



UNCF Career Pathways Initiative

INVESTING IN THE FUTURE OF AMERICA'S WORKFORCE

INTRODUCTION ▶

Now more than ever, American students are asking the question, "Will a college degree help me secure a good job and build wealth for my family?" According to the U.S. Bureau of Labor Statistics, 44 percent of college graduates in their 20s are stuck in low-wage, dead-end jobs, the highest rate in decades, and according to *Forbes*, the number of young people making less than \$25,000 a year has spiked to the highest level since the 1990s. The statistics are even more alarming for African American graduates. As recently as 2013, the unemployment rate for African American college graduates ages 22-27 was 12.4 percent, more than twice the rate of their white counterparts. And in 2014, the percentage of recent African American college graduates who are underemployed soared to 56 percent.

UNCF and Lilly Endowment Inc. have joined forces to establish the **UNCF Career Pathways Initiative** to support four-year historically black colleges and universities (HBCUs) and predominantly black institutions (PBIs) in a competitive grant process to intentionally and innovatively create pathways from college to career for their students. The intent is to strengthen career guidance and discernment and enhance the liberal arts experience of students at HBCUs and PBIs by adding—where needed—certain skills, experiences and knowledge required by employers. This initiative is an opportunity for HBCUs and PBIs to serve as best practice incubators and models for preparing college graduates to immediately and seamlessly enter the workforce.

PROGRAM OVERVIEW ▶

The *UNCF Career Pathways Initiative*, funded by Lilly Endowment, is a \$50 million investment over a seven-year period, designed to help select HBCUs and PBIs increase the number of undergraduates who transition to meaningful jobs in their chosen fields immediately after graduation.

The initiative is open to four-year public and private HBCUs and PBIs that meet specified criteria. Of the 87 eligible institutions, up to 30 will be selected for the planning phase, the first phase of this competitive grant process. Programmatic success will be measured through strident accountability and evaluation metrics that will be assessed periodically throughout the program and at its conclusion to determine impact, effectiveness and replicability.

PROGRAM BENEFITS ▶

- Providing technical assistance to help institutions in developing their grant proposals
- Offering professional development opportunities for faculty
- Creating experiential learning opportunities for students from the start of their college careers
- Establishing stronger connections between campus career services and employers
- Integrating career preparation into campus curricula and co-curricular activities
- Collecting baseline data on participating institution alumni to learn more about their post-graduate placement, work experience, employment trends and graduate school pursuits
- Annual convening to cultivate communities of practice across campuses, to share proven strategies for enhancing career preparation and to learn from national thought leaders with a demonstrated track record of success in the college-to-work transition
- Developing and implementing effective training programs that allow students to be better prepared to immediately enter the world of work
- Helping students more intentionally discern their career aspirations

GRANT AWARDS ▶

Grants will be awarded based on the enrollment of each institution.

- Planning Grants
 - Grant cycle is six months
 - Up to 30 institutions will receive a one-time award, ranging up to \$150,000
- Implementation Grants
 - A subset of the planning grant awardees will receive this one-time award, ranging up to \$1.5 million, to be distributed over six years
- Cluster Grants
 - These grants are designed to partner small, private HBCUs with a larger, public HBCU or PBI located within close proximity or that share strong preparation programs in certain growth industries (e.g., the STEM fields of science, technology, engineering and mathematics; healthcare industry; financial services; information technology)
 - Cluster grants of \$6 million each to be distributed over six years to a cluster of three or four eligible institutions



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ELIGIBILITY CRITERIA ▶

HBCUs

- Four-year institutions
- Primarily serving undergraduates
- Accredited by one of the six regional accrediting bodies
- Award the majority of their degrees at the bachelor's level

PBIs

- Four-year institutions
- Must have met the U.S. Department of Education's PBI regulatory guidelines for three of the previous four years
- Primarily serving undergraduates
- Accredited by one of the six regional accrediting bodies
- Award at least 50 percent of their undergraduate degrees at the bachelor's level

EXAMPLES OF POTENTIAL GRANT PROJECTS ▶

Funds can be used for a variety of projects that are aimed at meeting overarching initiative goals. Examples include:

- Developing projects that better align college curricula in majors with local and national workforce needs
- Adding to college curricula certificates and/or credentials that specifically meet workforce demands
- Creating innovative experiential internship experiences that will help students develop knowledge and skills relevant to industry needs

- Establishing industry-based training programs that are integrated with classroom learning
- Enhancing campus career services and career discernment programs

APPLICATION PROCESS AND TIMELINE ▶

- In December 2015, UNCF will make an announcement on www.uncf.org for institutions to submit a letter of interest prior to the receiving the request for proposals. Applicants must demonstrate commitment to engaging in a long-term initiative that will work in innovative ways to improve the rate and quality of employment of its graduates. After the letter of interest review, selected applicants will be invited to apply for a planning grant.
- Planning grant applications open in early 2016.
- The schedule for implementation grants will be announced in late 2016.

PARTNERS AND ADVISORY BOARD ▶

- UNCF will work with several long-standing collaborators and partners from different sectors to achieve initiative goals. An advisory board of individuals will be selected from the business sector, higher education and nonprofit organizations to provide input and guidance on programmatic directions.



ELIGIBLE INSTITUTIONS ▶

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

Alabama A&M University
Alabama State University
Albany State University
Alcorn State University
Allen University
Arkansas Baptist College
Benedict College
Bennett College
Bethune-Cookman University
Bluefield State College
Bowie State University
Central State University
Cheyney University of Pennsylvania
Claflin University
Clark Atlanta University
Concordia College Alabama
Coppin State University
Delaware State University
Dillard University
Edward Waters College

Elizabeth City State University
Fayetteville State University
Fisk University
Florida A&M University
Florida Memorial University
Fort Valley State University
Grambling State University
Hampton University
Harris-Stowe State University
Howard University
Huston-Tillotson University
Jackson State University
Jarvis Christian College
Johnson C. Smith University
Kentucky State University
Lane College
Langston University
LeMoyne-Owen College
Lincoln University
Lincoln University of Pennsylvania
Livingstone College
Miles College
Mississippi Valley State University

Morehouse College
Morgan State University
Morris College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
Oakwood University
Paine College
Philander Smith College
Prairie View A&M University
Rust College
Saint Augustine's University
Savannah State University
Selma University
Shaw University
South Carolina State University
Southern University and A&M College
Southern University at New Orleans
Spelman College
Stillman College
Talladega College
Tennessee State University
Texas College

Texas Southern University
Tougaloo College
Tuskegee University
University of Arkansas at Pine Bluff
University of the District of Columbia
University of Maryland Eastern Shore
University of the Virgin Islands
Virginia State University
Virginia Union University
Voorhees College
West Virginia State University
Wilberforce University
Wiley College
Winston-Salem State University
Xavier University of Louisiana

PREDOMINANTLY BLACK INSTITUTIONS

Chicago State University
Clayton State University
CUNY Medgar Evers College
CUNY York College
Francis Marion University
University of West Alabama