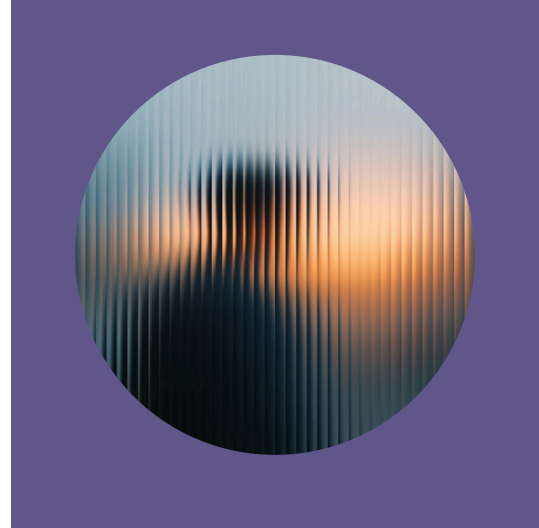
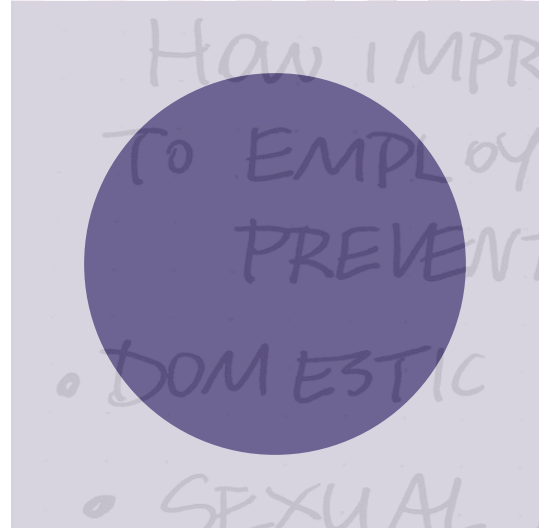
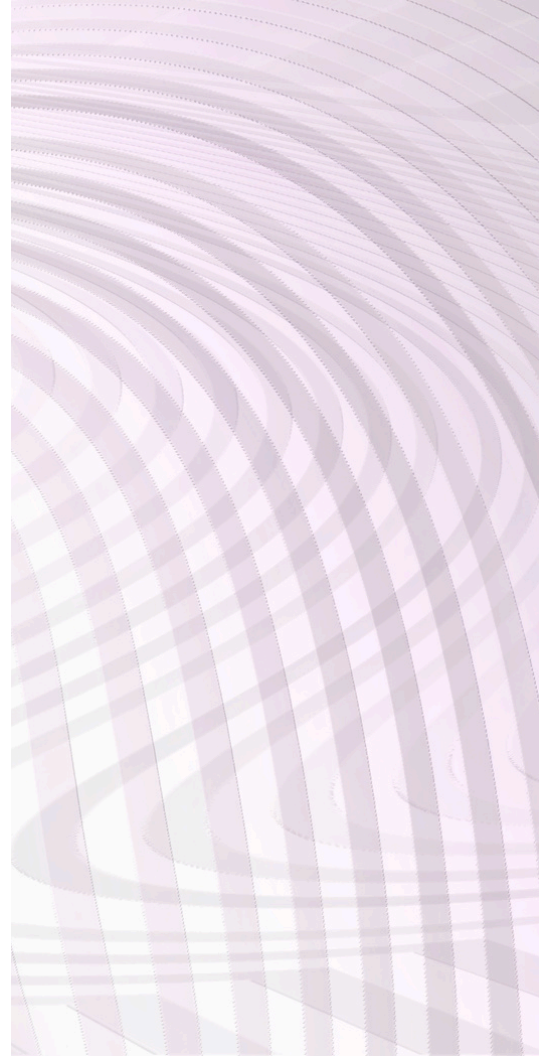


Pathways to Opportunity

Project Introduction and FAQ
January 2026 to May 2027



PATHWAYS TO OPPORTUNITY INITIATIVE OVERVIEW

Survivors of domestic violence, sexual assault, stalking and sexual harassment (DVSASSH) face barriers to obtaining and maintaining employment. Without adequate support, DVSASSH may impact a survivor's retention in skills training and employment opportunities.

The Pathways to Opportunity Initiative addresses unique barriers to economic independence for DVSASSH survivors through regional teams made up of three organizations: a victim service organization, an educational organization, and a workforce development organization. Futures Without Violence has partnered with the Corporation for a Skilled Workforce and Women Employed to train these regional teams on how to collaborate and coordinate to help DVSASSH survivors obtain and maintain employment.

