Expanding Capacity for Dislocated Worker Education and Training Opportunities
May 14, 2020
3:00-4:30 p.m. PST

Zoom Meeting Log-In Information
Join Zoom Meeting
https://zoom.us/j/98230661547
Meeting ID: 982 3066 1547

Attendees: Jamilyn Penn, Susan Cook, Maryann Brathwaite, Eric Wolf, Pranaya Sathe, Eleni Papadakis, Joe Wilcox, Craig Nolte, Monique Anair, Mark Mattke, Tonya Drake, Christie Anderson, Corinne Watts, Nate Humphrey, Ami Magisos, Maud Daudon, Kelly Newell, Anna Nikolaeva, Lyn White, Elizabeth Court, Jody Robbins, Daryl Monear

MINUTES

1)   Introductions and Review of Discussions: Eleni Papadakis, WTB
   - Review of WTB's Economic Recovery Plan
     o Workforce board has been asked to develop a component of the state economic recovery plan specifically for workforce development which assures routes to reemployment for DWs and for businesses to get the workers and worker training needed
     o Focus is on education and training towards career pathways and long-term economic self-sufficiency; also support services
     o The expectation is that a plan will be ready for the Governor's Office by the end of June; many of the conversations have tied into our capacity discussions
     o As we develop our timelines and deliverables, consider what might go into the economic recovery plan?
     o The Board also identified 6 policy areas needing immediate attention (These maybe referenced in the plan):
       1) Access to high quality childcare;
       2) Access to technology and broadband;
       3) Diversity, equity, and inclusion;
       4) Forecasting future work and occupational demand;
       5) Supporting Registered Apprentices in virtual environment;
       6) Troubleshooting WIOA Title I Enrollments (flexibility in utilization of funds to serve large number of individuals);

   Q: Is anyone else engaged in any economic recovery process?

A: Craig involved with FEMA recovery task forces- Please send any templates or models you may have

A: Elizabeth Court is part of Puget Sound Regional Council planning for Regional Council of Governments and each of county governments has requested a workforce development recovery plan – Any information that can be sent to help sync with local workforce development organizations would be helpful

A: Tonya is actively tracking Utah's post-COVID recovery planning group; employers are part of the table (will update as progress is made)

- o Please email Eleni with any thoughts and input on the plan
- Who are this workgroup's audiences going forward?
  - o Our work has gotten a lot of attention across the various groups and committees working together
  - o There is now a broader audience
  - o Governors and legislature (Economic Recovery Plan)
  - o Policymakers and administrators of higher education and workforce development; Our focus is a large group of administrators, leaders, and practitioners
  - o Congress- What we discuss as a group may have a root into the discussions and work of the Congressional delegation (education and workforce development may have more emphasis in CARES 4); we need to consider what we want to elevate

2) Report-Outs from Workgroups

Workgroup Volunteer Roster as of May 14

Pathways to Growth Occupations	Technology Access & Digital Literacy	Professional Development & Communities of Practice	Wrap-Around Services for Students
Jamilyn Penn Tonya Drake Susan Cook (ICW) Mark Mattke Heather Hudson	Monique Anair Craig Nolte Elizabeth Court Christine Anderson	Monique Anair Craig Nolte Kelly Newell Maryann Brathwaite Christie Anderson	Zachary Speron Corinne Watts Nate Humphrey Maryann Brathwaite Ami Magisos

Pathways to Growth Occupations:

- Career Connect Washington's regional directors have developed a COVID-19 stabilization and recovery proposal white paper that considers the challenges for young people in light of the virus. CareerConnect WA is geared towards young adults and youth, aged 18-29 range. https://careerconnectwa.org/plan/
- What are the identifiable growth occupations?
- CareerConnect Washington has a list of occupations developed with employer partners that could be considered; we could consider active CCW pathways, where employers are heavily engaged—although the model will likely need to be tweaked given new circumstances. Some of the identified target sectors in CareerConnect WA are manufacturing, healthcare, education, technology, aviation, and biotech
- Face-to-face may not be possible now, so new models/strategies should incorporate distance learning options; need to address technology access and digital literacy/fluency issues
- Which jobs are going to come back? – it may be early to determine which industries but utilizing data across the state and Future of Work data would help with this; WDCs are looking at projections and forecasts
- Many people who are unemployed want training, but don't want to go to school full time, or for a very long period even if part-time
  - determine what opportunities are available for them now
  - invest in new programs that provide short-term certifications that can be stacked towards further education and higher rungs on a career ladder
  - identify industries that might work with us to create new, tiered-credential pathways, both for potential new hires and their incumbent workers.
- Industries that are expected rebound
- What capacity do we have to train people in a non- face to face environment?
- Who is hiring right now? Who was having trouble hiring pre-COVID? What careers make sense? – this is on the list for additional meetings
- How to focus training resources and actionable items to focus upon right now?
  - Career Connect WA, Future of Work data, I-BEST, Centers of Excellence, Apprenticeship
- What do people need, and what are the barriers?
- People don't know what opportunities exist or where to find those opportunities.
- This is a time where response has to be swift- What are the assets that are at the ready to use and deployed quickly to aid individuals? We need to consider what aggressive efforts can be taken for Dislocated workers

