions and awards

Author: LV Business Cycle Staff

Link: <https://www.mcall.com/business/players/mc-biz-players-20180913-story.html>

Date: September 13, 2018

Butkovich has been named vice president of operations for Precision Roll Grinders in Allentown. He will be responsible for day-to-day operations and long-term strategic planning at all four sites to maximize the company's growth.

Prior to joining PRG, Butkovich worked for Fuji Electric Corporation of America as general manager of its Virginia Assembly Center in Roanoke, and as general manager of Electric Vehicle Systems in Edison, N.J.

Butkovitch holds a B.S. in Mechanical Engineering from Rensselaer Polytechnic Institute.

The Kutztown University Council of Trustees has appointed new officers for the 2018-2020 academic years.

Tom Heck has been appointed the chair of the trustees, Jim Ludlow has been appointed vice chair, and Dr. Jolynn L. Haney '84 M'93 has been appointed secretary.

Heck, of Wyomissing, has been a member of the Council of Trustees since 2012, most recently serving as vice chair for the last two years. He is the owner of Heck Brothers, a full-service florist serving Reading and the Berks County area for 111 years.

Heck is a graduate of Peirce College in Philadelphia. Heck was a member of the KU Foundation Board from July 2002 through June 2011.

Ludlow, of Fogelsville, has been a member of the Council of Trustees since 2013. He is currently president of Liquid Interactive, a digital marketing agency in Allentown. His company specializes in digital strategy, technology, and design, including marketing, web design and e-commerce solutions.

Ludlow earned his bachelor's degree in marketing/economics from Indiana State University and his MBA in finance/accounting from Indiana University.

Haney, of Collegeville, has been a member of the Council of Trustees since 2016. For more than 30 years, she has worked in the behavioral healthcare field. In 2002 she formed Deerfield Data Management, LLC, a firm specializing in collecting, extracting and interpreting behavioral healthcare information for nonprofit organizations and county government.

A two-time alumna of Kutztown University, Haney earned both a bachelor's degree in psychology in 1984 and a master's degree in counseling psychology in 1993. She

completed her doctorate in social work at Widener University, receiving the Thomas Young Outstanding Dissertation Award in 2014.

Title: Larry Scanlan, James Harkins, Bryan Kelly, Dick Streett Jr., R. Bryan Kilby, Dr. Jason M. Birnbaum, Dr. Muhammad Jokhadar and Dr. Lisa Thomas | UM UCH

Author: Daily Record Staff

Link: <https://thedailyrecord.com/2018/09/17/larry-scanlan-james-harkins-bryan-kelly-dick-streett-jr-r-bryan-kilby-dr-jason-m-birnbaum-dr-muhammad-jokhadar-and-dr-lisa-thomas-um-uch/>

Date: September 17, 2018

Lawrence “Larry” Scanlan, CPA, FHFMA has been elected chair and seven others were appointed to positions on the University of Maryland Upper Chesapeake Health Board of Directors and medical leadership team.

Scanlan takes over as board chair following the retirement of Dr. Roger Schneider after 26 years. Scanlan was appointed to the UM UCH hospital and foundation boards of directors in June 2015. He was named vice chair of the UM UCH board’s Planning Committee in January. Scanlan is president of his own consulting and executive coaching firm, Scanlan & Associates LLC. He has held executive and financial management leadership positions for more than 40 years. In addition to his consulting and executive coaching firm, Scanlan has served as president of The Hunter Group, managing director of Navigant Consulting and co-founder and president of Insight Health Partners. He began his career with what is now Deloitte, CPAs, before moving into the health care sector, serving as chief financial officer for two hospital organizations and later as president of two hospitals in Pennsylvania—Ephrata Community Hospital in Lancaster County and Community General Hospital in Reading. A Certified Public Accountant, Scanlan is also a Fellow in the Healthcare Financial Management Association. He has authored more than a dozen articles and spoken at numerous conferences. His first book, “Hospital Mergers—Why They Work, Why They Don’t,” was published in 2010 by the American Hospital Association Press. An active volunteer, Scanlan served on the board and then as chair of the board of trustees at Peirce College in Philadelphia. In addition, he has served on the national board of directors of the Healthcare Financial Management Association and has been an adjunct faculty member at St. Joseph University in Philadelphia and Delaware County Community College in Media, Pennsylvania.

