

To: Workforce Development, Gender-Based Violence and Human Trafficking Working Group

From: Futures Without Violence, Workplace and Economic Justice Team

Date: March 1, 2024

Re: 2024 Launch of Workforce GBV Working Group

The Workforce Development, Gender-Based Violence and Trafficking Working Group is a national working group focused on improving survivors' access to quality jobs, training and educational opportunities. This group also explores effective local and national strategies that prevent gender-based violence, human trafficking, and harassment in the workforce development system. Below is an overview of the working group and proposed goal.

Tentative Name for Discussion: Coalition for Safe and Sustainable Workforce Development Opportunities

Lead: Futures Without Violence (co-lead TBD)

Members:

This working group is open to all stakeholders who are invested in building a safe, trauma-informed, and inclusive workforce system for all, especially for communities most impacted by gender-based violence, trafficking, and exploitation. Members of this group come from multi-sector spaces including:

- **Victim service agencies:** any (nonprofit) organization whose primary mission is to provide direct services to victims of domestic violence, sexual assault, trafficking and violence.
- **Workforce development groups:** any entity that provides people with education, skill development and improved access to employment and advancement in the labor market.
- **Job training programs:** any entity that provides vocational training, field training, on-the-job training, career pathways and other recognized job readiness training.

- **Apprenticeship programs:** organizations that provide paid on-the-job training with classroom instruction to prepare workers for highly-skilled industry specific careers.
- **Policy:** entities focused on developing local, state, and national policies related to workforce development, gender-based violence, trafficking and economic empowerment.
- **Labor:** workers, employers, small businesses, human resources/recruiters, workforce boards, and any other entity focused on addressing the supply and demand of employment and current labor market.
- **Community & business development groups:** entities invested in community development, economic development and empowerment, and business development strategies at the local, state and national level.
- **Advocates:** any individual or group invested/interested in equity within workforce development and career pathway systems, safety of survivors of domestic violence, harassment, sexual assault and trafficking, and other intersecting topic areas.
- **Survivors:** people with lived experience of domestic violence, harassment, sexual assault, and human trafficking.

Current Participants:

Center for American Progress	Freefrom
National Fund for Workforce Solutions	Center for American Progress
Community Change	Urban Institute
Center for Law & Social Policy (CLASP)	Institute for Women’s Policy Research (IWPR)
Equal Rights Advocates	National Youth Employment
National Network to End Domestic Violence (NNEDV)	National Women’s Law Center
Covenant House	Women’s Funding Network
Uncorked Advocates	National Partnership for Women & Families
American Achieves	Building Pathways MA
Chicago Women in Trades	National Domestic Violence Hotline
Jobs for the Future	ANEW
YWCA	Justice for Migrant Women
Futures Without Violence	National Youth Employment Coalition
The Century Foundation	Jobs with Justice

Goal:

To create, disseminate, and support the implementation of actionable best practices for creating safe and sustainable job opportunities. To ensure opportunities are inclusive of survivors of gender-based violence and human trafficking. To collaborate with key stakeholders to prevent further violence, trafficking and exploitation within workforce systems.

Objectives:

- 1) Build cross-sector alliances that help to raise awareness of and elevate the needs of survivors seeking safe and sustainable employment.
- 2) Create policy and practice guidance for the implementation of Infrastructure Investment and Jobs Act, CHIPS and Science Act, and other workforce investment dollars so that the opportunities created are inclusive of and safe for all workers.
 - a. Consider policy and practice guidance across the employment experience from recruitment to retention.
 - b. Focus specifically on industries that have the highest risk of violence and harassment, often those that are typically male-dominated.
- 3) Strengthen opportunities for survivors in the Workforce Investment and Opportunities Act (WIOA) by advocating for the expansion of priority populations to include survivors of trafficking and gender-based violence and harassment broadly.
- 4) Advocate for Training and Employment Guidance Letter (TEGL)s promoting the integration of trauma-informed, survivor-centered strategies to increase the likelihood that survivors are able to access safe and sustainable job training and employment opportunities

2023 Year in Review: In 2023, the working group met monthly to explore cross-cutting topics impacting a diverse workforce and workforce development system. Some examples of these dynamic conversations included:

- Understanding the childcare cliff and the critical importance of meeting the childcare needs of workers with [The Century Foundation](#) and [Center for American Progress](#).
- Exploring new ideas for the Workforce Innovation Opportunity Act and how to [create an equitable and resilient workforce system](#) with The National Skills Coalition.
- Reflecting on pay equity and the value of [EEO Federal Pay Data Collection](#) methods from the National Women's Law Center.
- Discussing the [CHIPS Workforce Development Planning Guide](#) and how to make opportunities available under [the Infrastructure Investment and Jobs Act](#) more equitable and accessible.
- Highlighting construction apprenticeship program best practices through the Office of Civil Rights at the [Oregon Department of Transportation](#).
- Educating on [Paid Safe Leave](#) and implementation strategies that protect the confidentiality of workers/survivors in the workforce with the National Partnership for Women & Families.
- Collaborating with Legal Momentum and Legal Aid At Work on drafting comments to the EEOC on their [proposed Guidance on Harassment in the Workplace](#).

Looking Forward 2024:

In 2024 the working group will continue to **meet once a month**. Feedback received from group in 2023 is that Friday meetings are challenging. A poll has been sent out to current participants to determine a new date/time that works for majority:

1. 3rd Tuesday of Month 11:00-12:00pm PST /2:00pm-3:00pm EST
2. 3rd Thursday of Month 8:00-9:00pm PST /11:00am-12:00pm EST

The group is **open to any/all stakeholders** that are interested in building safe, sustainable and equitable career pathways and workforce development opportunities. This group seeks to center workers who are survivors of gender-based violence and human trafficking to better understand what safety measures should be in place to protect and prevent further victimization in the workforce. This group will also center LGBTQI+ and

BIPOC communities who are often systematically excluded due to occupational segregation. Current participants are encouraged to share calendar invite and overview with others in their community who would bring valuable insight and participation to working group.

The **current decision-making structure** of the working group is through a collaborative model that combines the input of all stakeholders via survey, poll, group discussion to make the most objective and consensus decision.

In 2024 Futures Without Violence will seek an organization and/or advocate to co-lead the space to ensure that all voices are heard and there is continued collaboration on how to align goals and leverage expertise.

Some upcoming initiatives to explore based on group feedback:

- Maintain a space for information sharing and education around new laws, resources and opportunities for building a safe and equitable workforce.
- Incorporate conversations around how stakeholders can address labor trafficking and exploitation within workforce.
- Collaborate on a shared guidance for addressing gender-based violence, human trafficking, and harassment within the workforce development ecosystem.
- Revisit infrastructure bill and current implementation methods to determine persistent gaps and areas of influence.

Primary Contact for Group:

If you have any questions, monthly agenda items, suggestions/edits for overview, and/or areas of collaboration for the working group please reach out to:

Carolyne Ouya,

Program Manager

Workplace & Economic Justice Team at [Futures Without Violence](#).

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