

EXPLORING SUPPORTIVE EMPLOYMENT

WHAT'S POSSIBLE

Objectives

- **Familiarize** ourselves with **promising practices**
Redefine is seeing that ESEs can use to build Economic Power
- Make a **“small bet”** on one Economic Power building practice you can **take back** to your organization

FEATURED ESE: **Conservation Corps of North Bay**



REDF: ECONOMIC POWER Retreat Session

TODAY'S INTENTION
→ ECONOMIC POWER IS
→ ECONOMIC MOBILITY WITH A BOOST

BIKES NOT BOMBS



- A VEHICLE FOR SOCIAL CHANGE
- 40 YR. NON-PROFIT IN BOSTON & THE GLOBAL SOUTH
- BIKES SENT INTERNATIONALLY TO HELP THE UNDERSERVED
- 80K+ BIKES SENT
- EMPATHY

EQUITY IS ABOUT SHARING POWER & DEMANTLING BARRIERS!

OPEN DIALOGUE
YOUTH ARE LEADERS TODAY! AND NOT JUST THE FUTURE!

BOCA
TRANS PORTATION EQUITY

ANTI-RACIST MULTI-CULTURAL

RACIAL EQUITY & SOCIAL JUSTICE

HIRING PRECUREMENT MENTORSHIP

LEAD W/ INTENT

FINN. STABILITY

INCLUSIVE DECISION-MAKING

MIKE BROWN MURDER WAS A CATALYST

FOCUS AREAS

WHAT DOES OUR COMMUNITY LOOK LIKE IN A FUTURE WHERE ESES ARE SOCIAL IMPACT LEADERS IN SHIFTING ECONOMIC POWER BACK TO THE COMMUNITIES IN WHICH WE SERVE

ECONOMIC POWER + ECONOMIC KNOWLEDGE . ACCESS . FREEDOM

TO BUILD WEALTH



RESPECT FOR INDIVIDUALITY and DIVERSITY

EMPOWERING OTHERS
• ACCESS • COMMUNITY
• EVERYTHING IS WITHIN OUR COMMUNITY

A SEAT @ THE TABLE
FROM ENTRY LEVEL - TO CAREERS
MULTIPLE PATHS
POVERTY LINE

AN ECO-SYSTEM
WITH YOUTH AS THE FOUNDATION

ACCESS
QUALITY FOOD/ECONOMIC HEALTH CARE

TO CREATE JOY!

CONNECTIONS
COMMUNITY
INVESTING IN PEOPLE!

OWNERS
GIVING BACK & CREATING A WAVE

SHIFT THE HIERARCHY

A CATALYST FOR GROWTH

SUSTAINABILITY
OWNERSHIP JUSTICE SOCIAL ENVIRONMENTAL
INTEGRATED AS ONE

EVERYONE HAS A VOICE

ESES ARE A STARTING POINT TO BE LEFT BEHIND ONCE WE ACHIEVE OUR GOALS

ICE CREAM
RESOURCES & ENTERTAINMENT

OTHER INSIGHTS

- ▷ RESPONSIBILITY - WHAT WILL YOU DO?
- ▷ CONCISE
- ▷ INNOVATIVE
- ▷ RIPPLE EFFECT

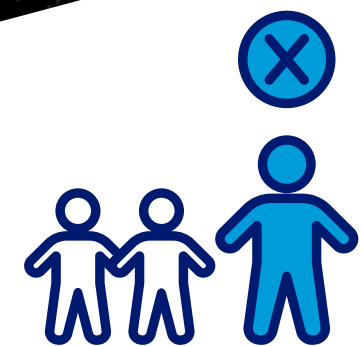
EDUCATION ACCESS

SAFETY

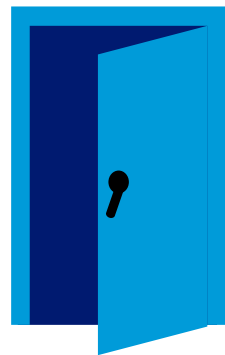
Economic power is having the work, wealth, and well-being needed to build agency and shape one's future.

