

SREB

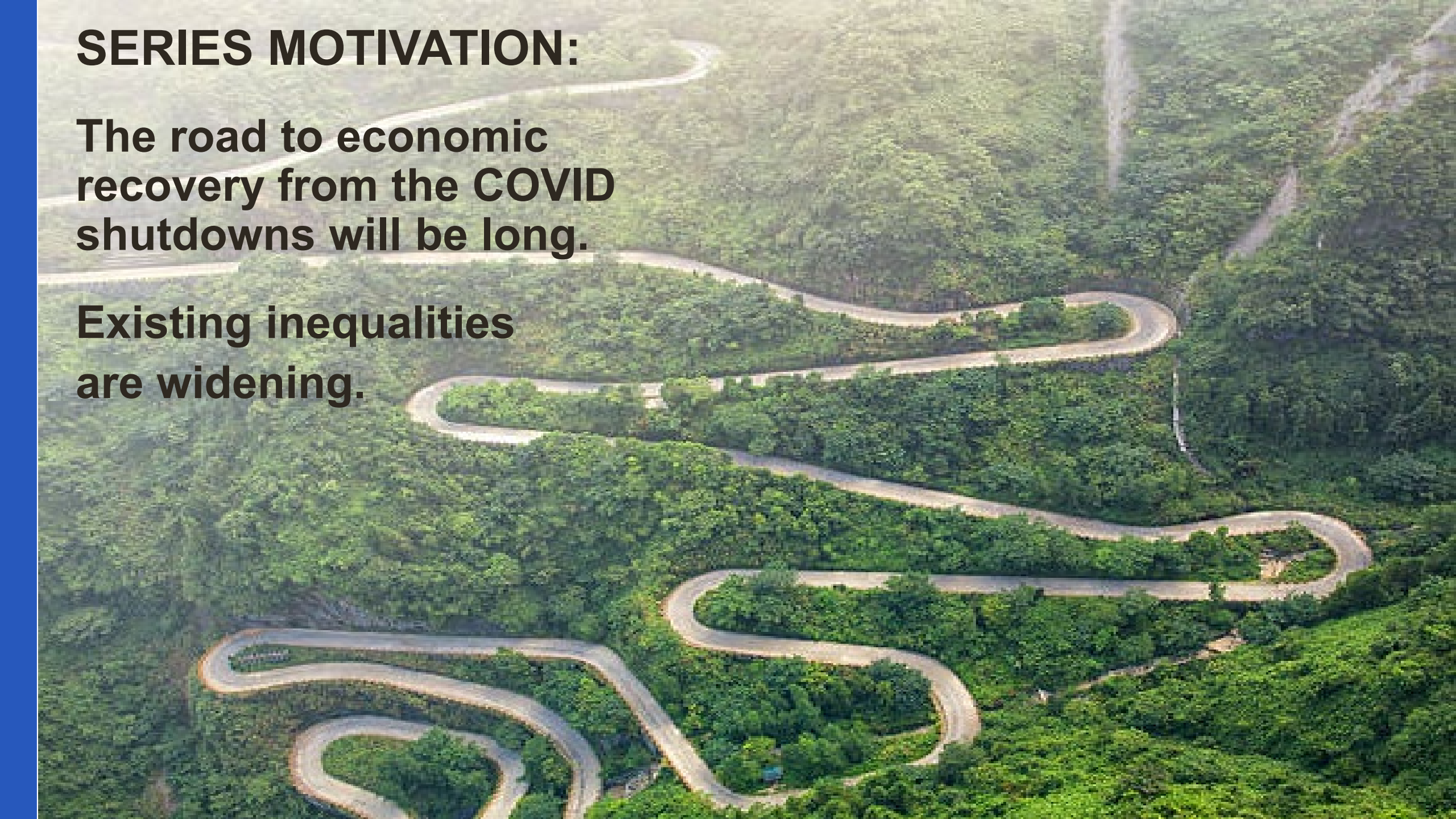
Bouncing Back from COVID Using Education and Workforce Development Dollars

Session #4 September 17
Webinar Series 2020

SERIES MOTIVATION:

The road to economic recovery from the COVID shutdowns will be long.

Existing inequalities are widening.



