

WORKFORCE DEVELOPMENT

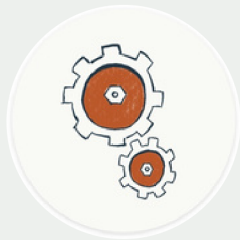
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WHO WE ARE

Afton creates meaningful change by transforming public policies and practices so they are effective, sustainable, and equitable. Afton builds capacity, strengthens governance, and ensures resources are strategically aligned and equitably distributed. Since 2011, Afton has collaborated with more than 150 initiatives in 39 states, the District of Columbia, and Puerto Rico, unlocking human potential from birth to career.

WHAT WE DO

Afton provides advisory services to local and state workforce development ecosystems to support system alignment and integration, equitable policy and program design, and improved service delivery. Our core values ground our work and how we partner with clients: we prioritize justice; act with integrity; collaborate inclusively; and center the human experience.



SYSTEM ALIGNMENT AND INTEGRATION

Example: [Illinois Governor's Commission on Equity and Access](#)

- Facilitate and project manage local and state-wide Commissions and Task Forces
- Amplify and share promising practices and models across states and local geographies
- Co-design and enact implementation plans with community members
- Break down silos across administrative entities and connect dots among related initiatives



EQUITABLE POLICY & PROGRAM DESIGN

Example: [Colorado Early Childhood Workforce Compensation & Benefits Task Force](#)

- Engage stakeholders using human-centered design processes and principles
- Develop toolkits, playbooks, white papers, and related analysis to support racially equitable decision-making
- Assess program and policy effectiveness and impact using qualitative methods
- Advise local and state decision makers on human-centered workforce strategies



IMPROVED SERVICE DELIVERY

Example: [Fair Chance Hiring Initiative](#)

- Facilitate communities of practice, learning academies, and related cohort-based programming for employers and workforce professionals
- Collect and synthesize user feedback via focus groups, listening sessions, interviews, and surveys
- Provide leadership coaching and core competency training for the field
- Provide technical assistance to support adoption and integration of key service delivery principles

Please reach out to Ellen Johnson, Senior Director, at ejohnson@aftonpartners.com to design a package that aligns to your budget and needs. Afton is proud to be a certified Woman-Owned Business.