Through a competitive application process, regional teams will be accepted to the Pathways initiative from April 2026 through May 2027.

Pathways Teams will have **access to:**

- Tailored tools and resources
- Training webinars and learning convenings
- Monthly one-on-one technical assistance on topics such as:
 - Identifying collaboration gaps/opportunities
 - Community resource mapping
 - Implementing trauma-informed workforce development and employment practices
 - Designing curriculum and career pathways for DVSASSH survivors
- Support throughout the project to develop a strategic implementation plan

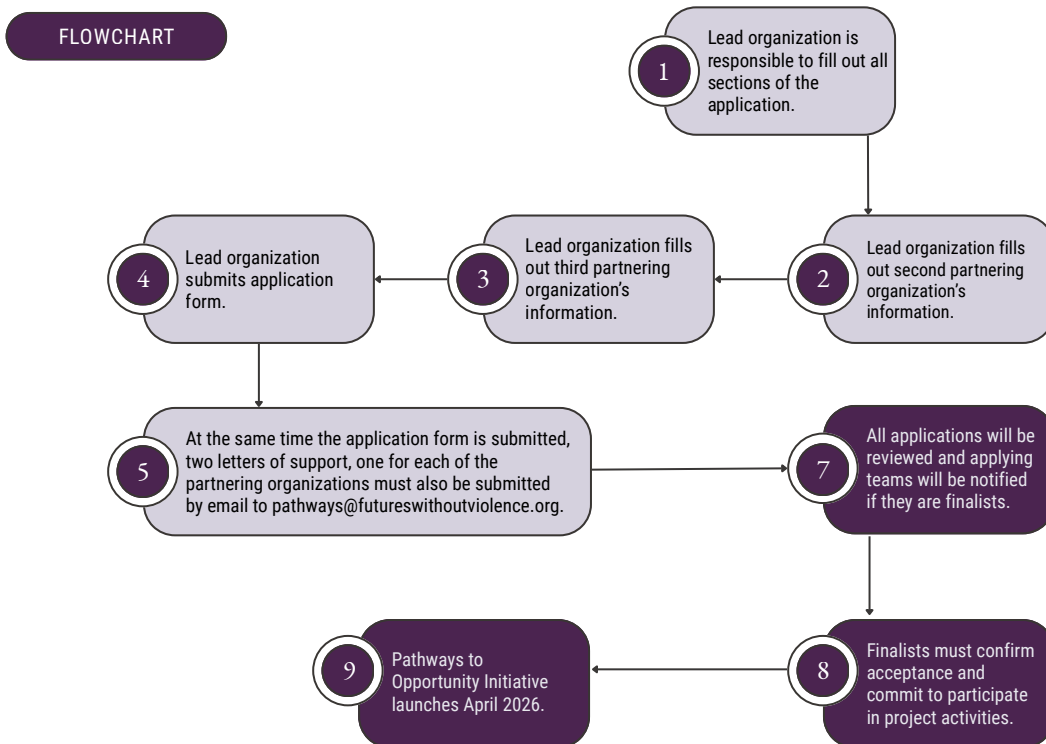
Pathways Teams will **participate in:**

- Quarterly webinars.
- Quarterly learning convenings.
- Monthly check in meetings with FUTURES staff for technical assistance, strategy and implementation support.
- Feedback requests from FUTURES.

Application Process

The Pathways Initiative is launching a competitive application process where teams of three organizations made of one victim service organization, one education organization, and one workforce development organization will apply to be a Pathways site or “team.” One of the three organizations on the team will submit one joint application and the two remaining partner organizations will each email letters of support to pathways@futureswithoutviolence.org. [Click Here to Apply by March 15, 2026](#)

Pathways to Opportunity Team Application Process



One Team, Three Organizations: The Makeup of a Pathways Team



1. **Victim Service Organization:** an organization that provides wraparound services such as crisis intervention, safety planning, housing, legal advocacy and case management to survivors of domestic violence, sexual assault, stalking, and sexual harassment (DVSASSH). In the team, they help survivors address the personal and safety barriers that may affect their employment.
2. **Educational Organization:** an organization such as an adult education program, community college, four-year college, vocational training program, or career and technical training programs that provide academic instruction, certificates and credentialing, and skill-building opportunities. In the team, they facilitate learning pathways that help survivors build new skills and gain the accreditation needed for employment.
3. **Workforce Development Organization:** an organization that offers services such as job readiness coaching, résumé support, interview preparation, skill assessments, and direct links to local employers. Within the team, they help survivors explore careers, prepare for employment, and connect with job opportunities. Example: Career Center, Department of Labor WIOA Title I, II or III Provider, Workforce Board, Apprenticeship programs.