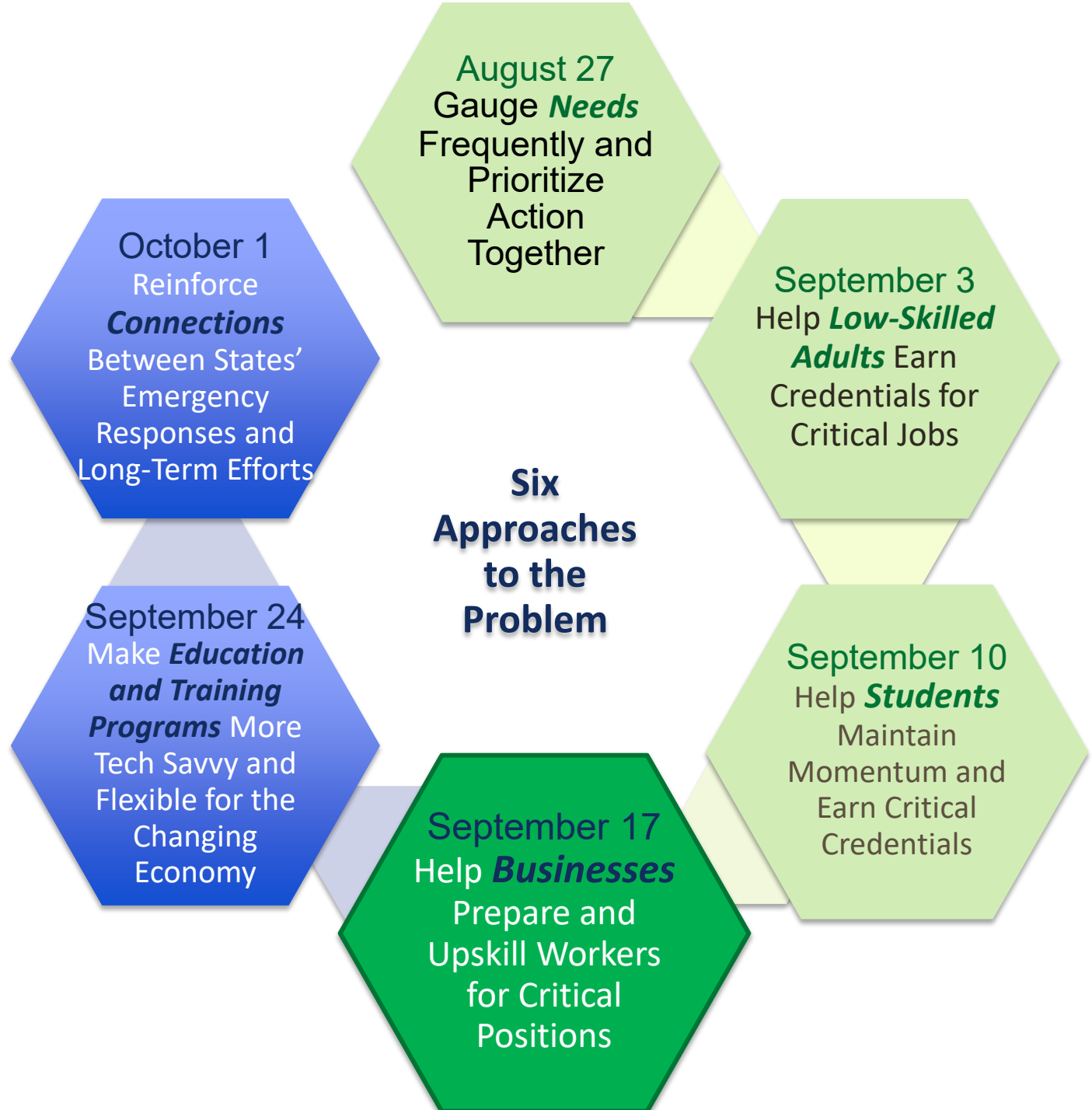


SERIES GUIDING QUESTION:

How can states use workforce and education dollars to turn things around?

SERIES OVERVIEW

Access completed webinars
at [https://www.sreb.org/past-
webinars](https://www.sreb.org/past-webinars)



In each session we...

SREB
presents

State
experts
present

We all
discuss

Points of
engagement
throughout

Get inspired
and inform
our
collective
work

Share key
strategies
for policies,
programs
and equity

Hear how
leading
states are
doing it

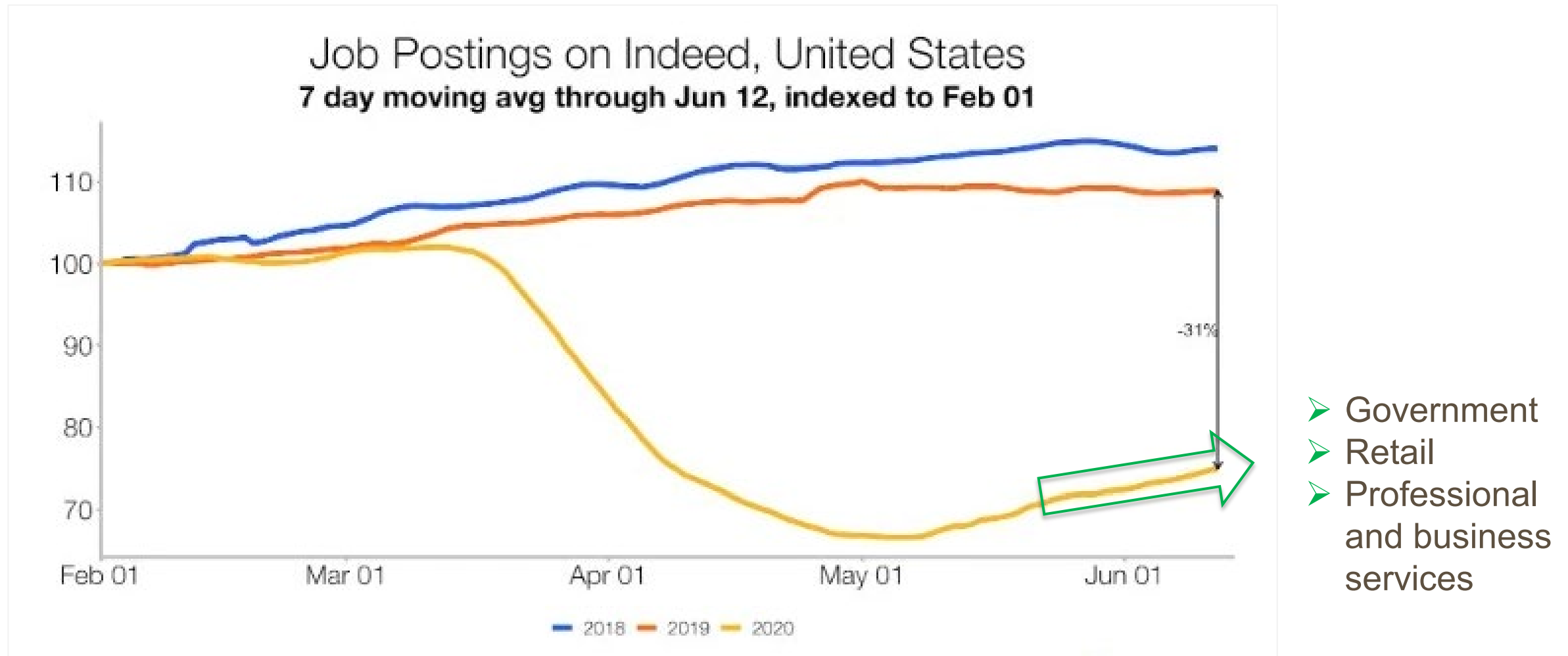
Spotlight
resources to
get the work
done

