



Please direct all questions and proposal submissions to Atlanta@oneten.org. We are unable to respond to your inquiries directly on LinkedIn.

Community Development Lead: Request for Partnerships

[OneTen](#) is seeking to build a broad coalition of partners to advance our mission of hiring Black talent without four-year degrees into family-sustaining jobs. Specifically, we are also inviting collaboration from experienced partners (organization or individuals) to develop our OneTen network through local **Community Development Lead** and **Community Partner** roles in Atlanta.

OneTen Background and Context

OneTen is a coalition of leading chief executives and their companies who are coming together to upskill, hire and promote one million Black individuals who do not yet have a four-year degree into family-sustaining jobs with opportunities for advancement over the next 10 years. OneTen connects employers with talent partners including leading nonprofits and other skill-credentialing organizations who support the development of diverse talent. By creating more equitable and inclusive workforces, we believe we can reach our full potential as a nation. Our goal, ultimately, is to close the racial wealth gap in the United States.

In addition to working with coalition member companies (i.e. employers) to open up new pathways for employment, OneTen is building a network of endorsed talent development partners to enable Black talent to gain new skills and job-ready expertise. From hands-on vocational and apprenticeship programs to online boot camps and MOOCs, these partners are leading local, regional, and national education and skill-building organizations and play a critical role in helping us meet our collective goals.

OneTen will also establish a presence in key regions across the U.S. Our efforts will be shaped by the local workforce development landscape and will include reducing exclusionary hiring practices, identifying robust talent sources, and strengthening equitable career pathways for advancement. Atlanta already has strong organizations and initiatives working to support Black talent and to connect them to economic opportunity; OneTen will seek to align with and amplify these existing local efforts.

In Atlanta, OneTen has already begun forging local talent ecosystem relationships, including by:

- Aggregating forecasted family-sustaining job opportunities from national OneTen member employers with local employment opportunities
- Engaging with intermediaries, community-based organizations, talent developers, and funders, to understand the local workforce development landscape and to gather input on how OneTen could advance opportunity for Black talent
- Exploring partnership opportunities to expand wraparound supports for Black talent to succeed in training programs and in their careers

The success of OneTen's ambitious mission will depend on the strength of our national strategy, local expertise, and our ability to build trust at the community level. To that end, OneTen is searching for local leaders to serve in two supporting roles: Community Development Lead and Community Partner(s).

1. Community Development Lead Role

OneTen is seeking an organization or individual(s) that will work as our on-the-ground partner in strengthening the local ecosystem of Black talent and the many stakeholders we seek to engage as allies in achieving our shared collective goals.

The selected Community Development Lead will partner closely with OneTen's Chief Growth Strategy Officer and the national team to expand our capacity in work with many key stakeholders in the local community, including the Employer Market Lead and the Community Partners described below.

Key regional goals for the Community Development Lead will include the following:

- Strengthen career pathways for family-sustaining careers in the Atlanta area
- Connect greater numbers of Black talent without four-year degrees with family-sustaining job opportunities
- Bolster OneTen's local presence, engagement, and reputation.

The minimum initial time frame for the project would be 6-12 months, with the potential to expand the relationship beyond that period based on continued alignment and performance.

The scope of services to be provided by the Community Development Lead includes the following:

- Work closely with OneTen national leadership, the Employer Market Lead, and local stakeholders to develop a plan for local implementation based on community conditions and context
- Build on the multi-sector relationships OneTen has established in Atlanta with a broad set of stakeholders
- Position OneTen as a trusted, effective organization in Atlanta, given regional considerations of existing programming and talent needs
- Identify and pursue ways for OneTen to play a role in strengthening the existing local ecosystem, including:
 - Bolster the capacity of talent developers to train Black talent for local family-sustaining career opportunities
 - Increase Black talent awareness of and access to quality training programs aligned to family-sustaining careers
 - Strengthen connections between talent developer programs and employers to ensure trainings are relevant for in-demand jobs and to streamline access to job opportunities for trained Black talent
 - Expand wraparound supports for Black talent to succeed in training programs and in their careers
 - Support employers locally to advance equitable and inclusive practices in hiring, development, and advancement

