**Purpose**: Provide a detailed understanding of the entrepreneurship ecosystem, highlighting the support available from various organizations and how they can bolster the efforts of educators and higher education institutions.

**Outcomes**
By the end of this breakout group individuals will have:
- Gain a clearer insight into the various types of entrepreneurship, including the advantages of worker cooperatives and the essential steps required to accomplish this.
- Learn about the strategies, tools and resources successful entrepreneurs employ to boost their funding and achieve greater business success.
- Identify opportunities to collaborate with community-based organizations to develop an ecosystem of support.
BUILDING AN ECOSYSTEM FOR ENTREPRENEURSHIP WITHIN YOUR INSTITUTION

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Raise your hand if you are...

- Undergraduate student
- Graduate student
- Career services
- DRC
- College/university educator
- CBO
- Other
Introduce yourself and answer the following questions:

- Name
- Organization/role
- What strategies have you successfully implemented to help students learn about entrepreneurship?
- What have been some of the major challenges in implementing entrepreneurship programming at your campus?
Building an Ecosystem
In-House Programming

- **Entrepreneurship Hub**
- Presentations
- National Conferences in partnership with universities (FIU, alumni connection)
- Cohort Model
  - UndocuEducators
  - **MH Career Program**
  - **Pre-Law Fund**
Successful Partnerships

- Colleges and Universities
  - UC Office of the President
  - LA Trade Tech Certificate Program
  - Hartnell College
  - Miracosta
- CBOs
  - Venturize (Small Business Majority)
  - Career Communities with TheDream.US
- State
  - SEED Initiative
● Partnering with colleges and universities
● Sustaining the momentum (riding the DACA wave)
● Doing more than one intro presentation, offering continued support
● Scaling our programming
Q&A With Entrepreneurs

● What tools, resources, support have you used to help you start and scale your business?
  ○ Incorporating a business
  ○ Accessing capital
  ○ Finding clients
  ○ Scaling
  ○ Legal

● Was any of this support offered at your college or university?
  ○ If yes, how so?
  ○ If no, what ideas do you have to increase support
QUESTIONS/REACTIONS
Share-Out
1. What role does your institution play in the ecosystem?
2. What are you doing that has been successful?
3. What is your next step in creating support for undocumented students (specifically related to entrepreneurship)?
4. Where are you stuck? What barriers exist that limit your ability to move forward to the next step?
5. What type of support do you need? How can IR help?
BREAK (10 mins)
The mission of the Democracy at Work Institute is to expand the worker cooperative model to meet the needs of workers locked out of good jobs and ownership opportunities, especially BIPOC, recent immigrant, and low-wage workforces.

We are a movement-based think-and-do tank supporting worker cooperatives to grow to a scale that creates meaningful change in the economy.
What is a Worker Cooperative?

A worker cooperative is a business **owned** and **controlled** by its workers.

Worker cooperatives are values-driven businesses that put worker and community benefit at the core of their purpose.

The two central characteristics of worker cooperatives are:

- **Worker members own the business and they participate in its financial success** on the basis of their labor contribution to the cooperative.

- **Worker members have representation on and vote for the board of directors or governing body, adhering to the principle of one worker, one vote.**
Why Worker Cooperative businesses?

- Equity and Agency: Members are Owners, Not Employees/Contractors
- Shared entrepreneurship, resource-sharing, and mutual support
- Access to benefits, legal protections
- Mission-driven, socially responsible ethos
Rapid Response Cooperative (RRC) Origin story

A new solution to a common problem.

We need a worker cooperative model that sets up quickly and is accessible to workers locked out of good jobs.
RRC Model

★ Member-Managed LLC
★ Members are Owners, Not Employees/Contractors
★ Member-Administrator manages Back-Office
★ Local Partnerships
★ CBO is “Special Member”
★ Anchor Clients for Co-op
★ DAWI provides Toolkit & Technical Assistance
What has been accomplished so far?

★ 11 RRCs; 156 total members
★ Radiate Consulting® network
★ CA SEED public investment
★ CA Worker Owner Collaborative
★ Conference & Publication
★ Toolkits for RRC Development
Partner Evolution

L.A. CO-OP LAB
not business as usual.

www.institute.coop
Learnings
Challenges

➔ Structural barriers around working with educational institutions

➔ Workforce development and entrepreneurship support gaps
  ◆ Financial literacy for both business developers and worker members
  ◆ Long term support for cooperative business development needed, even after start-up period
  ◆ Capital access, marketing, stigmatization

➔ Struggles with launch, sustainability and scale
  ◆ Turnover with students and graduate members
  ◆ Client retention and consistent work to maintain sustainability
The Importance of Ecosystems for Success

- Entrepreneurial success is contingent on environmental factors and robust supports
  - Policy
  - Education
  - Implementation and integration

- Examples of ecosystem supports
  - Government
  - Educational institutions
  - Financial Institutions
  - Workforce development programs
  - Labor unions and worker centers
  - Community based organizations
  - Businesses
Case Study: California SEED (Social Entrepreneurs for Economic Development)

- 2020: Bill passed by CA Legislature
- Administered by CA Workforce Development Board within the CA Labor and Workforce Development Agency
- Provides microgrants, entrepreneurship training and technical assistance to target populations
  - Individuals with significant barriers to employment including individuals of limited English proficiency regardless of immigration/citizenship status
Learnings – Opportunities

Leveraging the support of institutional partners through:

- Education
- Talent pipeline and recruitment
- Institutional resources
- Funding, incubation and development
- Market and industry access
- Policy and advocacy
Reflections

1. What are barriers to entrepreneurship and career pathways that you see with your students and graduates?
2. What are institutional barriers and opportunities at your campus or organization to support the success of students and graduates?
3. What are the unique aspects of educational institutions in creating an ecosystem for successful entrepreneurship?
4. What is the ecosystem that’s needed in your community to facilitate success?
5. Can worker cooperative businesses fill any gaps and opportunities that you are seeing? How can we support your efforts?
1. What was something new that you learned about?
2. What ideas/partnerships surfaced that you’re excited about?
3. What next step are you looking forward to?