

Intermediary Functions Assessment

The Building Equitable Pathways community identified [six hypotheses](#) for intermediaries to use as guide to the development of equitable pathways. There is no one-size-fits-all approach to these functions and features, as intermediaries need to be responsive to their community's stakeholders, strengths, needs, and vision. Clarity about an intermediary's identity and role in its ecosystem is critical for the success of all partnerships and the work partners do in realizing transformative outcomes for young people.

Assess where you think your organization is in terms of building out or delivering on each function to build pathways that positively impact Black and Latinx youth and youth experiencing poverty using the following scale. Review individual responses and/or average your response to inform strategy and next steps for your organization.

N/A	The work related to this condition or activity has not yet begun.
(1) Initiating	<p>The status of, or work related to, this condition or activity can be described as:</p> <ul style="list-style-type: none"> • Ad hoc/Informal • Uncoordinated with and/or loosely connected to other activities • Occurring irregularly/inconsistently • Not operating at scale and/or having narrow/limited impact
(2) Developing	<p>The status of, or work related to, this condition or activity can be described as:</p> <ul style="list-style-type: none"> • Somewhat formalized • Partially coordinated with and/or connected to other activities • Occurring occasionally or with some regularity • Narrow/limited in scale and/or having an uneven impact
(3) Demonstrating	<p>The status of, or work related to, this condition or activity can be described as:</p> <ul style="list-style-type: none"> • Formalized / Strategic • Highly coordinated with and/or tightly connected to most other activities • Occurring systematically • Operating at scale and with measurable / observable impact

Question 1:

Your organization has strong partnership and alignment with local K-12 schools and districts.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 2:

Your organization has strong partnership and alignment with local postsecondary institutions.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 3:

Your organization and/or region has articulated pathways aligned to local labor market demands.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 4:

Your organization has strong partnership and alignment with the local employer community to advance opportunities for work-based learning.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 5:

Your organization has a sustainable business model.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating

Question 6:

Your organization has a policy agenda and supporting strategy.

- 0 – N/A
- 1 – Initiating
- 2 – Developing
- 3 – Demonstrating