

The Careership is a mid-career apprenticeship program designed to train new leaders, particularly people of color, for professional positions in the community development field.

# The Careership

## Growing New Leaders

### WHAT IS A CAREERSHIP?

Careership apprentices work 15 hours per week for one year, to acquire job experience from a host organization in the community development field.

- LISC staff help apprentices identify and select a host organization where they can meet their career and learning goals while contributing existing skills and talents.
- Hosts have been non-profit community development organizations, government development and housing funding agencies, public housing agencies, and private foundations who fund affordable housing.
- A \$12,000 work stipend is paid to the apprentice over the course of the year. In addition, each apprentice receives an education stipend of \$1,000 to pursue education and training that helps them achieve their career goals.

### Changing the Face of Housing in Minnesota (CFHM)

The CFHM Initiative was created in 2002 to increase the participation of people of color at all levels of Minnesota's affordable housing industry. CFHM works to:

- Provide **self assessment tools and training** to organizations to enhance their success in recruiting and retaining people of color.
- Expand the pool of qualified job applicants through LISC's **Careership**, and other intensive developmental experiences for people of color in the affordable housing and community development industry.
- Develop grass roots **public policy** leadership in affordable housing.

#### Application Process

- Apply (anytime)
- First Interview - all applicants throughout year
- Second Interview (October-November)
- Participants Selected (November-December)
- Program Year (January-December)

#### For More Information About Becoming A Careership Apprentice, Please Contact:

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A Mid-career apprenticeship program dedicated to training new leaders, particularly people of color, for professional positions in the community development field.

Careership apprentices attend a community development seminar at Metro State University throughout the year.

- The seminar covers the history and strategies of community development and the challenges and opportunities of working in low income communities and communities of color. Participants can earn college credits for completing the seminar requirements.

LISC staff support apprentices throughout their one-year term, and beyond.

- Through regular meetings and conversations, LISC Staff and Careership apprentices work together to identify additional resources and employment opportunities for participants during or after their Careership term.
- In addition, LISC supports a Careership Alumni Network, which empowers graduates to advance their careers and leadership skills through participation and direct involvement in the planning of cohort activities. The Alumni Network provides opportunities for ongoing connections and association with peers and professionals in the community development field.



A partnership of

**Twin Cities Local Initiatives Support Corporation (LISC)**

Helping Neighbors Build Communities



**Metropolitan State University's First College**

Encouraging Lifelong Learners & Diverse Learning Approaches

**Changing the Face of Housing in Minnesota Initiative (CFHM)**

A conscious, focused effort to increase the levels of participation of people of color at all levels of Minnesota's affordable housing industry



## The Careership Program is designed to:

- Recruit talented, capable individuals in communities of color with transferable work skills and passion for community work.
- Evolve staffing of nonprofit developers to better reflect the communities they serve.
- Arrange discrete, part-time community development work experience and training where apprentices contribute existing skills and talents while acquiring new experience and expertise.
- Grow and network a pool of competitive candidates for openings in community development agencies in a relatively short time period across a broad spectrum of job choices.
- Provide networking and support to diverse individuals in the community development field.
- Develop leadership among alumni network.

## Funding Sources for the Careership program:

- Family Housing Fund
- The Otto Bremer Foundation
- The Annie E. Casey Foundation
- The Saint Paul Foundation
- The McKnight Foundation
- For-Profit/Government Careership Hosts

Artwork by TaCumba Aiken "Reach"  
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## Who Has Participated?

### Who Are We Looking For?

Talented, capable individuals with transferable work skills.

### If You or Someone You Know:

- have some college and five or more years of work experience and/or a history of involvement in a community-based organization
- have skills that would add to the effectiveness of community development locally
- have direct experience working with or advocating for the interests of communities of color
- are willing and able to make a 12 month part-time work and training commitment to the Careership program; and
- are interested in a career in community development



### Volunteer Work Pays Off

**Claudia Foussard • Class of 2007**

Claudia has long been a volunteer worker in social justice and with indigenous people's movements and homeless youth. She earned her living in cutting and styling hair and is a trained hands-on healer. As Claudia completed her BA in professional communications and Indian ethnic studies from Metropolitan State University in 2007, she sought a way to turn her volunteer experience into a paid profession, at least part-time. Careership gave Claudia the opportunity to expand her knowledge in the environmental justice field and build connections between Environmental Justice Advocates of Minnesota (EJAM) and the Indian and other communities. Her flexibility and ability to forge relationships among diverse people served her well in EJAM's shared leadership and grassroots work and made her a bridge-builder among her Careership peers. Early in 2008, she was hired by East Side Neighborhood Development Company for its Prosperity Campaign to help connect community residents to economic opportunity.



### Community & Organizational Leader

**Ramón León • Class of 2002**

Ramón León brought to the Careership program his "roll up your sleeves, work hard, and get involved in things you believe in" approach to life, and his great talent for identifying resources and establishing mutually beneficial relationships. He had significant experience as a worker and then as an owner of a furniture manufacture and upholstery business in Mexico and the US, and a technical degree in business administration in Mexico. In addition to management expertise, Ramón knew personally the issues faced by new immigrant business start-ups. After getting involved in church-based organizing for the betterment of the Latino community, he led in organizing the 40+ business members of the Cooperativa at Mercado Centrale in Minneapolis. He generously credits John Flory from Whittier CDC, Mike Temali from WIND/NDC, Juan Linares (then from Catholic Charities and ISIAAH), and PPL with teaching him and bringing the Mercado to fruition. Ramón did his apprenticeship (along with a part-time job) with John and Whittier CDC, providing intake services for Spanish speaking clients and packaging small business loans. Ramón's (and John's) work at Whittier CDC seeded and blossomed into the Latino Economic Development Center (LEDC) which became an independent, statewide nonprofit development organization in 2003. Ramón became LEDC's first Executive Director and has built a solid reputation and foundation for the organization, which has grown to 10 full time staff members and an annual operating budget in excess of \$1 million. The organization has been selected to send new employees and business development staff in-training to the Careership each year as a professional development strategy.



### Mobilizing For Change

**Nelima Sitati • Class of 2007**

Nelima has worked for 12 years in Africa and the US in human rights at the same time volunteering through her church and college tutoring programs. She holds an AA degree and certificate in Women's Studies from Minneapolis Community and Technical College and a BA degree in International Management and Women's Studies from Hamline University. After traveling through neighborhoods in North Minneapolis and northwest suburbs, Nelima wanted to learn how to mobilize African American and immigrant communities to advocate for improved access to jobs, goods, and services for themselves. As a Careership apprentice, Nelima learned about the Harrison Neighborhood Association and its anti-racism work and community benefits agreement negotiation around the Basset Creek redevelopment project, as well as the Minneapolis Neighborhood Revitalization Program. She was hired full-time by the association before her apprenticeship ended and continues there today as their housing and community organizer. In her non-work hours, Nelima is a talented spoken word artist who has performed on many local stages, including events for CommonBond Communities, Changing the Face of Housing, and the Minneapolis Public Library.

## What Are the Program Results So Far?

Of those who have fully completed their Careership over the past five years:

- 83 persons have completed their Careership education and work requirements
- 75% found jobs in the community development field
- 39% made progress or completed an undergraduate or graduate degree
- 10% have been asked to serve on public and non-profit governing boards

## What Is Community Development?

Community development is made up of many activities that improve the physical, economic, and social well being of neighborhoods.