THE ECONOMIC POWER SPECTRUM

- Stable employment
- Advancement opportunities
- Financial security
- Voice & dignity
- Income
- Well-being



ECONOMIC
EXCLUSION



ECONOMIC
INCLUSION



ECONOMIC
STABILITY



ECONOMIC
AUTONOMY

3 DRIVERS OF ECONOMIC POWER

Also known as the fundamental
building blocks that allow you
to *live well*



Introduction to Promising Practices



EXCLUSION → INCLUSION

INCLUSION → STABILITY

STABILITY → AUTONOMY

WORK	• Minimal barriers to entry so paid work can begin quickly • Regular opportunities to build transferable skills through real workplace experience • Structured programming to build meaningful workplace relationships, access peer support, and accrue social capital	• Assistance completing high school credentials and building core reading, math, and digital skills • Individualized, asset-framed coaching that is informed by evidence-based practice • Supportive performance feedback that reinforces growth and accountability	• Personalized coaching that supports informed choices about career advancement • Partnerships with employers that expand access to quality jobs while preserving worker voice • Paid opportunities to build in-demand skills and earn industry-recognized credentials • Opportunities for workplace voice and participation in decision-making • Predictable schedules, stable hours, and wages that approach local living wage standards • Ongoing retention and advancement support during career transitions and beyond
WEALTH	• Flexible emergency funds to help navigate financial shocks • Benefits screening and counseling to support informed decisions about income and public benefits	• Financial coaching paired with access to safe financial products and tools for asset-building	• Support to improve credit and manage debt, to help achieve financial goals (e.g., homeownership)
WELL-BEING	• Reliable, affordable access to essential support including healthcare, housing, transportation, and childcare	• Connections to legal support that help resolve barriers to stability and employment • Access to mental health support that promotes healing, stability, and self-confidence	• Support securing stable, long-term housing • Support pursuing continuing education and career advancement opportunities

Reflection #1



Familiarize yourself with these practices



10 minutes

- Review the promising practices and examples
- Identify a question or curiosity you have about one of the practices
- Discuss questions and share reflections at your table



Reflection #2

What is your organization already doing to build Economic Power?



10 minutes

- Mark those Economic Power practices your organization already does
- Jot notes on how this shows up in your organization
- Each person at your table share one of the things your organization does (2-3 minutes per person)



