Stimulus Learning Series: Workforce

*Developing a durable workforce system for the future*

August 25, 2021
Introductions

*Type into the chat:* Tell us your name, your location, your organization, and one thing you are interested in learning today.
1. **Barriers and opportunities to transform workforce development**

2. **Innovations from the field:**
   - Heather Johnson, Commissioner, Maine Department of Economic Community Development
   - Angela Carr Klitzsch, President & CEO, of EmployIndy, Marion County’s Workforce Development Board
   - Catherine Moga Bryant, Director, Policy and Strategic Planning, NC Pandemic Recovery Office, & Jonathan Myers, Senior Analyst, NC Office of State Budget and Management.

3. **Panelist Q & A:** *Post questions in the chat!*

4. **Hearing from you:** What would be helpful to increase the impact of your work?
Practicing with our interactive tools

Responding to poll questions

*Pick many poll:* Have you attended any of our prior calls in the stimulus learning series? (select all that apply)

*Pick one poll:* Select your favorite ice cream flavor. (select one)
Transforming supports to develop a durable workforce system for the future

Pandemic heightened preexisting challenges

Even before the pandemic, millions of Americans were disconnected from good-paying career pathways, while millions of jobs went unfilled

Women and people of color are overrepresented in low-skill, low-pay jobs

Accelerated trends in automation, digitization and globalization reinforce the need to quickly connect people with new pathways and supports

What you’ve told us...

- Burdensome and high-cost eligibility hurdles discourage jobseekers
- Self-service approach leaves many disconnected from opportunity
- Job descriptions and qualifications often lock out non-traditional candidates
- Training opportunities often do not match employer/industry need
- Services fail to address life circumstances or systemic barriers
- People must commit to job programs without understanding of effectiveness
- Burdensome rules and distorted incentives
- Infrastructure further disadvantages highest-need users
Transforming supports to develop a durable workforce system for the future

Even before the pandemic, millions of Americans were disconnected from good-paying career pathways, while millions of jobs went unfilled.

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Accelerated trends in automation, digitization and globalization reinforce the need to quickly connect people with new pathways and supports

Poll: From where you sit, which of the following barriers is most important to address for transforming workforce development? (select one)

- Ineffective supports: Training opportunities often do not match employer/industry need
- Services fail to address life circumstances or systemic barriers
- People must commit to job programs without understanding of effectiveness

- Inefficient systems: Burdensome rules and distorted incentives
- Infrastructure further disadvantages highest-need users

What you’ve told us...

- Burdensome and high-cost eligibility hurdles discourage jobseekers
Type into the chat: What is an exciting project your community/organization is planning or already doing to improve workforce systems?
You told us about investments in workforce that are...

**Expanding accessibility**
1. Outreach and engagement tools, especially for marginalized communities: “People can’t access jobs and supports they don’t know about”

2. Enhanced online and virtual platforms: “The emphasis on physical job centers doesn’t reflect 21st century need or opportunity”

3. Financial aid for college and credentials: “Financial emergencies prevent too many students from graduating”

**Offering more effective responses**
4. Demand-driven partnerships and pipelines: “We need to train people for the jobs that industries are hiring for today and tomorrow”

5. Internships and on-the-job training and infrastructure: “There’s no better way to learn than by doing”

6. Concrete and flexible supports to help jobseekers persist in training: “A few hundred dollars’ assistance can be the difference between getting a job and staying unemployed”

**Strengthening the ecosystem**
7. Expanding and diversifying career coaches and mentors: “Knowing how to build and use a professional network is an essential skill”

8. Integrated case mgmt. and data systems: “We want to empower people to make informed choices”

9. Broadband, transportation and childcare infrastructure: “People need to be able to connect with opportunities”
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9. Broadband, transportation and childcare infrastructure: “People need to be able to connect with opportunities.”

**Poll:** Where is your community/organization focused on making improvements to your workforce? (select all that apply)
Government speakers

Heather Johnson, Commissioner, Maine Department of Economic Community Development

Angela Carr Klitzsch, President and CEO of EmployIndy, Marion County’s Workforce Development Board

Catherine Moga Bryant, NC Pandemic Recovery Office, NC Office of State Budget and Management

Jonathan Meyer, Senior Analyst, NC Office of State Budget & Management

Type into the chat: What questions do you have for our speakers?
Intentionally blank during speaker 1
User Journey

Create Network Log-in
New job seeker immediately creates a log-in in order to save their position in the Network and reference for resources anytime.

Complete Work-Ready Questions
Job seeker answers questions about their work readiness to determine how best to support them.

Work-Ready Job Seeker
Ascend Indiana
Work-ready job seekers who are currently enrolled in an Associate or Bachelor's degree program and have < 4 years experience will get 1:1 support from Ascend.

EmployIndy
Work-ready job seekers who have a high school degree (or equivalency) OR who have a post-secondary degree and >4 years experience will get 1:1 support from EI.

WorkOne Indy
Dislocated workers in need of upskilling and/or career readiness support will be routed to WorkOne Indy, where they will receive 1:1 support.

Routed to Resources
Job seeker is routed to resources depending on their needs, including (in some cases) YES Indy.

Receive Outreach
Through a targeted communications and marketing campaign, reach all unemployed job seekers and recent college graduates.

Complete Education Questions
Job seeker answers questions about their education level.

Not Work-Ready Job Seeker
No High School Diploma
Intentionally blank during speaker 2
Intentionally blank during speaker 3
We asked: What is an exciting project your community/organization is planning or already doing to improve workforce systems?
Poll: In which of the following areas would assistance or peer learning most advance your community/organization’s work? (select all that apply)

Poll: If the GPL were to offer resources to support the design or implementation of innovations in workforce development, what would be most helpful? (select all that apply)

Type into the chat: Is there a specific workforce investment or program that your jurisdiction is working on that you are hoping to get support with? If so, tell us about it.
Looking ahead: GPL’s stimulus learning series

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<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 9</td>
<td>Benefits &amp; Economic Mobility</td>
</tr>
<tr>
<td>July 15</td>
<td>Early Childhood &amp; Families</td>
</tr>
<tr>
<td>July 29</td>
<td>Implementation deep-dive:</td>
</tr>
<tr>
<td></td>
<td>Guaranteed income programs</td>
</tr>
<tr>
<td>August 2</td>
<td>Behavioral Health &amp; Housing</td>
</tr>
<tr>
<td>August 10</td>
<td>Implementation deep-dive:</td>
</tr>
<tr>
<td></td>
<td>Using procurement to advance innovation</td>
</tr>
<tr>
<td>August 25</td>
<td>Jobs &amp; Economic Development</td>
</tr>
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Questions? Contact Danielle at danielle_cerny@hks.harvard.edu

Access materials and recordings for the learning series at: https://govlab.hks.harvard.edu/stimulus-learning-series