

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MEETING NO. 173
SEPTEMBER 26, 2013**

LONG-TERM UNEMPLOYED

At the July Workforce Board Retreat, the Board examined the serious problem of the large number of workers who have been unemployed for a long period of time without finding suitable new employment. At the September meeting, the Board will discuss programmatic and policy options that could help address this problem. The tab includes materials prepared by the Employment Security Department.

Board Action Requested: For discussion only.

Long-Term Unemployed Selecting Strategies for Washington

“Long-term unemployment: ‘The invisible problem,’ Joe Carbone calls it, because so many of the 6 million workers affected are too ashamed or too despondent to talk about it. Six million Americans--many of them older--have been out of work so long (two years or more) that they have exhausted all their unemployment benefits. Many have depleted their savings. Yet they have little hope of landing a job.”

--ABC News, Feb 27, 2013

WTECB, September 26, 2013



Menu of Options

1. Carbone model (P2E)
2. Empower local WorkSource initiatives
3. Business and labor outreach/PR
4. Comprehensive internship+volunteerism model



Option 1: Carbone Model Platform to Employment (P2E)

- ★ 5 weeks of coaching on self-presentation, self-confidence, credit history repair, holistic preparation.
- ★ 20-person groups, team includes therapists/psychologists.
- ★ Employer gets “trial period” with wages paid by program.
- ★ \$6000 per person, 131 served as of February, 87% placement into full time work. Replicated in 6 additional sites.



Option 2: Empower Local Initiatives

(Keep realistic expectations—no new resources behind this.)

- ☆ Empower WDCs, ESD Regional Directors, and local WorkSource administrators to propose localized customer flow and assessment reforms.
 - Identify targeted individuals
 - Triage/assessment
 - Co-enroll with DVR as appropriate
 - Encourage volunteerism (Increases employment 27% overall, 55% in rural areas.)
 - Include community partners
 - Measure results/adjust targets



Option 3: Business and Labor Outreach/PR

- ☆ Address underlying opinions that long-term unemployment indicates an undesirable hire.
- ☆ Stories in business association publications, labor publications, etc.
- ☆ Editorials from business and labor together.
- ☆ Other public outreach as desired by business and labor. “Hire a vet” efforts may offer experience to draw upon.



Option 4: Internship + Volunteer Model (Only possible with new federal funds.)

1. Explore whether partners support applying for federal AmeriCorps funds to link AmeriCorps and Carbone models.
2. Hire LTU individuals into AmeriCorps positions at ESD, WDCs, or other agencies/nonprofits.
3. Job begins with several weeks of work readiness coaching, followed with an internship “trial period” at private employer, like Carbone model.
4. If hired at this point, a new LTU person rotates into program.
5. If not hired after internship, person remains in their AmeriCorps job, and develops volunteerism opportunities and business mentors for other LTU individuals.
6. Businesses get trial period and long-term employees, individuals get jobs, state gets savings.
7. Businesses, individuals, and state pay into revolving fund after employment and retention is achieved.



