

CHCI, SHRM Release Joint Report on Skills Gap in the Latino Workforce Policy makers, business owners and others urged to invest in workforce development and education

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Washington, DC - The Society for Human Resource Management (SHRM) and the Congressional Hispanic Caucus Institute (CHCI) today released a joint report titled *The Changing U.S. Workforce: The Growing Hispanic Demographic and the Workplace*.

The report, which was released during CHCI's 2016 Public Policy Conference, provides the latest research and high-level insights from experts on the challenges and opportunities presented by the influx of Hispanics into the workforce to ensure that this generation of workers enter the labor market not only career-ready, but also with marketable skills and hands-on experiences that match the needs of the economy.

In the report, CHCI and SHRM identify effective practices to close the skills gap that exists in the Latino workforce. The two organizations urge policy makers, business owners and other decision makers to invest in workforce development and education.

Those effective practices and strategies include:

- Δεωελοπινγ τοολς το συππορτ ανδ ιμπροβε εδυχατιοναλ ανδ χαρεερ ουτχομεσ συχη ασ στρυχτυρεδ πατηωαισ φορομ χολλεγε το χερταιν φοβς ανδ μεντορινγ το ηελπ αδδρεσσ τηε λαχκ οφ σοφτ σκιλλς.
- Φαχιλιτατινγ τραινινγ προγραμς ανδ αππρεντιχεσηιπς φορ εντρψ-λεωελ ωορκερς το χρεατε φοουνδατιονς φορ συχχεσσ.
- Υτιλιζινγ χρεατιωε βενεφιτς το ηελπ ρεχρuiτ ανδ ρεταιν Ηισπανιχ Μιλλεννιαλς.

"Organizations must adopt employment practices that leverage demographic change to the advantage of both employers and employees," said J. Robert Carr, senior vice president at SHRM. "This important report provides employers effective ways to harness the power of diversity and engage Hispanic Millennials. With these and other promising HR practices, workplaces will be more inclusive, productive and successful."

"The greatest challenge that we must address is the alarming skills gap in the Hispanic workforce, where many Latinos are not prepared to compete for the jobs of today and tomorrow," said Domenika Lynch, CHCI president and CEO. "I am confident that by educating all stakeholders on this issue and acting with urgency, our community can address the workforce development challenges that lie ahead. It is imperative for the future health of the country to ensure that we properly train Latinos with the needed skills to compete for the jobs of the 21st century."

The Changing U.S. Workforce: The Growing Hispanic Demographic and the Workplace is available [online](#).

Media: For more information or an interview, contact Irving Burbano of CHCI at iburbano@chci.org and 347-803-0457 or Sundra Hominik of SHRM Media Affairs at Sundra.Hominik@shrm.org and 703-535-6273.

About the Society for Human Resource Management

The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. Visit us at shrm.org and follow us on Twitter and Instagram @SHRMPress.

About Congressional Hispanic Caucus Institute

CHCI is the premier Hispanic nonprofit and nonpartisan 501(c)(3) leadership development organization in the country that educates, empowers, and connects Latino youth by providing leadership development programs and educational services. CHCI directly impacts the lives of more than 1,600 students and young professionals each year through its [fellowships](#), [congressional internships](#), [scholar-intern programs](#), [Ready to Lead](#) (R2L[®]) college readiness program, and [R2L NextGen](#) program. [CHCI NextOpp](#) is its latest resource allowing young Latinos to save, search and share life-changing opportunities for Latinos across the United States. The [CHCI Board of Directors](#) is comprised of Hispanic members of Congress, nonprofit, union and corporate leaders. Visit www.chci.org, or join us on [Facebook](#), [Twitter](#), [LinkedIn](#), [YouTube](#), and [Instagram](#).

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