TODAY'S SESSION

**Help Businesses
Prepare New and
Incumbent Workers For
Critical Positions**

CONTEXT

Nationwide, jobs are inching back in some sectors



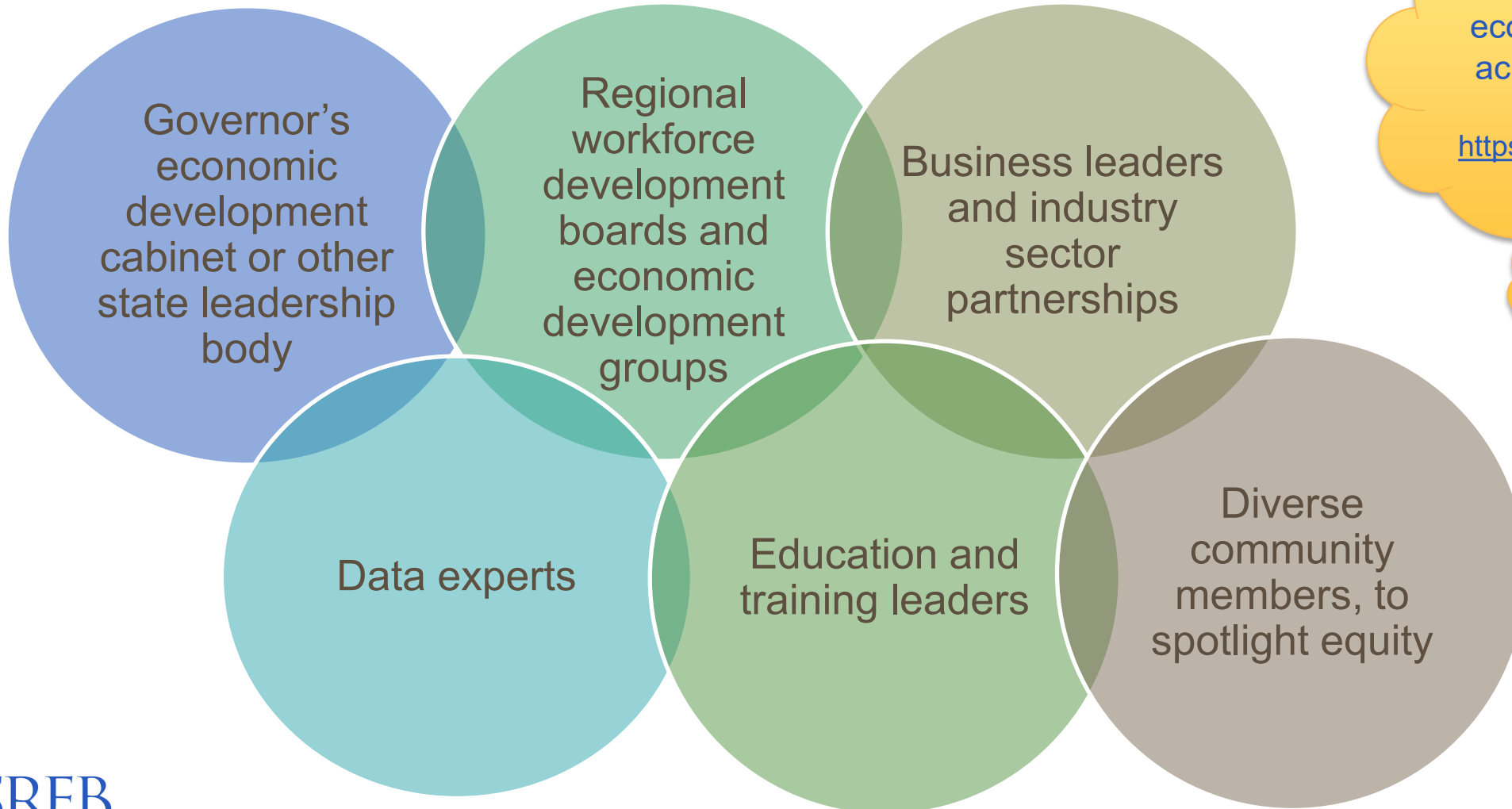
ACTIONS to

Help Businesses Prepare New and Incumbent Workers For Critical Positions

Based on data,

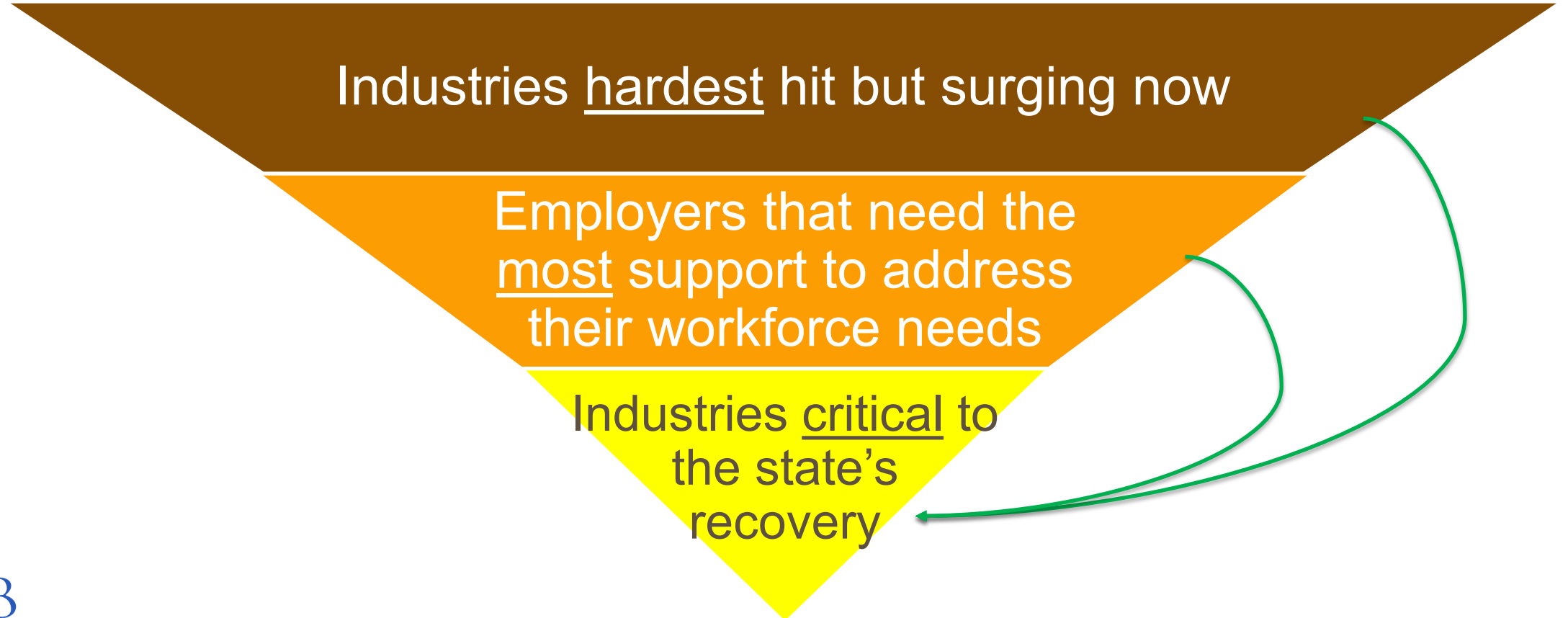
1. Provide supports to help companies train, hire and upskill workers
2. Organize and promote effective strategies
3. Advance equity