James Harkins, a former Harford County executive and member of the House of Delegates where he served on the Appropriations and Judiciary committees, was elected vice-chairman. He has served on the UM UCH hospital and foundation boards since 2015. He retired as director of Maryland Environmental Service in 2016, where he provided oversight of this state agency of 1,100 employees who are involved in 849 diverse environmental projects in three states. In addition, he serves on the board of visitors of the R. Adams Cowley Shock Trauma Center, is a board member for the Northeast Maryland Waste Disposal Authority, a trustee of the Maryland State

Retirement and Pension System and a board member of the Presbyterian Home of Maryland, the builder of a CCRC retirement community in Bel Air. Harkins also serves on the church council of Emory United Methodist Church.

Bryan Kelly, CFP co-founder and principal owner of The Kelly Group, was elected treasurer and appointed chair of the UM UCH Finance Committee. He has served on the hospital and foundation boards since 2013. He also serves as a member of the University of Maryland Medical System Financial Affairs Committee. Kelly specializes in portfolio management, retirement planning and estate planning. Active in the community, he serves on the board of directors for Harford Bank. He has also served as chair, vice chair and member of the board of trustees for Harford Community College and was the co-chair of the UMBC Economics Advisory Council. In addition, he is a former president of the board of directors for the Maryland Association of Community Colleges and the former chairperson of the board of the Academy of Finance, Harford County Public Schools. Kelly also served on the boards of the Harford Community College Foundation and Financial Planning Association of Maryland.

Veterinarian Richard P. "Dick" Strett Jr., V.M.D. was elected secretary. He has been involved with UM UCH for many years, including serving on the foundation board starting in 1999, which he chaired from 2007 to 2015, and serving as treasurer of the UM UCH board. Strett is also the chair of the Planning Committee. He founded a veterinary practice in 1971 that now has locations in Churchville, Bel Air and Havre de Grace. Strett is also a partner in The Spenceola Group, a commercial and residential property development and management firm. An active community member, Strett is past chair of the Harford County Economic Development Advisory Board and Harford Community College board of trustees and a past member of the Maryland Higher Education Commission. He has served on executive and advisory boards for state and national veterinary associations. Strett is a co-founder and vice chair of the Greater Harford Committee, secretary of the board of directors of the Maryland Environmental Service and serves on the Global Council of the Dean of the University of Maryland College of Agriculture and Natural Resources. He is a past member of the Maryland Agricultural Commission.

A longtime supporter of UM UCH and The Upper Chesapeake Health Foundation, R. Bryan Kilby was appointed to the UM UCH and its hospitals' boards of directors. He has been a member of the UCH Foundation board since 2012, serving as its treasurer since 2016. Kilby is a dealer principal of Jones Junction which includes Nissan Hyundai, Subaru, Chrysler, Dodge, Jeep, Ram, Kia, Toyota and Allstate Insurance Agency. Kilby has been active in the community, giving time and energy to organizations such as the Harford County Economic Development Board and the Deer Creek Watershed Board. Kilby served as an active leader in the planning efforts for the Bel Air New Car Dealers Association's annual Labor Day new car show, in which participating dealerships made a donation to local nonprofits for every vehicle sold. Kilby's numerous leadership positions have included serving as president of the Baltimore Area Dealers

Association's Hyundai Advertising and as an advisory board member for the Nissan National Dealer Advisory Board and Subaru "Share the Love" campaign.

Jason M. Birnbaum, M.D., has been appointed to the UM UCH hospital and foundation boards of directors. He is a board certified internist and specializes in critical care medicine and pulmonary diseases, with practices in Bel Air and Havre de Grace. He has been a member of the UM UCH medical staff since 2002 and has served as both medical director of UM Upper Chesapeake's critical care units and medical director of respiratory and pulmonary rehab since 2006. In 2012 Birnbaum was appointed UM UCH chair of medicine, with responsibility for both UM Upper Chesapeake Medical Center and UM Harford Memorial Hospital. He served on the UM UCH board of directors as a medical staff representative from 2012 to 2016.

As the recently-elected president of the UM UCH medical staff, Muhammad Jokhadar, M.D., serves on the UM UCH and its hospitals boards of directors. In addition to serving as president of the medical staff, he is also the chief medical informatics officer of UM UCH. Jokhadar previously served as the medical director of the Hospitalist program at UM UCH from 2009 to 2018. From 2013 to 15, he served as the medical director of the Clinical Decision Unit and has been the Informatics physician lead since 2012. A former vice president of the medical staff, he is also on multiple committees including Performance Improvement, Infection Control and Physician Technology Advisory Board, of which he is chair, and several others. Jokhadar received his education at the Damascus University of Medicine in Damascus, Syria, and completed his residency at Greater Baltimore Medical Center where he was chief resident from 2002 to 2003. In addition, he is a member of the Society of Hospital Medicine.

