

WORKFORCE & EQUITY

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WHAT IS WORKFORCE EQUITY?

- According to the National Fund for Workforce Solutions, in an equitable workforce, all jobs are good jobs.
- Workforce equity means the elimination of racial gaps in employment and income such that the workforce – both public and private – is racially representative of the general population, at all different levels of skill and pay, across occupational groups and sectors.

UNFORTUNATELY...

- In a workforce that's growing more diverse, workers of color continue to face barriers to good jobs and career pathways. Eliminating racial inequities is necessary for individual workers to succeed and for the economic growth and prosperity of communities.
- The University of Arkansas at Pine Bluff is prepared to collaborate with workforce professionals in order to identify competencies and skillsets that students will need in order to be successful in the workforce.

WHY?

- In addition to our regular four-year degree programs, UAPB is now in the planning stages of implementing 4 new certificate programs. The 4 proposed areas are: Construction Management, Food Safety, Agriculture Regulation and Cybersecurity.
- An important first step for UAPB in advancing workforce equity is to figure out what's driving the workforce and what needs to be accomplished.
- That's the WHY which will frame our purpose.
- A simple and clear WHY can guide UAPB in decisions and choices related to the student's matriculation. Understanding WHY is a key element in preparing our students to eliminate workforce equity issues.

PLANNING

- Assembling an equity workgroup of like-minded people is exciting. However, enthusiasm and goodwill are not enough.
- As we plan to prepare students to fill equity gaps in the workforce, we will take advantage of opportunities to discover the plethora of opportunities available to students as we create/shore up new and existing programs and certificates.
- We will also be meeting with workforce professionals to find out what the current workforce needs are, what students need to know in order to be successful (competencies), what skillset is required, and what current industry standards for professionals or licensure or certifications are acceptable.
- Planning will also include defining workforce equity by region.

DATA EXPLORATION

- We will use data to develop educational activities and strategies to address workforce equity challenges.
- Possible data sources: Bureau of Labor Statistics, Census Bureau, Bureau of Economic Analysis, State Labor & Employment Agencies
- Note: You, our community partners may have access to additional resources or make other recommendations that will assist us.

BUILDING OUR EDUCATIONAL PROGRAMS

- We will analyze and review the data to identify the most promising viable strategies to prepare our students to meet the gaps in workforce equity.

FOR FURTHER INFORMATION

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