Based on data, chart a path together



For more about using data to drive economic recovery, access webinar #1 materials at <https://www.sreb.org/workforcerecovery>

Identify where support can reap the most benefit



ACTION 1: Provide supports to help companies train, hire and upskill workers



**Grants
Reimbursements**

To employers,
employer groups,
training providers

Consider requiring
employer match

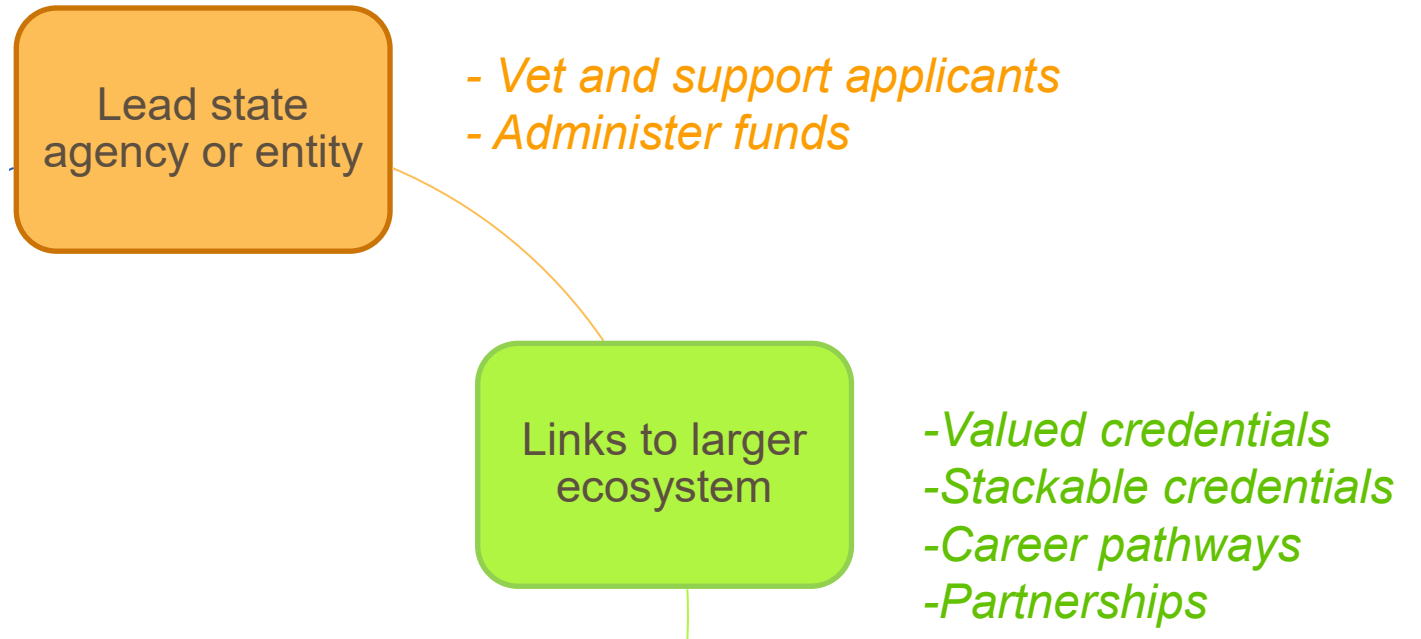


Build systemic capacity

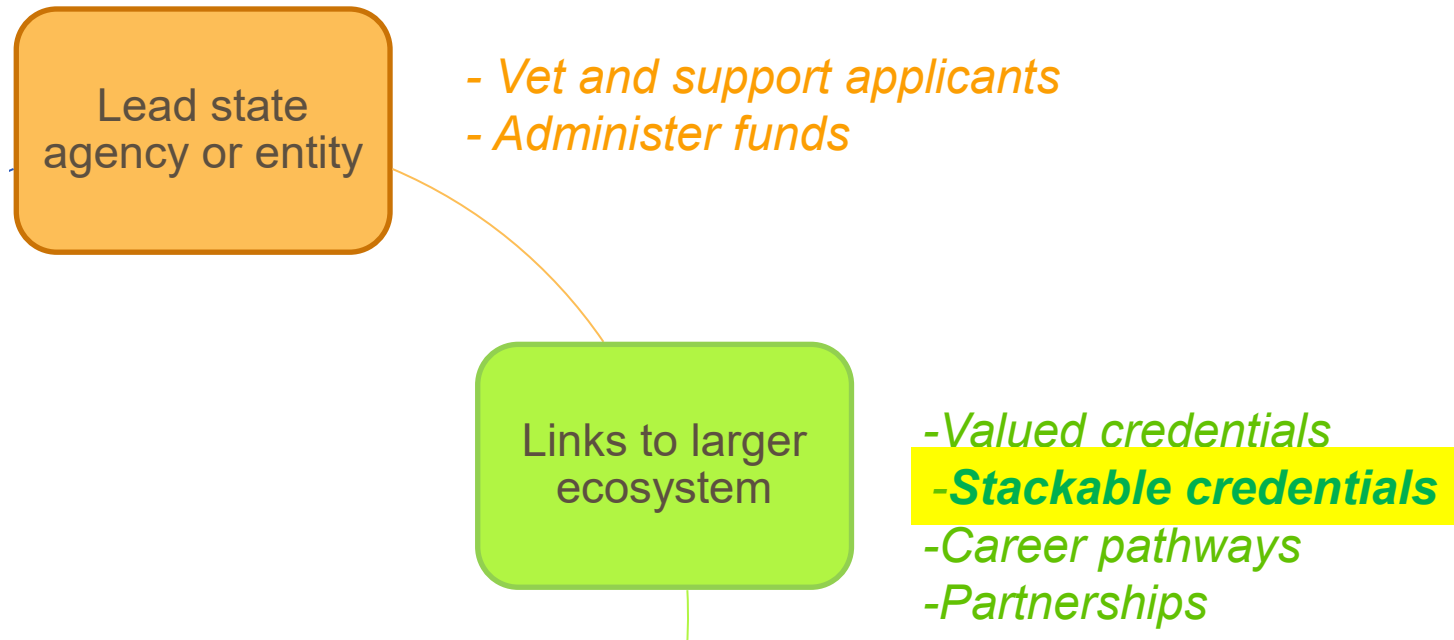
Training through the companies,
colleges, other providers