Expectations and Commitments for Pathways to Opportunity Teams

To ensure that all partners benefit fully from the Pathways project, FUTURES asks applicants to commit to consistent and reliable participation for the entire project. If accepted as a team, each of the three organizations agrees to the following:

Participation & Staffing

- If selected as a finalist for the Pathways project, confirm acceptance promptly to secure participation.
- Assign one staff member per organization to consistently participate in the team throughout the duration of the project.
- Provide a replacement staff member if the assigned person can no longer participate, ensuring continuity of engagement.

Meetings & Engagement

- Attend one monthly check-in meeting with Futures Without Violence staff.
- Participate in the Pathways project webinar series up to once per quarter.
- Engage in a training event with the other Pathways teams up to once per quarter.
- In total, commit up to 8 hours per quarter to project trainings and activities.

Collaboration & Planning

- Co-create and implement a shared implementation plan to support survivors in obtaining and retaining employment.
- Collaborate openly with partner organizations about strengths, needs, opportunities, and challenges.

Responsiveness & Communication

- Provide feedback to Futures Without Violence upon request.
- Maintain consistent, good-faith engagement through May 2027.

By applying, organizations confirm their ability to meet these expectations and understand that inconsistent or partial participation may affect continued involvement in the project.

FREQUENTLY ASKED QUESTIONS (FAQS)

1. Who should submit an application for the team?

The application should be submitted by a lead organization. This may be a victim service, an education organization or a workforce development organization. The lead organization has the capacity to play a critical role in convening community partners, providing leadership and facilitation of team goals, and accountability to a shared vision of connecting DVSASSH survivors to employment and improving overall retention in the workforce.

2. What role must each organization play in the team?

An application should have one of each entity: a victim service organization, an education organization, and a workforce development organization. All three entities will work together to develop a coordinated implementation plan on serving DVSASSH survivors.

Common roles for each entity are:

1. Victim Service Organization: Lead community outreach and assist survivors in addressing the personal and safety barriers that may affect their employment.
2. Education Organization: Facilitate learning pathways that help survivors build new skills and gain accreditation needed for employment.
3. Workforce Development Organization: Support survivors in exploring careers, preparing for employment, and connecting with job opportunities.

3. What if one organization provides education and workforce development services?

Some workforce development organizations are also training/education providers, and some educational organizations also provide workforce development employment services. In this case for an organization applying to the Pathways initiative, the letters of support must clearly differentiate between what education/training services and what employment/job placement services the organization provides. This will ensure the applying team is able to provide comprehensive support to DVSASSH survivors.

FREQUENTLY ASKED QUESTIONS (FAQS)

4. what are the application requirements and deadline?

A complete application includes a filled-out application form by the lead organization, and two letters of support, one each from the two partner organizations.

Key Application Dates:

- Application Deadline is March 15, 2026 at 11:59pm EST.
- Selected finalist Teams will be notified on April 1, 2026.
- Teams must confirm commitment by April 8, 2026.



5. Will there be an informational webinar?

Yes, an informational webinar will occur on Thursday, February 12, 2026 3-4 PM EST.

- During this 60-minute webinar, the Pathways project will be introduced, the application process will be reviewed, key features and benefits offered to selected teams will be described, and participants' questions will be answered in real time.
- Register [Here](#) or scan the QR code.



FREQUENTLY ASKED QUESTIONS (FAQS) CONTINUED

6. What should be included in the letters of support?

In addition to a completed application, the lead organization will email pathways@futureswithoutviolence.org with Letters of Support from each partner of the team. The Letters of Support must include:

- Partnership Commitment: Description of partner organization and its existing relationship with lead organization.
- Partnership Contributions: Detailed outline of specific expertise, services, roles and resources the partner will provide to the team.
- Alignment with Goals: Explanation of how partnership aligns with partner's own mission, goals and expected outcomes.

Here is a Letter of Support **Template** that partnering organizations may use in their application.

7. Where should applicants submit questions?

Applicants should email questions to pathways@futureswithoutviolence.org. Questions submitted by the first week of February will be answered live at the [informational webinar](#) on Thursday February 12, 2026 3-4 PM EST.

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