Board Direction

Discuss, Guide, and Decide

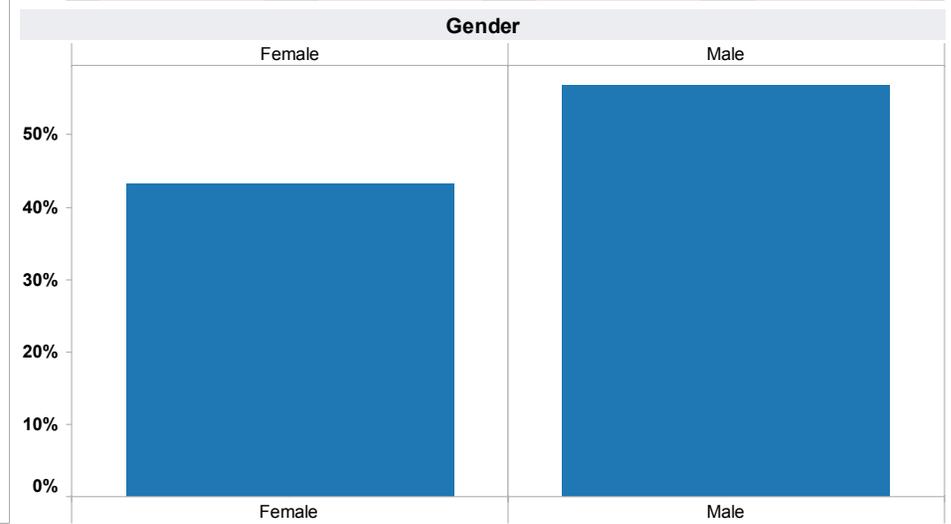
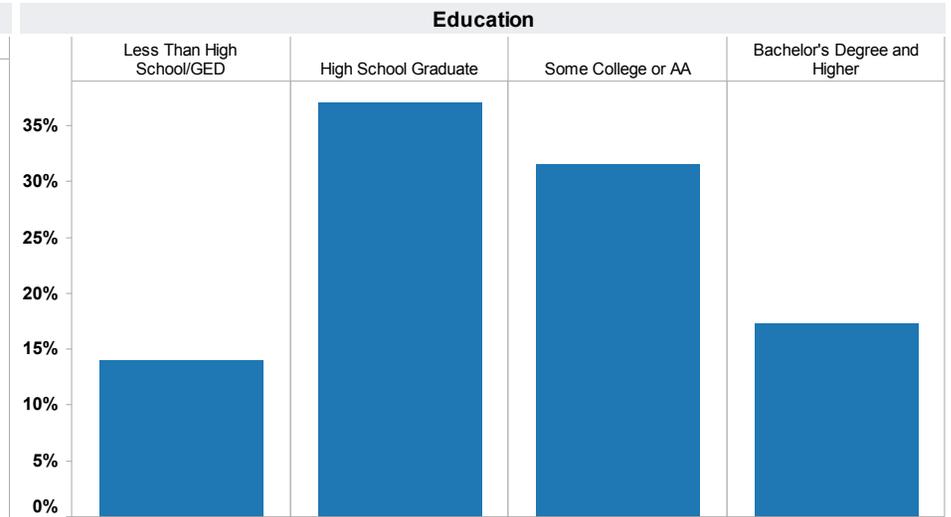
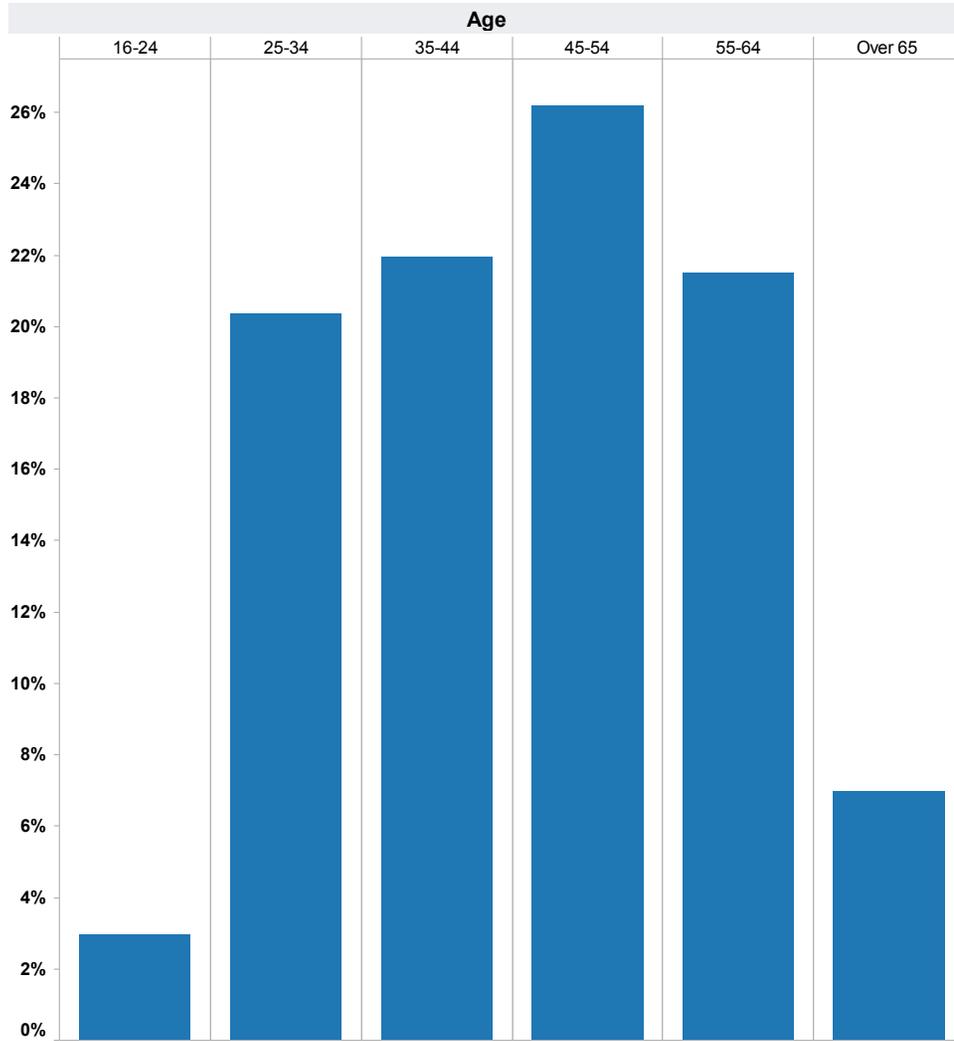
- ☆ Which of these options should be pursued?
- ☆ Which should not?
- ☆ What additional information do we need?
- ☆ Who else should we consult?
- ☆ How will we track results and know we are reducing the overall number of long-term unemployed?
- ☆ Other insights?