Lisa Thomas, M.D., a board certified emergency medicine physician, was elected by the UM UCH medical staff to serve as a member-at-large to the Medical Executive Committee, representative to the Performance Improvement Committee and representative to the UM UCH board of directors. She has been at UM UCH for six years. A graduate of Fallston High School, Thomas received her medical degree from Johns Hopkins University School of Medicine and completed her emergency medicine residency at Brigham & Women's Hospital, Harvard Medical School Program, in Boston. She also served as chief resident from 2010 to 2011. Thomas resides in Harford County with her husband, Dr. Mathew Thomas, a plastic and hand surgeon on staff at UM UCH and three children.

Title: BREAKING POVERTY: A need to create access to jobs, training

Author: Ayana Jones

Link: http://www.phillytrib.com/news/breaking-poverty-a-need-to-create-access-to-jobs-training/article_987bb328-4210-5459-8b90-c93f9d2f9d5f.html

Date: September 23, 2018

Also Posted on: Whyy (<https://why.org/articles/breaking-poverty-a-need-to-create-access-to-jobs-training/>)

Positive male influences were hard to come by in Nyhein Webb's Southwest Philadelphia neighborhood.

"Basically, everybody just looks up to what you see in your environment," said Webb, who lives with his grandmother.

"A lot of my friends have single parent households where their dad is locked up or he died in the streets and it's just their mom. We didn't have positive male models."

After Webb saw several young men in his community go to prison or lose their lives to violence, he decided he needed to follow a different path.

He signed up for Year Up, a national workforce development program that connects urban young adults aged 18 to 24 with companies who need their talent.

Year Up is one of many initiatives — including one funded by the city and another funded by town-gown partnerships — that aim to connect local residents with living wage jobs.

Earlier this year, Mayor Jim Kenney launched a citywide workforce development strategy that seeks to address the poverty that is impacting Philadelphia. The initiative focuses on three goals: preparing Philadelphia residents with the skills employers need, addressing barriers that prevent people from accessing meaningful opportunities, and ensuring the city's workforce system is more coordinated and effective. The strategy calls for \$13 million to be invested annually in workforce education and training to prepare Philadelphia residents for middle-skills jobs.

The new strategy is being overseen by the Office of Workforce Development.

"I think that one of the charges of this office is to engage employers to be able to speak to the systems that we have created in Philadelphia so that people on every rung in the ladder of their career get the support that they need," said the office's Executive Director Sheila Ireland.

"The charge of this office is to build a pathway for folks so wherever they are in their careers they have some understanding of how to get to the next level."

City officials are working with business leaders to establish or expand industry partnerships in seven opportunity industries identified by the Economy League of Greater Philadelphia, including health care, retail and hospitality, early childhood education, technology services, business and financial services, construction and infrastructure, and manufacturing and logistics.

The middle-skills job gap

Meg Shope Koppel, chief research officer of Philadelphia Works, a nonprofit organization that funds and oversees employment and training services, said there is a huge demand for employees to fill middle-skill jobs, which require education beyond high school but not a four-year degree.

“Middle-skill positions really have a range of post-secondary credentialing, vocational programs or two-year degrees and they can result in some really high-paying jobs,” Koppel said.

“We know that there is huge opportunity in this city for middle-skills (jobs) that are not being filled right now. We also know that a lot of our retail and hospitality workers are not going to stay in those fields and that work experience in and of itself, is really valuable and can be converted into a good starting point for them training to move into skilled jobs.”

The largest occupations in the metro area with a median wage above \$15 an hour that don't require a bachelor's degree include general office clerks, customer service representatives, secretaries and administrative assistants, front line office supervisors, bookkeepers, accounting and auditing clerks, wholesale and manufacturing sales representatives, heavy and tractor-trailer truck drivers, and general maintenance and repair workers, according to a Federal Reserve Bank of Philadelphia analysis of data from the Bureau of Labor Statistics.

“I think opportunity is driven by three things,” said Keith Wardrip, community development research manager of the Philadelphia Fed.