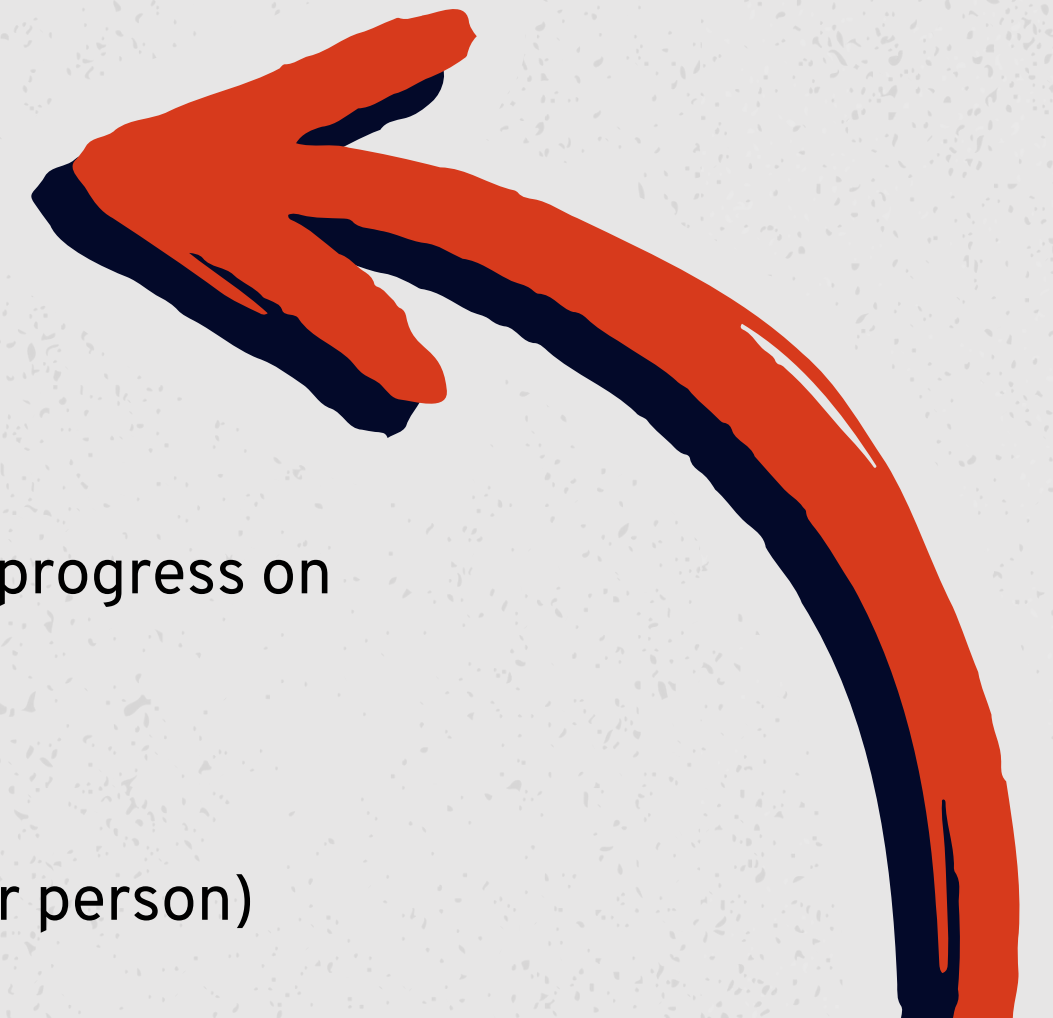
Reflection #3

Which of these practices could your organization adopt to further build Economic Power?



15 minutes

- Which practices that excite you as a possibility for your organization to adopt?
- Pick one and answer the following questions in your worksheet:
 - Describe what this would look like in your organization
 - What would need to be true?
 - What would a small first version of this look like?
 - What 2-3 things can you do in the next 15 – 30 days to make progress on this?
 - What open questions do you still have?
- Each person at your table share what you wrote (2-3 minutes per person)



Example

1. Select a promising practice that you'd like to bring to your organization:

Ongoing retention and advancement support during career transitions and beyond

2. Describe what this would look like in your organization

- *Structured program and resources that help former participant employees and recent graduates who are now with their next employer*
- *Help individuals build professional connections (community) and continue to upskill*

3. What would a small first version of this look like?

- *Small, in person gatherings once a quarter with alumni*

4. What 2-3 things can you do in the next 15 – 30 days to make progress on this?

- *Identify alumni who would be most likely to participate*
- *Conduct three 1:1 interview with alumni to gather feedback on what topics and structure would be most valuable*

5. What open questions do you still have?

- *What is the right cadence for alumni engagement?*
- *Which types of resources and opportunities are most impactful (e.g., professional development trainings, in person meet ups and peer connections)*



