

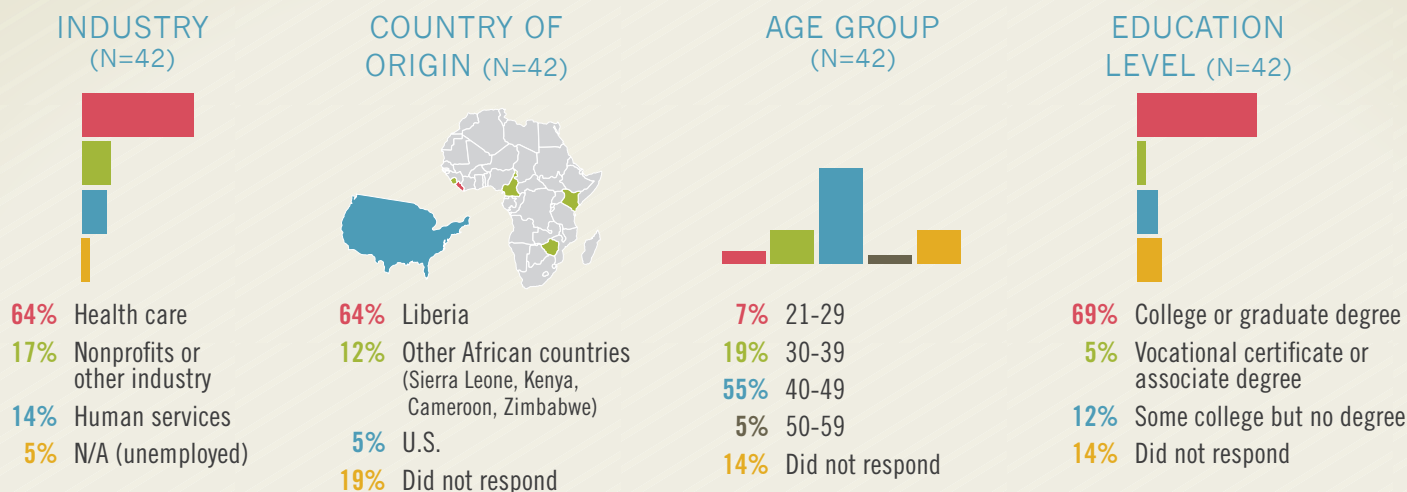
Professional development and career advancement among African Women in health care and human services



African community leader, Milpha Blamo, collaborated with Wilder Research to survey African women in the nonprofit sector to explore professional development and career advancement in their work environment. The intent of this project was to identify future technical assistance and training needs that will help African women attain their professional goals in the workplace.

A web survey was made available from March to April 2018 to women in the community through Blamo's professional networks. Participation was voluntary. Survey respondents were African professional women, who are parents between age 20 and 60, living in Minneapolis and St. Paul, Minnesota. Ninety-five percent of the women were employed full or part time and 79% have been in their current place of employment for more than 10 years.

Demographics



Findings

77% said continuing education, financial support, and trainings are resources needed to advance.

"I would love to obtain a graduate degree but can't afford to. I continue to look for scholarship and grant opportunities."

"I think that seminars, and conferences would be useful tools to foster professional development."

52% of participants feel that they have fewer career advancement opportunities than non-immigrants at their work place.

"There are fewer immigrant women in key leadership roles."

"When immigrant women compete with non-immigrants, they are often the last ones on the list for promotion due to negative perceptions and a perceived, and sometimes real, lack of progressive leadership development opportunities."

75% do not have a mentor, coach, or sponsor.

More than HALF (65%) have leadership opportunities available to them in their work place.

60% said professional development opportunities are supported by the workplace.

More than half of these participants (68%) engaged in professional development opportunities.

Barriers to advancement

Personal **40%**

Education **38%**

Organization **38%**

Family related **33%**

Culturally related **21%**

Selected as the biggest barrier by most (33%)