



WNY WOMEN'S FOUNDATION

ECONOMIC MOBILITY COORDINATOR

Are you passionate about empowering women, particularly those from under resourced communities? Are you driven by social justice, equity, and systemic change? Join us at the WNY Women's Foundation as the Economic Mobility Coordinator and help advance economic empowerment through a unique model supporting educational advancement. . This role is ideal for a collaborative, results-driven individual who excels in systems change and the development of community partnerships.

As part of the team, you will help lead innovative programs like **mPower: From Education to Employment®**, and the **Women's Economic Mobility Pathway (WEMP)**, which focus on breaking the cycle of intergenerational poverty by providing women with the necessary support, skills, and opportunities for family-sustaining employment. In this role, you will work closely with community organizations and employers, helping women navigate their educational and workforce journey with confidence and success.

A LITTLE ABOUT US:

The WNY Women's Foundation is a nonprofit organization, focused on transforming systems, policy and culture to advance gender equity for women. Through advocacy, data-driven research, and innovative programs, we aim to eliminate the barriers that women face and help them thrive. The Foundation collaborates with local partners to address challenges like economic inequities, racial disparities, and workforce barriers, empowering women to drive change in their lives and our community.

BACKGROUND:

For 25 years, the WNY Women's Foundation's mission has been to transform systems, culture, and policy to create [opportunities for each woman](#) to thrive. We accomplish this by focusing on 4 areas: Advancing and supporting women in leadership, Economic Empowerment through supported education, Elevating women's experiences through data and storytelling, and Advocacy to advance policies and funding. To address the area of economic mobility, in 2013 we launched our data-informed **MOMs: From Education to Employment®** (MOMs) program, a proven initiative that leads to breaking the intergenerational cycle of poverty. This research-based and tested economic empowerment initiative moves single mothers through a supported, local community college experience by eliminating barriers to completing their education leading to a family-sustaining job. Over 1000 single mothers and thousands of children of those mothers have participated in the MOMs program at local community colleges since its inception.

In 2020, we expanded the MOMs model to include workforce development and rebranded it as **mPower: From Education to Employment** which now includes our **Women's Economic Mobility Pathway (WEMP)**. WEMP is the only workforce development initiative that uses an intersectional gender-based lens to focus on women, particularly economically disenfranchised single mothers of color from the City of Buffalo. The WEMP model begins with extensive partner community outreach and referrals to recruit prospective students. We then assess the needs and acumen of each student to determine their personal readiness, including the status of their housing and transportation, mental health, and academic baseline. We provide core training to address their individual barriers using these assessments. This process is known as the WEMP funnel; it represents the pre-programmatic steps taken to better prepare and empower women for a workforce training program or job readiness. The prospective students are then filtered into an associated workforce development training program. Through partnerships with supporting organizations and employers, women receive hands-on training that leads to full-time employment. For example, since its inception, hundreds of students have graduated from the mPower CNA training program for Lineage Senior Care group at partner SUNY EOC.

ABOUT YOU:

You are passionate about empowering women, especially those from communities historically excluded from opportunity. You believe in the power of economic mobility to break cycles of poverty and are committed to advancing racial and gender equity. You thrive in collaborative environments and enjoy building relationships with individuals from diverse backgrounds. You bring a trauma-informed, person-centered approach to your work, while staying focused on data, outcomes, and systems-level change. You are a proactive problem solver, adaptable, and energized by finding innovative solutions to challenges.



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The WNY Women's Foundation is searching for a dynamic individual proficient in teamwork and communication, with an innovative mindset. This candidate will play a pivotal role in creating systems to standardize, streamline, and advance the program into new industries!