“The availability of the jobs in the region and what do they pay being the first factor. The second is the skills present in the labor force and the third is how the match is made between workers looking for jobs and employers trying to hire.”

The education gap

Many employers often recruit workers from the traditional pool of young graduates with four-year degrees, said Malik Brown, Associate Vice President of Workforce Solutions and Community Impact at Peirce College.

While the percentage of African Americans with college degrees are growing, a racial gap still remains in educational attainment. A 2016 U.S. Census Bureau report indicates that just 23 percent of African Americans have a college degree.

Brown said the higher education and employer communities should look at nontraditional populations through a different lens.

Peirce encourages its corporate partners to consider hiring adults with more than 10 years of working experience who don't have a college degree but may be working toward earning it.

"That is very different value proposition because it's getting companies to think and behave differently around how they attract talent and how to strategically think about partnering with organizations like Peirce around talent," Brown said.

"We've taken a different approach to really go in, get the know the (industries) get to know our regional employers and really get them to see the value of bringing in someone who is 35-to-40-years-old, (has) 10 to 15 years of experience and really see them as a strategic part of their talent pool or talent pipeline."

Brown noted that 70 percent of Peirce's students are African American and many are working adults from lower socioeconomic backgrounds.

Peirce has training initiatives that focus on getting long-term unemployed adults back into the workforce, Brown said. One example is the Urban Tech Jobs program, a partnership between Peirce and the Urban League of Philadelphia, that offers accelerated IT training and work with a career and life coach.

"STEM (science, technology, engineering and math) fields have the highest earning potential and they also have the lowest unemployment rate and also the highest rates when it comes to job expansion over the next couple of years," said Sherry Wherry, program manager, Urban Tech Jobs.

"Getting an IT job is really the best opportunity for a client who's looking to keep up in the times that we are in. When you look at society as a whole, everything is technology driven."

Recognizing that the health care is another burgeoning sector, Peirce recently launched a free 10-week training session for low- to moderate-income adults with at least one child that is supported by a \$60,000 grant from United Way. Participants learn skills needed for customer service positions in the non-clinical health care industry. According to Brown, these positions often pay a starting salary upwards of \$39,000 annually.

Peirce faculty and career development office administrators are leading course instruction in areas such as customer service and emotional intelligence. Participating

students receive financial literacy training, parenting support services and mental and emotional wellness support.

Bridging the gaps

Nyhein Webb was enrolled in the Year Up program for a year. The program paid for him to take business courses at Peirce College and set him up with an internship at wealth management firm BNY Mellon in King of Prussia.

Webb graduated from the program in July and scored a good-paying job offer with BNY Mellon. The 20-year-old currently works full time in the company's fraud department.

"Without Year Up, I know that I probably wouldn't have gotten this offer," said Webb, who is a graduate of Murrell Dobbins Career and Technical Education High School.

"Year Up has been a big help. This is big because most people go to college for four years and get an opportunity like this, and Year Up was able to grant me this opportunity in one year and I don't have a degree."

Webb plans to return to Peirce College to pursue his bachelor's degree in business and eventually become an entrepreneur.

Webb also wants to be a positive force in his community.

He lost two friends to violence while he was in the Year Up program.

He wants to show the youth in his neighborhood what can come from going to school and getting an education.

"I just try to talk to the young kids in my neighborhood and guide them away from the streets," he said.

Melinda Brown, site director of Year Up Greater Philadelphia, said the program is instrumental in closing the opportunity divide and connecting young adults without college degrees to good-paying jobs.

Ninety percent of the initiative's graduates are employed and or enrolled in post-secondary education within four months of completing the program, according to Year Up's website. Employed graduates earn an average starting salary of \$38,000 per year.

Working on more bridges

About 40 years ago, half of the jobs in the five-county region were in the city, said John Dodds, executive director of the Philadelphia Unemployment Project. Now only about 25 percent are in the city and the rest are in the surrounding counties.

Dodds said about 32 percent of the jobs in the region don't require a college degree and about 190,000 people are "reverse commuting" — commuting from the city to the suburbs — for work.

Some commuters face the challenge of having to ride multiple SEPTA buses to get to job sites in the suburban counties and some bus schedules are not convenient for workers who have late schedules. It takes about 90 minutes on SEPTA to commute to 75 percent of the suburban jobs.

"What we really need to do as a city and a region is to figure out how to make these jobs accessible to people that don't have cars and are dependent on mass transit," Dodds said. "The real issue is the mass transit system was designed in 1970 when all the jobs were in the city and everybody was coming in, and it worked very well."

