

Priority: Promote career, entrepreneurial, and other economic opportunities for immigrant residents, including access to affordable housing, childcare and transportation

	Action Step	Potential Partners	Short (6 – 12 mos) Mid (1 – 2 yrs) Long (3 – 5 yrs)
Create coordinating entities to lead immigrant economic development efforts jointly in the city and county			
1.	Form a City-County team of key local partners to coordinate immigrant and international economic development initiatives of the Welcoming Pittsburgh Plan and Immigrant Community Blueprint (Referenced below as the City-County Economic Development Team)	DHS I&I Initiative, Welcoming Pittsburgh, WIB, CCAC, Allegheny Conference/ Chamber, Allegheny County Economic Development, Career Development Center, and more.	Short
2.	Explore partnership with the Welcoming Center for New Pennsylvanians (WCNP) to provide centralized economic and career supports and related services to the I&I community	City-County Economic Development Team, WCNP	Mid
Increase career development opportunities for immigrant residents			
1.	Utilize and adapt WCNP and local models for assessment, career readiness training, job placement and job retention support, professional career laddering, individual career consultations	City-County Economic Development Team WCNP staff	Long
2.	Recruit immigrants for existing courses in emerging opportunity fields such as Certified Nursing Assistant, Registered Nurse, or Community Health Workers. Seek additional funding for these courses through Health Profession Opportunity Grants and other funding sources.	CCAC, Bidwell Training Center, ISAC, ethnic communities	Short
3.	Connect immigrant communities to free workforce training programs such as Burns & Scalo, Nello Construction, A. Philip Randolph, and Pittsburgh Works	City-County Economic Development Team ISAC, Mon Valley Initiative, DHS I&I, CCAC	Short
4.	Increase immigrant participation in WIOA programs for job training funds, paid work experiences, job readiness, placement, etc.	City-County Economic Development Team ISAC, Mon Valley Initiative, DHS I&I, WCNP	Short
5.	Provide data and background to WIB to explore new funding possibilities for immigrant-oriented workforce development service providers	City-County Economic Development Team, WCNP staff	Long
6.	Support the successful JFCS Career Development annual Immigrant Career Fair as an annual event	JFCS Career Development Center, Carnegie Library of Pittsburgh (CLP), City-County Economic Development Team	Short
7.	Include immigrants in annual CLP employment event for ‘special populations’	CLP	Short

Make entrepreneurial opportunities readily available		
1. Adapt and implement WCNP and local programs providing (1) individual technical assistance for new and existing business owners, (2) market research data to help merchants and business associations identify opportunities, (3) business clinics featuring small-business experts available for free consultation, (4) workshops and step-by-step guides to explain licensing and regulatory requirements for small businesses, taxes, loan and microloan opportunities	City-County Economic Development Team WCNP staff	Long
2. Convene existing organizations that provide opportunities and technical assistance to startups, including Small Business Development Centers, micro-enterprise programs, SBA with immigrant-serving organizations. Develop and implement plans to extend their services more effectively within the immigrant community, including mentorship, access to financial planning education and resources, and connections to “gateway” opportunities such as ride sharing companies or Yellow Cab.	City-County Economic Development Team Urban Redevelopment Authority	Short
3. Pilot permanent market spaces in cooperation with ethnic community organizations and Economic Development South (EDS) for immigrant entrepreneur use, beginning with Brownsville Road and the Bhutanese Community Association of Pittsburgh (BCAP), and with farmers markets and makers’ market	EDS Staff + I Made it! Market, ethnic communities	Short
4. Develop smaller “pop-up” markets with the same relationships	EDS Staff + I Made it! Market	Mid
5. Support entrepreneurship opportunities for immigrant youth through schools, after school and arts program	Jewish Family and Children’s Services (JFCS) Career Development Center + Allegheny Partners for Out-of-School Time (APOST)	Short

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Educate employers and the workforce system to recognize the value of immigrant talent and experience			
1.	Encourage local media to feature immigrant entrepreneurs	City and County Economic Dev team, City and County gov't communications offices	Short
2.	Develop campaign to educate employers on the value of a diverse workforce	NAMs, JFCS, AJAPO	Mid
3.	Work to incorporate immigrant hiring strategies within companies and corporations at policy level. Celebrate corporate champions.	Career Dev. Centers, Resettlement agencies, Mayor's Office + County + WIB	Mid
4.	Include data on immigrants as part of diversity statistics that are routinely used for benchmarks	WIB	Mid
5.	Use the Allegheny Conference/Brookings Institution event to publicize the efforts of Welcoming Pittsburgh and Blueprint, include reps of group as panelists	Allegheny Conference, Mayor's Office, I&I Initiative, WIB	Short
6.	Apply for funding such as Gateways for Growth to document the economic value of immigrant integration	City led City-County Economic Development Team	Short

Promote ESL for Career Development			
1.	Partner with existing local programs to develop a comprehensive listing of ESL resources community-wide and to adapt and implement WCNP career- and college-focused ESL programs such as English for Professionals.	City-County Economic Development Team, WCNP staff	Mid
2.	Form partnerships between CCAC and GPLC to provide free ESL classes to immigrant students	GPLC, CCAC, English Language Institute	Mid
3.	Explore the feasibility of using OJT funds to support workforce-oriented ESL programs, including in the workplace	GPLC, CCAC, WIB, GPLC	Short

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Advance opportunities for and access to safe and affordable housing, transportation, child care and other resources that remove barriers to and accelerate economic progress			
1.	Support Economic Development South in rehabilitating Berg Place housing to become affordable housing with an Immigrant Transition Center on site, staffed by immigrant serving partner agencies	Economic Development South	Short
2.	Support partnerships with nonprofits that rehabilitate affordable housing to leverage Rehab for Resale and JobFirst programs	Economic Development South, Rebuilding Together, Habitat for Humanity	Mid
3.	Identify existing local programs that provide home ownership and savings education, encourage outreach and access to I&I community, and educate service providers.	Action Housing, Wesbanco, Mayor’s Office and DHS Housing Services	Short
4.	Partner with DHS Housing services to identify housing stakeholder groups and opportunities in each to advocate for and include I&I needs in their plans and programming	City-County Economic Development Team DHS Housing Services	Short
5.	Promote immigrant participation/representation in housing resource and advocacy groups	ISAC	Short
6.	Train the immigrant support providers on the availability of housing services and resources that may be available to their population, including those related to possible status as Veterans, persons with disabilities, etc.	DHS I&I and DHS Housing	Short
7.	Coordinate with local agencies listing available housing to expand resources for immigrants	PA Housing Search, DHS Housing, DHS I&I Initiative, ISAC, Welcoming Pittsburgh	Short
8.	Make the Port Authority more user friendly for I&I residents through cultural competency training for drivers and a language access plan	ISAC, Language Access coordinating entity	Short
9.	Leverage ride sharing companies/Yellow Cab as a model addressing transportation, promoting use of these services in immigrant communities.	Mayor’s office, ride sharing companies.	Mid
10.	Establish private/independent shuttle systems to key locations, e.g., EDS loop including CCAC South, Jefferson Hospital, Northview Heights	EDS, Islamic Center	Long
11.	Explore options to increase the availability of high quality, drop-in child care to support working families.	PAEYC, APOST	Mid