ABOUT THE ROLE:

Primary Duties and Responsibilities:

- **Direct Participant Empowerment:** Conduct intake interview of program applicants, with education and support partners, to obtain information on education, current skills, and abilities; family and home status and perceived barriers
- Develop success plans for each program participant, maintain documentation, and establish regular system of check-ins and support
- Share intake findings that may serve as barriers and maintain ongoing communication with staff advising academic/career plans
- Monitor program participants' progress to ensure retention and graduation
- Liaise between participants, community partners, community, and government entities for the purpose of accessing support resources
- Develop and maintain a robust contact list of key resources and partners by category, to properly match program participants' needs to resources
- Develop 'value-added' programming and workshop schedule to connect participants with appropriate information, resources, and mentors
- Troubleshoot with participants, at worksite post-graduation or during clinical experiences to increase work retention.
- Develop systems to provide programmatic consistency and improved outcomes

Program Management :

- Develop and maintain a programmatic budget; manage financial tracking, and lead programmatic operational tasks
- Grow the program by connecting with potential employers, while identifying funding sources and grant opportunities
- Work with the WNYWF Development & Communication Coordinator to create a monthly newsletter for past and current students sharing resources, events and opportunities
 - Assist with social media content to promote the program and share data about our work
- Report on the status of the program, barriers identified, and opportunities or resources needed to promote systems change and grow the program
- Assist with program continuous improvement.
- Coordinate with the Knowledge Management Coordinator, timely qualitative and quantitative data reporting

Community Engagement & Relationship Management:

- Comprehensive understanding of this position's integration within the overall structure and mission of the WNY Women's Foundation, to properly convey the message to the community
- Liaise between the Foundation, participants, and community partners to ensure successful and smooth program implementation.
- Identify new community partners and employers to expand program offerings into other industries and sectors.
- Foster strong relationships with internal and external stakeholders, including training partners, employers, and government agencies.
- Act as a grassroots storyteller, sharing the success of program participants with donors, partners, and the community to inspire ongoing support.

WHAT WE'RE LOOKING FOR:

Core Competencies:

- Experience with trauma-informed and person-centered approaches in social services or workforce development.



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- Ability to build trust and develop strong relationships with participants from diverse backgrounds, especially economically marginalized women.
- In-depth understanding of the social, racial, and economic factors that impact women, particularly single mothers of color, in Western New York.
- Demonstrated ability to analyze systems and drive improvements that create more equitable and effective programs.
- Strong verbal and written communication skills, including the ability to present to diverse audiences and facilitate group discussions.
- Excellent networking, problem-solving, and innovative thinking skills.
- Experience with program development, evaluation, and assessment to ensure program goals and outcomes are met.
- Ability to manage and maintain accurate records, track program progress, and ensure confidentiality of sensitive data.

Key Qualifications:

- Minimum Bachelor's degree in Social Work, Counseling, Human Services, or Career Education
- 4+ years of vocational educational experience
- Candidates with a Master's in Social Work (MSW) are preferred
- Experience working with low-income and underrepresented communities, particularly women of color

COMPENSATION:

This is a grant-funded opportunity. Salary is commensurate with experience, paying \$60,406.

The advertised pay range represents what we believe at the time of this job posting that we would be willing to pay for this position. Only in special circumstances, where a candidate has education, training, or experience that far exceeds the requirements for the position, would we consider paying higher than the stated range.

STAFF VALUES:

- **Teamwork:** We agree to work collaboratively and independently toward our common goal of advancing the mission of the WNY Women's Foundation. We commit to cultivating an environment of mutual dependability.
- **Respect:** We agree to hold ourselves to a high standard of respect driven by empathy and open-mindedness. This will be displayed through our conduct, both internally and externally.
- **Transparency:** We agree to foster an atmosphere where clarity, honesty, and openness is the center of our communication. We agree to seek out/provide the appropriate amount of information to make informed decisions with regards to our interactions and our work.
- **Introspection:** We agree to self-evaluate our thoughts, feelings, actions, and work. We will hold ourselves accountable to the values of the foundation, which focus on building the possibility for others to live, grow, and lead to their fullest potential.

TO APPLY:

Candidates should send their resume and cover letter to resume@wnywfdn.org.

For more information, please visit us at <https://wnywomensfoundation.org/>

WNYWF strongly encourages people of color, LGBTQ individuals, people with disabilities, and members of under-represented communities to apply. **Applications will be accepted until 2/21/2025**