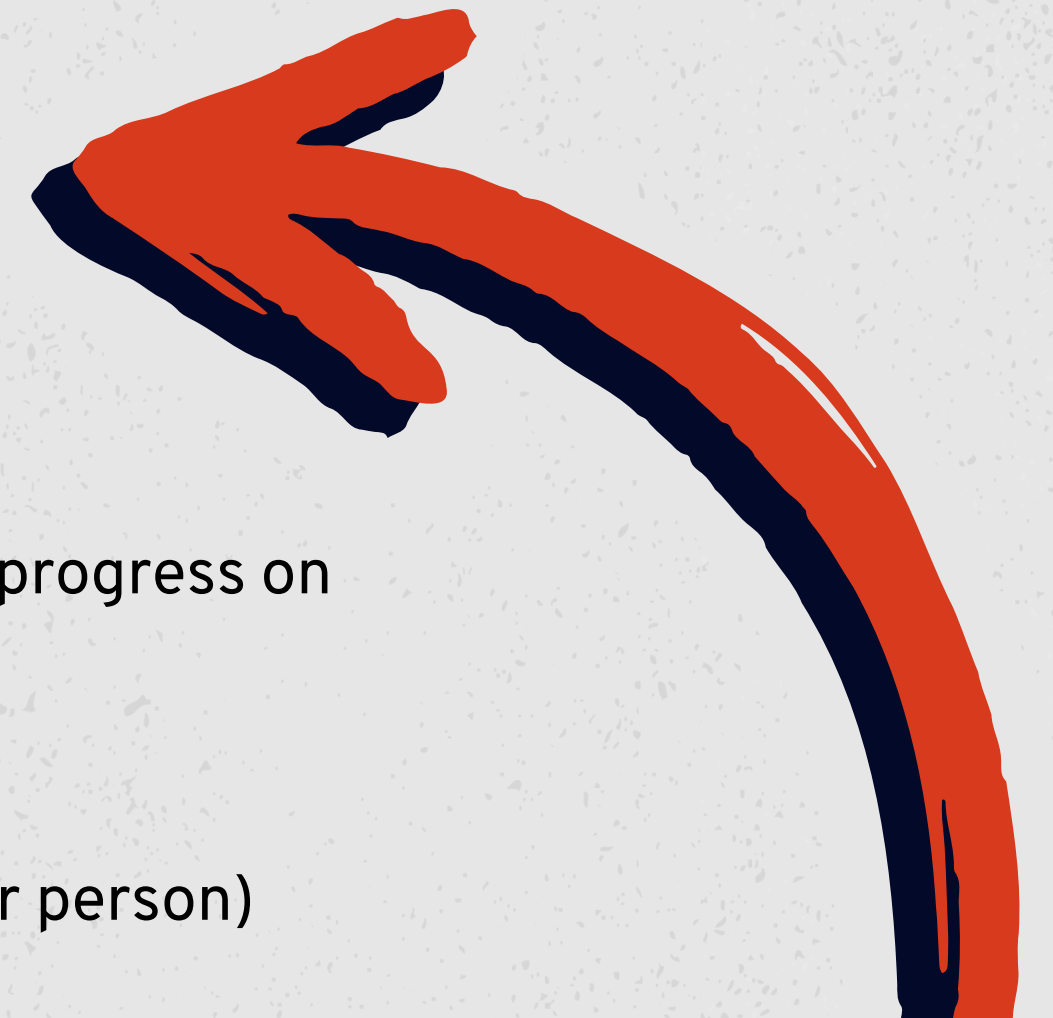
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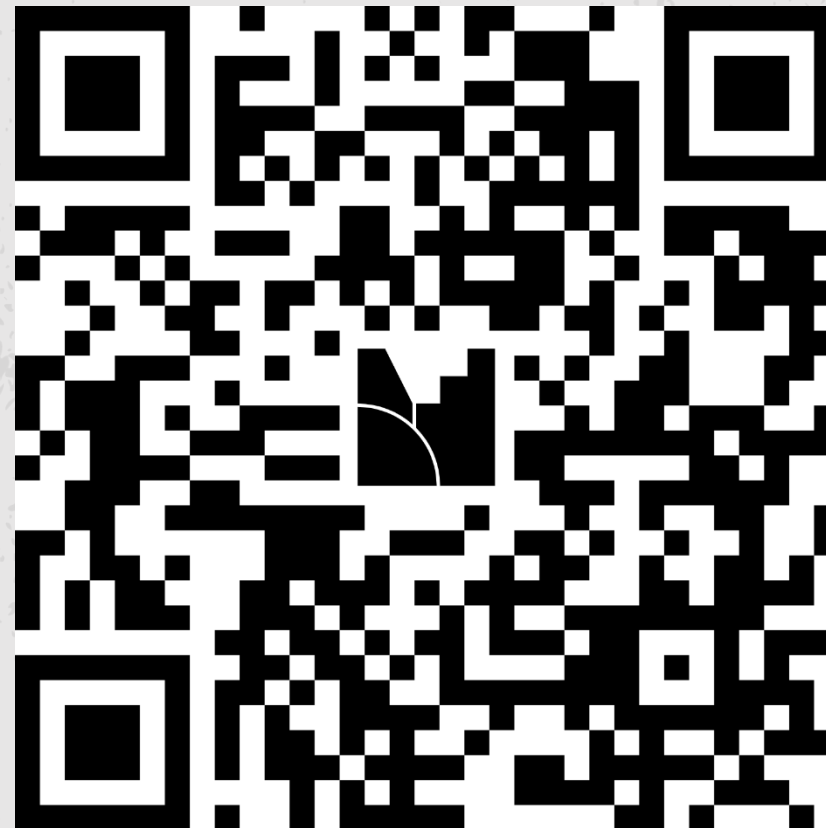