The Philadelphia Unemployment Project has been advocating for funding to support reverse commute options for inner city residents. The organization recently announced that the City Council budget contained an appropriation of \$55,000 for its commuter options program that provides cars and vans to local residents so they can carpool to work in the suburbs.

"Nobody has really had an answer for reducing poverty," Dodds said. "There is no one thing that is going to solve all the problems, but we feel like this would be a good step if we could dramatically increase people's access to these opportunities in the suburbs."

Title: Paralegal411.org Releases Ranking of Top Online Paralegal Bachelor's Programs

Author: Daily Herald Staff

Link:

http://finance.dailyherald.com/dailyherald/news/read/36994496/paralegal411.org_releases_ranking_of_top_online_paralegal_bachelor%E2%80%99s_programs

Date: September 25, 2018

Only schools with regional accreditation and not-for-profit status that have paralegal programs with at least part of the curriculum available online were considered eligible for the ranking. To find the top programs, Paralegal411.org researched schools offering online paralegal degrees through publicly available sources, including the National Center for Education Statistics, and compiled and modeled the data manually.

Paralegal programs were evaluated based on such factors as the ability of students to graduate in six years or less, the average cost per online credit hour for in-state and out-of-state students, and the percentage of the overall student body attending only online courses. Other factors include faculty tenure and rankings by US News and World Report in the regional, national, and online bachelor's program categories.

According to Rob Voce, founder of Paralegal411.org, "Industry projections indicate that demand for paralegals and legal assistants over the next eight years will increase faster than the average for all industries. At the same time, we're seeing trends signalling that employers are seeking paralegals with four-year degrees. Our ranking is designed to help prospective paralegals find programs that will increase their competitiveness in the job market, while recognizing programs that provide quality and value."

Overall, 30 online paralegal degree programs satisfied the prerequisites and ranked on this year's list. As well as providing data for the ranking factors of included programs, the 2018 Top Online Paralegal Bachelor's Programs list includes detailed information on the included schools' tuition and net price; admissions statistics and requirements; and data on faculty tenure. Users can also view:

- Comprehensive profiles of top-ranked online paralegal programs
- The support services available to online students
- Core courses and student debt statistics for select programs

The top schools on this year's list are:

1. University of Central Florida (Orlando, FL)
- 2 tie. Purdue University Global (West Lafayette, IN)

- 2 tie. Regent University (Virginia Beach, VA)
3. California University of Pennsylvania (California, PA)
4. SUNY College of Technology at Canton (Canton, NY)
5. Tulane University (New Orleans, LA)
6. Eastern Kentucky University (Richmond, KY)
7. William Woods University (Fulton, MO)
8. Roger Williams University (Bristol, RI)
9. Northwestern State University of Louisiana (Natchitoches, LA)
10. Valdosta State University (Valdosta, GA)
11. Dominican University (River Forest, IL)
- 12 tie. Eastern Michigan University (Ypsilanti, MI)
- 12 tie. Saint Mary-of-the-Woods College (Terre Haute, IN)
13. University of Memphis (Memphis, TN)
14. Liberty University (Lynchburg, VA)
15. Southern New Hampshire University (Hooksett, NH)
16. Grand View University (Des Moines, IA)
17. Stevenson University (Owings Mills, MD)
18. Hampton University (Hampton, VA)
19. Widener University (Chester, PA)
20. Austin Peay State University (Clarksville, TN)
21. Mississippi College (Clinton, MS)
22. Bellevue University (Bellevue, NE)
23. Brandman University (Irvine, CA)
24. University of Providence (Great Falls, MT)
25. Humphreys University (Stockton, CA)
26. Peirce College (Philadelphia, PA)

27. Mercy College (Dobbs Ferry, NY)

28. Hilbert College (Hamburg, NY)

Title: UCH elects board chair, officers and members

Author: Cecil Whig Staff

Link: https://www.cecildaily.com/bargaineer/harford/uch-elects-board-chair-officers-and-members/article_f7109f1b-1d75-5db9-a37a-d7dcf057c855.html

Date: September 26, 2018

University of Maryland Upper Chesapeake Health has elected several important leadership positions to its board of directors and medical leadership team.

Lawrence (Larry) Scanlan, CPA, FHFMA, a resident of Havre de Grace, has been elected chairperson of the UM UCH board following the retirement of Dr. Roger Schneider after 26 years. Scanlan was appointed to the UM UCH, hospital and foundation boards of directors in June 2015. He was named vice chair of the UM UCH board's Planning Committee in January 2018.