Demographics of UI Exhaustees as of June 30, 2013

Total Exhaustees: 144,412

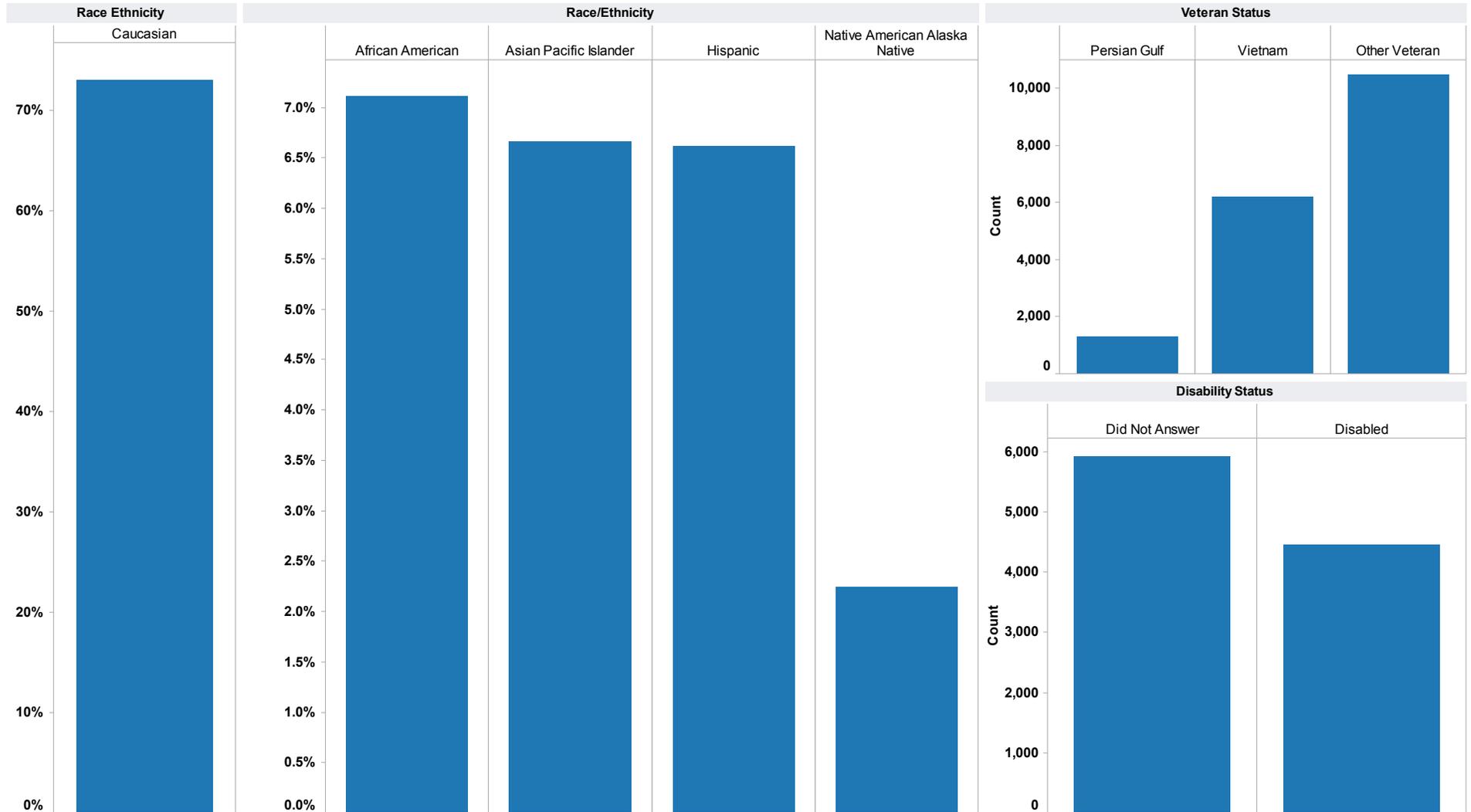
Employment Security Department 08/12/13



Demographics of UI Exhaustees as of June 30, 2013

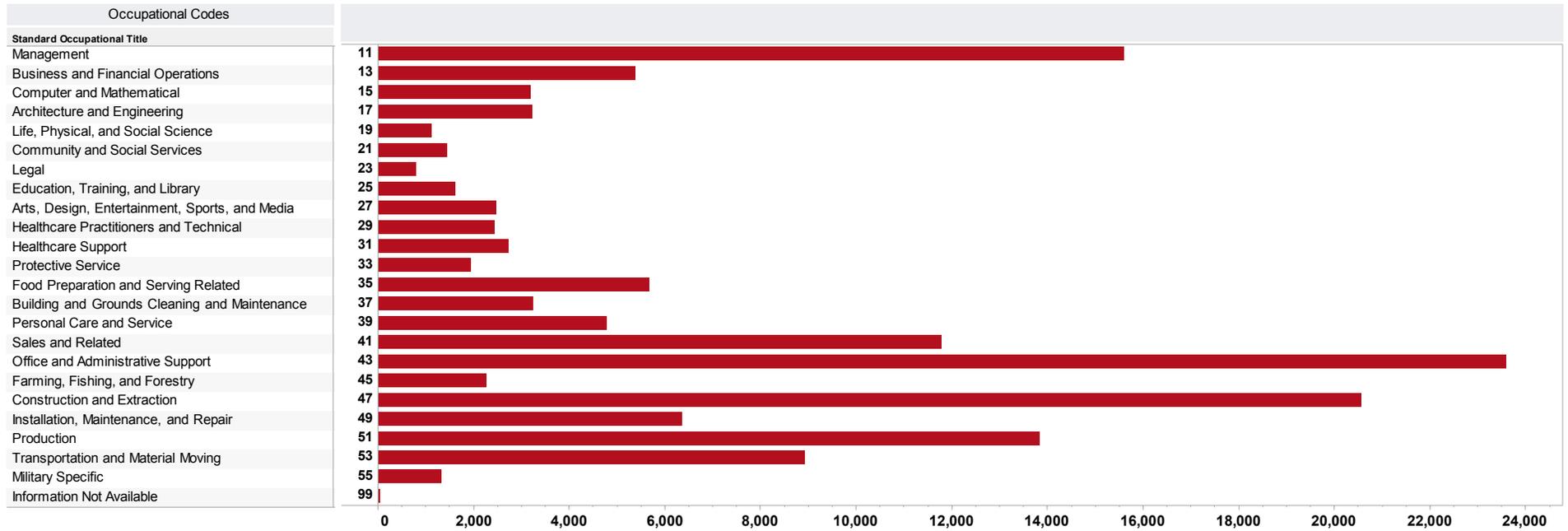
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Employment Security Department 08/12/13



Demographics of UI Exhaustees as of June 30, 2013
by Occupation

Total Exhaustees: 144,412
Employment Security Department 08/12/13



Demographics of UI Exhaustees as of June 30, 2013
by Industry
Total Exhaustees: 144,412
Employment Security Department 0/8/12/13