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Exit Ticket





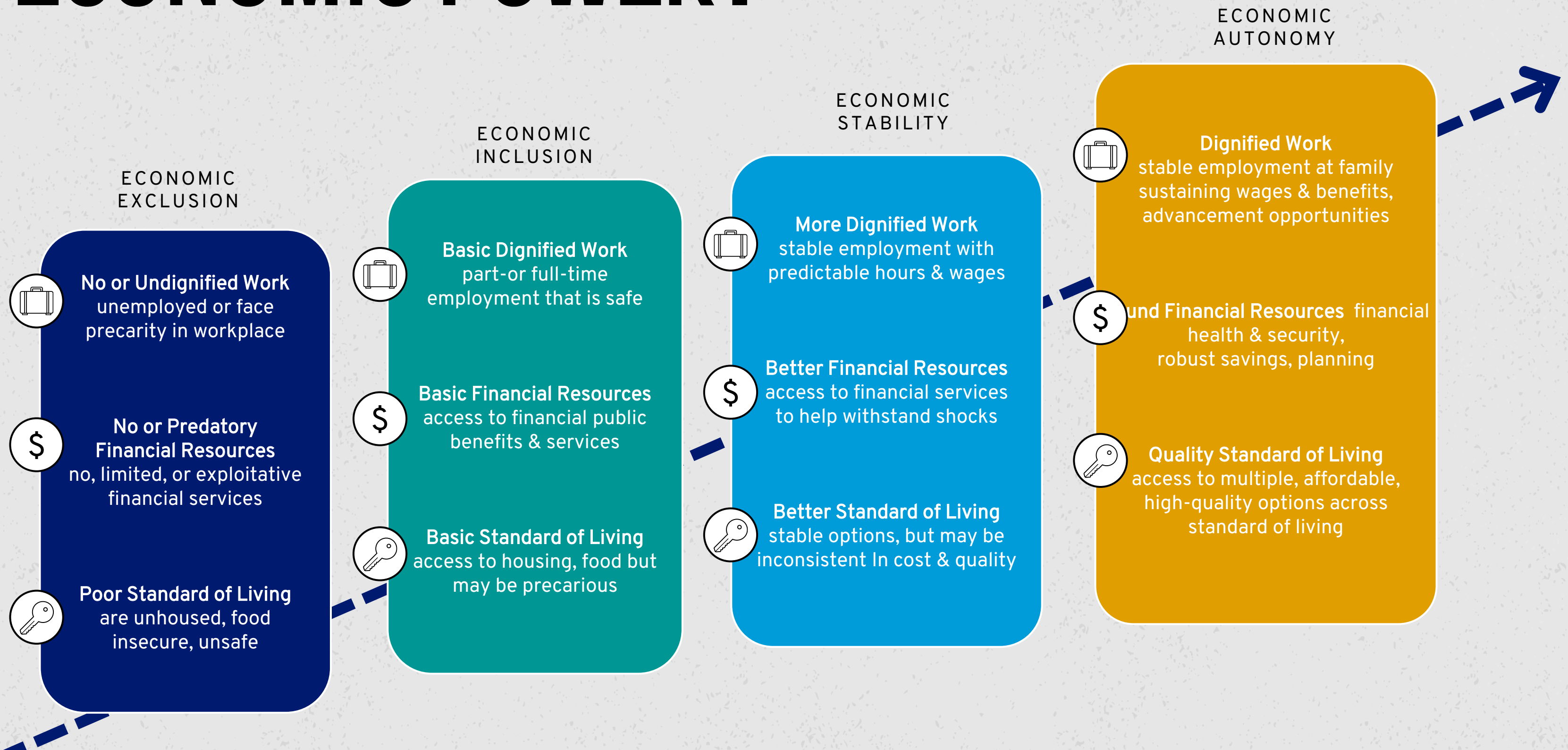
Session Feedback

Please let us know how we did!

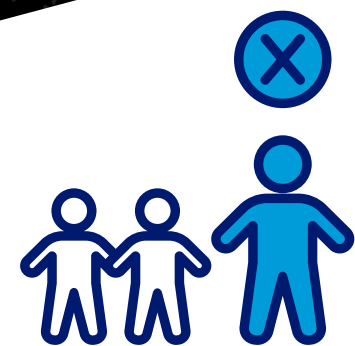


WHAT IS ECONOMIC POWER?

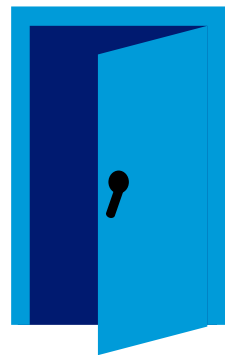
It's about putting people on a pathway of economic power - where they have the access, knowledge, resources, and freedom to build wealth and exercise control over their life and well-being



ECONOMIC POWER is having the resources, knowledge, and agency to build wealth and shape one's future.



ECONOMIC
EXCLUSION



ECONOMIC
INCLUSION



ECONOMIC
STABILITY



ECONOMIC
AUTONOMY