Scanlan is president of his own consulting and executive coaching firm, Scanlan & Associates, LLC. He has held executive and financial management leadership positions for more than 40 years. In addition to his consulting and executive coaching firm, Scanlan has served as president of The Hunter Group, managing director of Navigant Consulting and co-founder and president of Insight Health Partners.

He began his career with what is now Deloitte, CPAs, before moving into the health care sector, serving as chief financial officer for two hospital organizations and later as president of two hospitals in Pennsylvania — Ephrata Community Hospital in Lancaster County and Community General Hospital in Reading.

A Certified Public Accountant, Scanlan is also a Fellow in the Healthcare Financial Management Association. He has authored more than a dozen articles and spoken at numerous conferences. His first book, "Hospital Mergers — Why They Work, Why They Don't," was published in 2010 by the American Hospital Association Press.

An active volunteer, Scanlan served on the board, and then as the chairperson, of the board of trustees at Peirce College in Philadelphia. In addition, he has served on the national board of directors of the Healthcare Financial Management Association and has been an adjunct faculty member at St. Joseph University in Philadelphia and Delaware County Community College in Media, Pa.

Title: United Way's Job Opportunity Investment Network aims to be a national model for racial equity training

Author: Julie Zeglen

Link: <https://generocity.org/philly/2018/09/27/united-ways-job-opportunity-investment-network-aims-to-be-a-national-model-racial-equity-training-workforce-development-carniesha-kwashie/>

Date: September 27, 2018

Also Posted on: Whyy (<https://why.org/articles/united-ways-job-opportunity-investment-network-aims-to-be-a-national-model-for-racial-equity-training/>)

Almost 70 percent of Peirce College's students are African-American and about 60 percent are women. Many will be first-generation degree earners.

"Diversity is a part of everything we do," said Uva Coles, VP of institutional advancement and strategic partnerships at the college for working adults. But diversity must also be intentional, which is why Coles also considers her work through an equity-and-metrics-lens — supporting students with nontraditional backgrounds, and tracking its progress in doing so.

Those numbers and ethos made Peirce a fitting setting for Job Opportunity Investment Network's (JOIN) Workforce Learning Community kickoff retreat on Wednesday, which trained about 75 of United Way of Greater Philadelphia and Southern New Jersey's workforce education and training-focused grantees and partners in applying a racial equity lens to their work.

Grantees in this learning community will receive technical assistance, training and peer support over the next three years related to two focus areas: racial and social equity — Wednesday's training focus, led by racial justice nonprofit Race Forward — and workforce benchmarking — the focus of a separate training on Thursday, led by research and policy nonprofit Corporation for a Skilled Workforce (CSW).

Participants will also meet quarterly in peer forums, host site visits twice per year from United Way and national partners and receive other support.

Attendees represented local organizations such as Philadelphia Works, Philadelphia Youth Network, District 1199C Training and Upgrading Fund, Manna on Main Street of Montgomery County and Covenant House New Jersey, and held titles from executive director to case manager.

Discussion topics on Wednesday included normalizing racial equity in the workplace and best practices for communicating about race.

According to JOIN Program Manager Hoa Pham, this week's training "sets the tone and foundation for the next three years" when these grantees will receive continued assistance from both Race Forward and CSW.

"This is all born of United Way's belief that if we really want to end intergenerational poverty, and really move the needle, then we need to bring more supports to our agencies and partners," she said — both groups, because "we're all sort of in this battle together." The poverty rate of Philadelphia has hovered at or near 25.7 percent for the past several years.

JOIN's learning community is a member of CSW's Workforce Benchmarking Network, which includes job training organizations across the U.S. learning to better track their rates of placement, retention and other outcomes.

But this local group is the first to incorporate racial equity learnings by bringing Race Forward into trainings alongside CSW. Director Carniesha Kwashie, who was hired by United Way to lead JOIN in March 2017, said her goal is for the program to become a national model.

"The beauty about it," she said, "is we're the first model in the country to really be convening these national organizations' skillsets."

That model was formed after field assessments Kwashie conducted of grantees' workforce development trainings told her that while students felt prepared to get a job, they felt ill-equipped to deal with the racism they experienced once they got one.

"If we're going to talk about poverty, we have to address racial disparities," she said.