Connect to communities, labor and K-
12 + CTE + postsecondary educators

ACTION 2: Organize and promote effective strategies



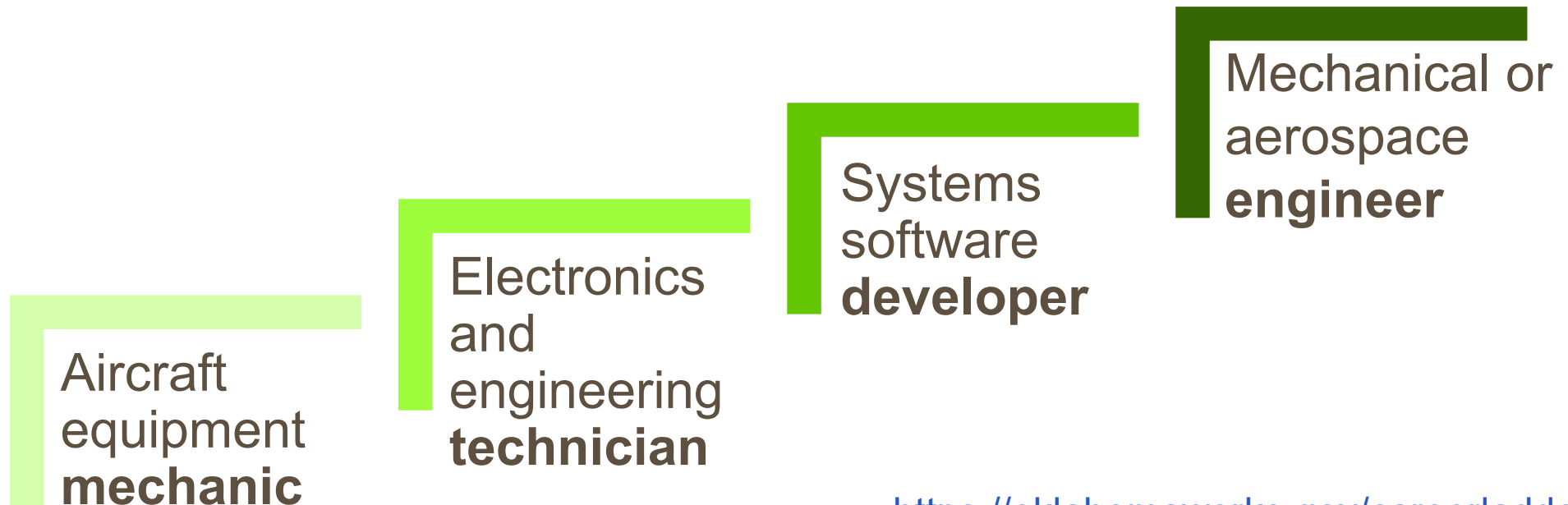
ACTION 2: Organize and promote effective strategies



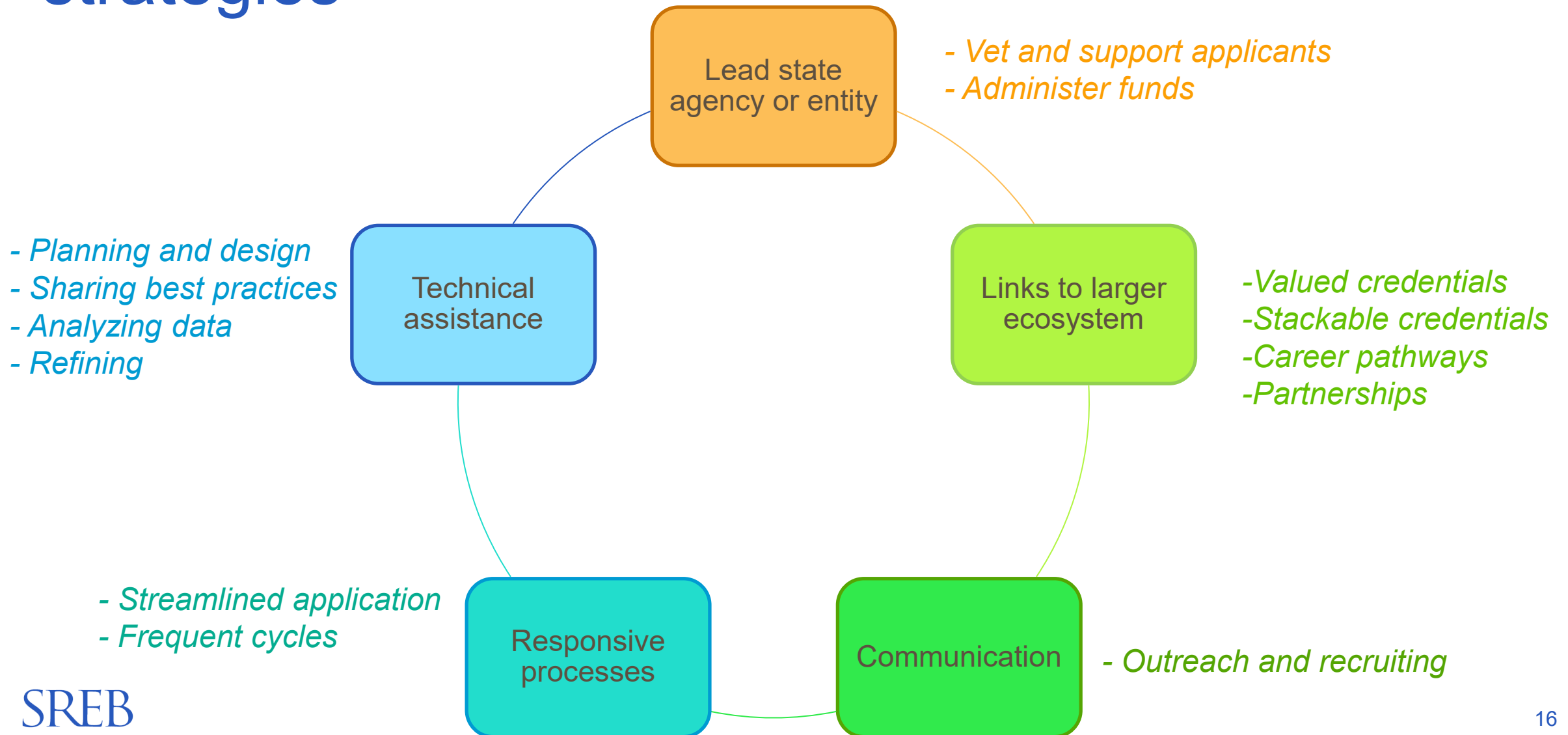
Stackable credentials:

Oklahoma Aerospace and Defense Ecosystem Career Ladder

High School Diploma and On-the-Job Training → Apprenticeship/ 5+ Years of Training → Bachelor's +



ACTION 2: Organize and promote effective strategies



ACTION 3: Promote equity

Grants

Broad outreach and recruitment

Businesses owned by underrepresented groups

Training

Job-specific capacity

Foundational capacity

- Literacy, math

Adaptability

- **Technology**
- **Critical thinking**
- **Social, emotional**
- **Collaboration**
- **Resilience**

Mentoring, coaching

Trainees

Target underrepresented groups and those with barriers

Paid training

Allow to keep unemployment benefits and waive requirement to look for work while training

Supports, e.g.,

- Flexible formats
- Transportation
- Childcare
- Technology, internet

Outcomes

Completers first in line for hiring

Completers earn, e.g.,

- **\$X wage**
- **Wage increase**
- **Promotion**

Data

Resources for helping companies train, upskill and hire workers

ESSA	Perkins V	WIOA	CARES Act	State funds	Other

Thanks to Beth Brinly,
Vice President of Workforce
Innovation at Maher & Maher,
for thinking about this with us

Resources for helping companies train, upskill and hire workers

ESSA	Perkins V	WIOA	CARES Act	State funds	Other
CTE facilities and equipment provided for under ESSA can be used by adult training programs, via partnerships	<p>Programs must address workforce needs and lead to credentials</p> <p>Focus on career pathways and work-based learning</p> <p>State determines how to split funds between secondary and postsecondary programs</p>	<p>State funds to foster industry or sector partnerships</p> <p>Statewide reserve funds for demonstration programs</p> <p>Title I</p> <ul style="list-style-type: none"> Individual training accounts, on-the-job training, pre-apprenticeships and apprenticeships, employability skills workshops, career counseling, Apprenticeship grants Dislocated Worker Grants Rapid Response Funds Incumbent Worker Training funds <p>Title II Adult Education and Family Literacy funds</p> <ul style="list-style-type: none"> Adult education Career pathways Integrated Education and Training Integrated English Literacy and Civics Education <p>Title III Employment Services funds</p> <p>Title IV Vocational Rehabilitation funds</p> <p>Partner programs to serve individuals most in need</p> <ul style="list-style-type: none"> TANF SNAP Education and Training Reemployment Services Eligibility Assessment 	<p>Higher Education Emergency Relief Fund</p> <p>Governor's Emergency Education Relief Fund</p> <p><i>Reimagine Workforce Preparation</i> grants for state workforce boards for short-term education and training</p> <p>Expanded <i>Dislocated Worker Grants</i></p>	<p>General funds</p> <p>State incumbent worker training funds</p> <p>Repurposed dollars from pre-COVID initiatives that do not address evolving needs</p>	<p>Business and industry contribution</p> <p>Community support</p> <p>Philanthropic grants</p> <p>Federal Reserve's Banks Reinvestment Act</p>

+ *waivers*

STATE EXEMPLAR: INDIANA



First ...

Preview the Discussion

As you listen to the presentations, pose questions in the **chat box**

Bryon Silk

Executive Director of Business Services
Indiana Department of Workforce Development

Stacy Townsley

Assistant Vice President of Operations and Implementation,
Workforce Alignment Ivy Tech Community College



NextLevel Jobs - Rapid Recovery

INDIANA



NextLevelJobs.org



NextLevel Jobs
INDIANA

PRESENTATION BY

Bryon Silk

**Indiana Department of
Workforce Development**



INDIANA'S

RAPID RECOVERY

FOR A BETTER FUTURE





Next Level Jobs is the workforce education and training portion of Governor Holcomb's agenda.

- Employer Training Grant (ETG)
- Workforce Ready Grant (WRG)
 - Non-credit bearing programs
 - Credit bearing programs
- [NextLevelJobs.org](https://www.NextLevelJobs.org)



Rapid Recovery for a Better Future

- Governor's Workforce Cabinet lead initiative to accelerate the state's economic and workforce recovery from COVID-19.
- IN is using federal funding available through the Coronavirus Aid, Recovery and Economic Security (CARES) Act to increase short-term education and training opportunities through an expanded NLJ program.
- **Ultimate goal:** help Hoosiers take the next step—to get a new job quickly; get a better job through affordable or free education and training; or access other critical support.