- Alabama model – evaluate occupational pathways for investment, develop new shorter term credentials, and credential pathways. Is this model applicable to the State); how do we prioritize efforts and make our investment decisions?
    - Employers will have more people to choose from, and will have time and ability to train people
    - "having everything in the basket" approach

Technology Access & Digital Literacy:
- Broadband access is a large piece for the group, but the price tag is astronomical.
- What training is needed
    - teachers, distance ed, transitions to online
    - Christie shared challenges in the shift from face to face to online instruction
- Looking at what materials are free and readily accessible, and what is needed?
    - Microsoft Academy
    - NCCE
- Communication: we have resources for training, but not everybody knows about them.
- The Federal Reserve Bank is looking at how to deliver computers to low income people.
- National Cristina Foundation is donating devices to low income people (affiliates in WA state) https://dev.cristina.org/
- "Drive-fi's" offer free internet access, such as in library parking lots.
- Digital literacy divide- expectation that younger populations are savvy and know how to use technology; not necessarily true.
- Everyone agrees a core issue is a need for accessible and affordable broadband access and devices so that remote training can be offered
    - The group is leveraging stakeholder networks to identify sources of repurposed hardware, reaching out to non-profits, resellers, e-cyclers; Where else can we access additional refurbished technology?
- Grappling with three large anticipated changes in the future workforce: large companies will get bigger with acquisition of smaller companies; dependence on supply chain will grow; speed of adoption of technology (need to adapt with become faster and faster) .
- Any leads on programs or non-profits that provide resources to low income individuals would be helpful – the subgroup is creating a resource directory
- Next steps for the group will be to determine what is doable and achievable (previous session was more of a brainstorm)
- There are so many apps. – what will be the winner in the job market (what is specifically being used/preferred?)?
    - Industry standards –offering a primer for resources in specific industries based on career pathways

Professional Development & Communities of Practice:

- How do we make sure people know what resources do exist already? Where they are and how to access them – quick and affordable marketing; the need is immediate.
- Working with the research team to map skills common in areas where people have been laid off:
    - Link these skills to the industries that will come back (feedback into pathways to growth occupations) during the recovery;
- Map availability of training for workers with those skillsets to skill up—or to help those without acquire the needed skills.
- *Q: Could we connect with the Association of WA Cities/Counties to spread the word and to get a list of all higher ed via county?*
- Craig (contacting other states to learn their experiences) spoke with Idaho's single-state Workforce Development Council about adaptations they have made to address the pandemic situation.

Wrap-Around Services for Students:

- Holistic supports and wrap-around- utilizing a One Stop model for providing services
- The group identified a need to co-enroll students where possible (WIOA or worker retraining funding); SBCTC can share more information about what the co-enrollment model looks like.
- Exploring ways to partner directly with SNAP could provide double payoff for the state: providing funding for these students may be a smart investment to be leveraged against many of the existing supporting resources
- Need to get the message out that services and wraparounds exist – WSAC
- Group is also discussion how to map the "lifecycle of a UI claimant" to identify ideal touchpoints to offer wrap-around services
- Recognition of need for providing childcare- lack of supply and conundrum in labor market (high demand, but low numbers). Childcare access continues to be a critical barrier inhibiting full recovery and reopening of the economy.

3) Key discussion questions for workgroups: How would the groups like to proceed with working on the deliverables?
   a) Would you like staff to organize break-out sessions (via Zoom)?
   b) Set up individual meetings?
   c) What are the expected timelines and deliverables for each group?

4) Research Team Update: Joe Wilcox, WTB/Terje Gjertsen, WTB (MOVED TO NEXT MEETING)

5) "New Collar Jobs": A Possible Framework for Reskilling

<u>Future Meetings</u>
May 27th, 2020
3:00-4:30 p.m. PST
https://zoom.us/j/99046641810
Meeting ID: 990 4664 1810