- Partner with OneTen coalition member companies (i.e. employers) with active hiring in the region to understand their family-sustaining job demand and foster their engagement in local ecosystem activities; as requested, contribute to the recruitment of additional companies to join the OneTen coalition
- Expand OneTen’s relationships with local talent developers for specific skills or roles based on current needs and anticipated demand for future jobs, including:
 - Suggest talent developer programs to the OneTen team for potential endorsement
 - Collaborate closely with the region’s community colleges to elevate programs for possible OneTen endorsement or possible co-marketing strategies for reaching out to students and alumni
 - Identify and suggest local organizations that might be strong candidates for philanthropic grants to advance OneTen’s mission
- Identify partnership opportunities for providing wraparound supports to Black talent (i.e., supportive services that increase talent likelihood of success in training, during the job search, and in a new job), bring forward proposals to OneTen staff, and manage wraparound partnerships once established
- Plug in and provide as-needed support, in close collaboration with OneTen’s Chief Communications & Marketing Officer, to OneTen-activated local events and media-related opportunities

Qualifications: A successful organization or individual(s) will have:

- Proximity to and trust within Black communities
- Existing local networks, including strong reputation and credibility with talent developers, community-based organizations, private sector employers, public sector, and community leaders
- Experience with coalition-building efforts and demonstrated ability to work effectively toward shared goals with a wide range of stakeholders
- Demonstrated commitment to racial justice and familiarity with diversity, equity, inclusion and belonging work within companies or other organizations
- Expertise in workforce development, talent development, or related fields
- Available capacity (personnel and expertise) to partner with OneTen on this project starting no later than March 15 2022

Proposal:

Proposals for the Community Development Lead role should have the following structure and be a maximum of **3 pages** (excluding references):

- Name, organization/affiliation (if applicable), address, contact information (i.e. email, telephone, etc.)
- Share why you are best positioned to serve in the role as OneTen’s Community Development Lead in Atlanta
- Describe services and scope of work you would provide
- Include a simple budget with proposed cost for engagement, including the underlying fee structure

- Qualifications of organization (if any) and project team, or qualifications of individual(s)
 - Describe experience in relation to qualifications
 - Describe role of person(s) who will be involved, including main point of contact
 - Provide biographies or resumes of person(s) involved
- Indicate whether you would still be interested in participating as a Community Partner (see description below) if not selected as the Community Development Lead
- References (please provide three references)

Process for submitting proposals:

Please direct all questions and proposal submissions to Atlanta@oneten.org. Proposals will be accepted until 5pm ET on January 28th 2022. We will be available for “office hours” to answer questions on January 20th 2022. Please contact atlanta@oneten.org for time and call-in information.

2. Community Partner Role

OneTen is also building a broad network of community partners in Atlanta to work together with Community Development Leads and key OneTen stakeholders as we advance our mission and the work of our coalition members at the local level.

This **Community Partner** role is open to those who are interested in collaborating with OneTen but who might not have the capacity to be our Community Development Lead. In contrast, their role will be to participate in local convenings, support and connect Black talent, and identify specific opportunities to contribute to OneTen’s local efforts in Atlanta.

Community Partners might include, but are not limited to, the following:

- Companies that seek to employ Black talent
- Business roundtables or local chamber organizations
- Community-based, membership, and nonprofit organizations
- Talent development organizations
- Community colleges and high schools
- Intermediary organizations and foundations
- Government agencies (including workforce investment boards)
- Faith communities

Community Partners will collaborate with OneTen to prepare, support, and champion Black candidates on their journey towards family-sustaining jobs and successful careers. The estimated time commitment of these partner organizations will vary based on the needs of the local market and their available capacity. Depending on the nature of our collaboration, honorariums may be available to compensate for an individual or organization’s time and contributions.

Qualifications: Successful partners will meet the following criteria:

- Commitment to OneTen’s mission and local market goals
- Interest and capacity to contribute to the co-development and implementation of OneTen plan for the Atlanta market
- Belief in the genius and potential of Black talent and candidates

Letter of Interest: to be considered as a OneTen Community Partner, please reach out to atlanta@oneten.org by January 28th 2022 and include no more than a one page letter or email that addresses, “how do you envision partnering with us to advance OneTen’s mission in Atlanta?”

Comparison Chart: Community Development Lead vs. Community Partner Roles

Example Activities	Community Development Lead	Community Partner
Collaborate with key OneTen stakeholders to share local expertise	✓	✓
Build the OneTen network by sharing OneTen’s best practices with new employer, government, and community organizations	✓	✓
Commit to internal implementation of OneTen’s best practices and goals for a diverse workforce	✓	✓
Co-create local implementation plan with key OneTen stakeholders	✓	
Partner with OneTen member employers to assess demand, connect employers to talent developers, and identify wrap-around supports for Talent	✓	
Lead community outreach, including partnering with OneTen on local marketing efforts	✓	
Logistics		
Proposals/Letters of Interest Due	January 28 th 2022	January 28 th 2022
Proposal Length	3 pages	1 page
Structured Payment	Determined in proposal	Honorariums available