Rapid Recovery
EMPLOYER TRAINING GRANT



Employer Training Grant Overview



The **Employer Training Grant** program offsets the cost employers assume when training employees in high-priority, high-demand jobs:



ADVANCED
MANUFACTURING



BUILDING &
CONSTRUCTION



HEALTH &
LIFE SCIENCES



IT & BUSINESS
SERVICES



TRANSPORTATION
& LOGISTICS



AGRICULTURAL
INDUSTRIES



Employer Training Grant – Rapid Recovery Expansion



Employer Training Grant – Rapid Recovery Program Changes

- Doubles the amount of reimbursable funding available to employers.
- Employers can be reimbursed up to \$5,000 for each new or current employee who is trained, up to \$100,000 per employer.
- Funding specifically dedicated to supporting minority-, women- and veteran-owned businesses.
- The six-month retention requirement is waived through December 30, 2020.

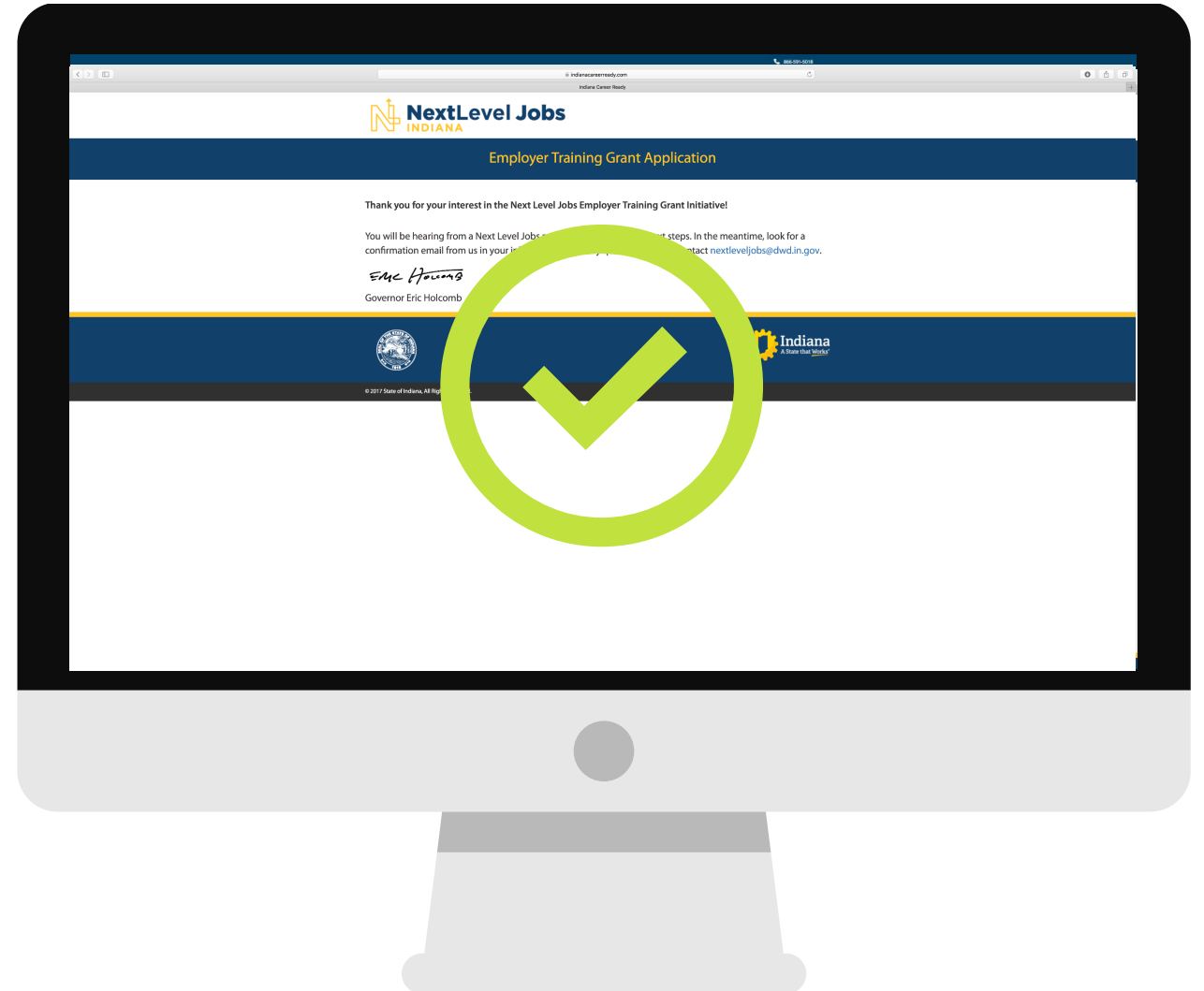


More than **100 occupations** are eligible for Employer Training reimbursement, including in demand jobs such as:

- Machinists; Welders; CNC Operators
- Farmers; Ranchers and Other Agricultural Mgrs.
- Electricians; Plumbers; Supervisors
- Nursing Assistants; EMTs; Community Health Workers
- CSRs; Bookkeeper, Accounting and Auditing Clerks; Sales CDLs; AMT
- Bus and Truck Mechanics and Diesel Engine Specialists

→ Full list of [Eligible Occupations](#)

- Click the “Indiana Employers” button in the middle of the page.
- Read the grant guidelines, then click “Start” at the bottom of the page.
- Enter your company information.
- Fill out your contact information.
- Select topics on which you’d like more information.
- Check your email for details on next steps.





Employer Reimbursement Process:

- The process for reimbursing employers for training costs will continue as it has in past years.
- The employer provides DWD with employee level data for reimbursement, including name of newly-trained employees, dates of the training, and date of hire.
- DWD crosschecks our agency's database of wage record data to verify wage gain prior to reimbursement to employer.
- The six-month retention requirement is **waived** through **December 30, 2020**. The employer must invoice DWD after 40 hours of training is conducted.



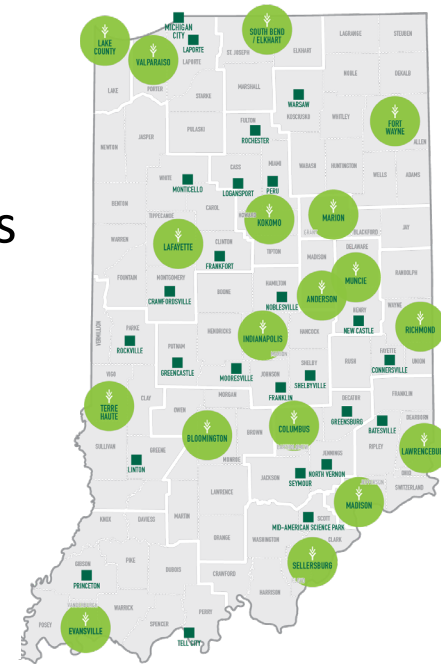
Ivy Tech - Statewide Next Level Jobs Partner

Direct Connection with **Employers**

- Next Level Jobs-Employer Training Grant training provider
- Primary ask has been leadership training, from Healthcare to Manufacturing
- Part of broader efforts to help assess and serve local workforce needs

Direct Connection with **Individual Hoosiers**

- Next Level Jobs – Workforce Ready Grant (WRG)
- Since start of program, over 25K enrolled in WRG-eligible credentials
- Working with state on additional ways to reach individuals, including those newly unemployed



DISCUSSION

Q&A with Indiana



And ...

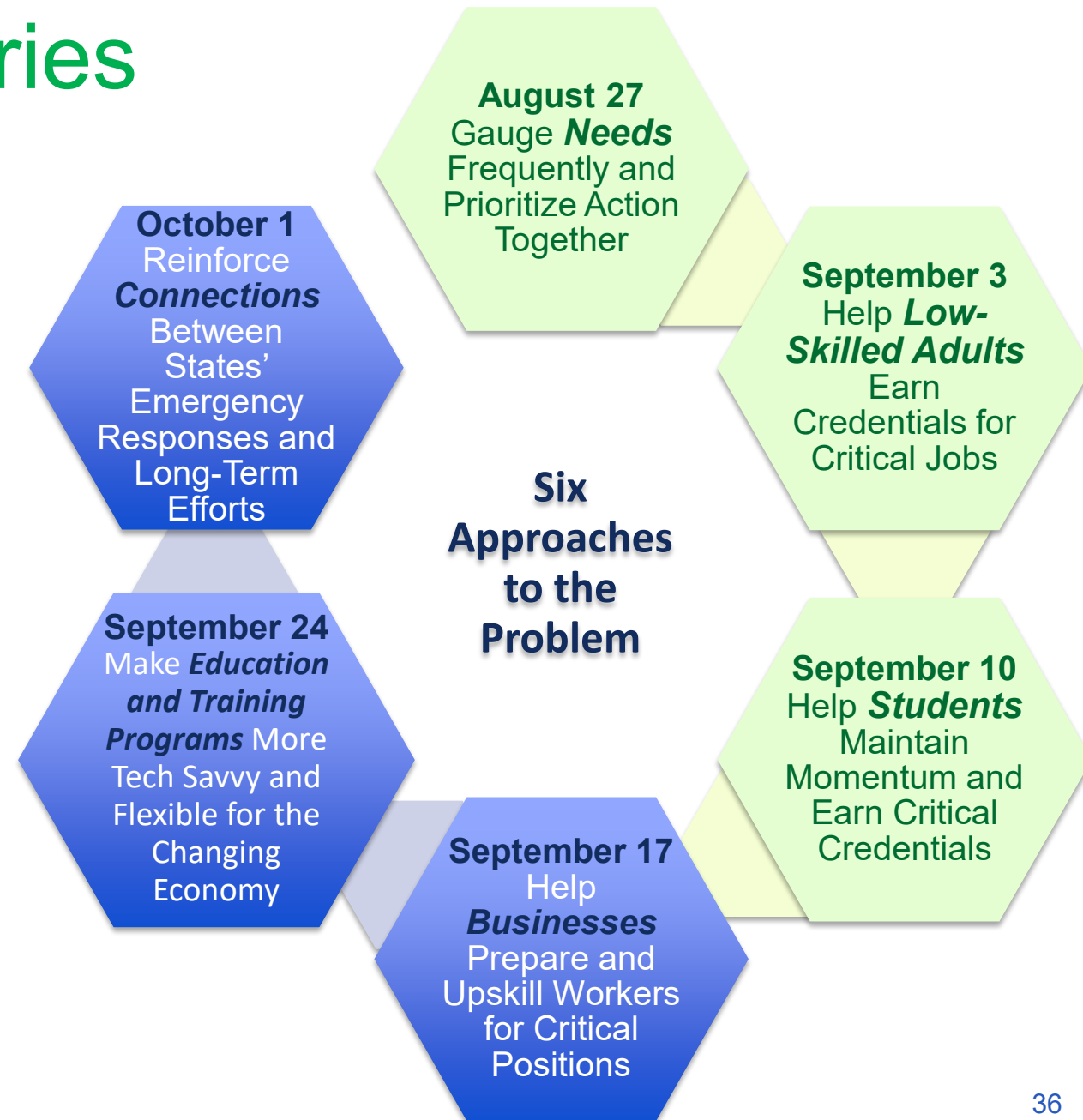
+ spotlight efforts in your
state in the **chat box**

Join us for the whole series

REGISTER AND

ACCESS MATERIALS:

sreb.org/WorkforceRecovery



We stand ready to support you

Kim Anderson kim.anderson@sreb.org

Stephen Pruitt stephen.pruitt@sreb.org

Dale Winkler dale.winkler@sreb.org



Thank you!

We appreciate your feedback on today's session

1

A **strong** element

2

Something we can **improve**

3

Support SREB could provide

Share in
CHAT BOX

STATE EXEMPLAR: DELAWARE

Rapid Training & Reemployment Initiative

Highlights from Delaware Secretary of Labor Cerron Cade's presentation in webinar #2 on September 3

Timeline

Established by Governor's Executive Order 43, August 3
\$10 million from CARES Act
Funds issued by December 30
Training complete by March 31, 2021

Leadership

State workforce development board
Department of labor

Target industries

Five most in-demand now

Awarded entities

Large training providers
Large employers
Employer groups, especially small businesses

Target trainees

Unemployed, underemployed
In Promise Communities
Receiving public assistance
With barriers to employment