Bouncing Back from COVID Using Education and Workforce Development Dollars
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?
Six Approaches to the Problem

August 27
Gauge *Needs* Frequently and Prioritize Action Together

September 3
Help *Low-Skilled Adults* Earn Credentials for Critical Jobs

September 10
Help *Students* Maintain Momentum and Earn Critical Credentials

September 17
Help *Businesses* Prepare and Upskill Workers for Critical Positions

October 1
Reinforce *Connections* Between States’ Emergency Responses and Long-Term Efforts

September 24
Make *Education and Training Programs* More Tech Savvy and Flexible for the Changing Economy

Access completed webinars at [https://www.sreb.org/past-webinars](https://www.sreb.org/past-webinars)
In each session we…

- 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

SREB presents
State experts present
We all discuss
Points of engagement throughout
TODAY’S SESSION

Help Businesses Prepare New and Incumbent Workers For Critical Positions
CONTEXT
Nationwide, jobs are inching back in some sectors

- Government
- Retail
- Professional and business services

Source: Marketplace.org
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

Governor’s economic development cabinet or other state leadership body

Regional workforce development boards and economic development groups

Business leaders and industry sector partnerships

Data experts

Education and training leaders

Diverse community members, to spotlight equity

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

- Industries hardest hit but surging now
- Employers that need the *most* support to address their workforce needs
- Industries *critical* to the state’s recovery
**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

- Lead state agency or entity
- Vet and support applicants
- Administer funds
- Links to larger ecosystem
- Valued credentials
- Stackable credentials
- Career pathways
- Partnerships
ACTION 2: Organize and promote effective strategies

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    - Stackable credentials
  - Career pathways
  - Partnerships

- Streamlined application
- Frequent cycles

- Planning and design
- Sharing best practices
- Analyzing data
- Refining
Stackable credentials:
Oklahoma Aerospace and Defense Ecosystem Career Ladder

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

- Aircraft equipment mechanic
- Electronics and engineering technician
- Systems software developer
- Mechanical or aerospace engineer

https://oklahomaworks.gov/careerladders/
ACTIONS 2: Organize and promote effective strategies

- Planning and design
- Sharing best practices
- Analyzing data
- Refining

Technical assistance

Responsive processes

Communication

Lead state agency or entity

- Vet and support applicants
- Administer funds

Links to larger ecosystem

- Valued credentials
- Stackable credentials
- Career pathways
- Partnerships

- Outreach and recruiting

- Streamlined application
- Frequent cycles
**ACTION 3: Promote equity**

<table>
<thead>
<tr>
<th>Grants</th>
<th>Training</th>
<th>Trainees</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broad outreach and recruitment</td>
<td>Job-specific capacity</td>
<td>Target underrepresented groups and those with barriers</td>
<td>Completers first in line for hiring</td>
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<td>Businesses owned by underrepresented groups</td>
<td>Foundational capacity</td>
<td>Paid training</td>
<td>Completers earn, e.g.,</td>
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<td></td>
<td>• Literacy, math</td>
<td>Allow to keep unemployment benefits and waive requirement to look for work while training</td>
<td>• $X wage</td>
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<td>Adaptability</td>
<td>Supports, e.g.,</td>
<td>• Wage increase</td>
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<td>• Technology</td>
<td>• Flexible formats</td>
<td>• Promotion</td>
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<td>• Critical thinking</td>
<td>• Transportation</td>
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<td>• Social, emotional</td>
<td>• Childcare</td>
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<td>• Collaboration</td>
<td>• Technology, internet</td>
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<td>• Resilience</td>
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<td>Mentoring, coaching</td>
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**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

<table>
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<tr>
<th>ESSA</th>
<th>Perkins V</th>
<th>WIOA</th>
<th>CARES Act</th>
<th>State funds</th>
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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

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<tr>
<td>CTE facilities and equipment provided for under ESSA can be used by adult training programs, via partnerships</td>
<td>Programs must address workforce needs and lead to credentials</td>
<td>State funds to foster industry or sector partnerships</td>
<td>Higher Education Emergency Relief Fund</td>
<td>General funds</td>
<td>Business and industry contribution</td>
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<tr>
<td>State determines how to split funds between secondary and postsecondary programs</td>
<td>Focus on career pathways and work-based learning</td>
<td>Statewide reserve funds for demonstration programs</td>
<td>Governor’s Emergency Education Relief Fund</td>
<td>State incumbent worker training funds</td>
<td>Community support</td>
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<td>Title I</td>
<td>Reimagine Workforce Preparation grants for state workforce boards for short-term education and training</td>
<td>Expanded Dislocated Worker Grants</td>
<td>Repurposed dollars from pre-COVID initiatives that do not address evolving needs</td>
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<td></td>
<td>• Individual training accounts, on-the-job training, pre-apprenticeships and apprenticeships, employability skills workshops, career counseling,</td>
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<td>Federal Reserve’s Banks Reinvestment Act</td>
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<td>• Apprenticeship grants</td>
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<td>• Dislocated Worker Grants Rapid Response Funds</td>
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<td>Title II Adult Education and Family Literacy funds</td>
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<td>• Adult education</td>
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<td>• Career pathways</td>
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<td>• Integrated Education and Training</td>
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<td>• Integrated English Literacy and Civics Education</td>
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<td>Title III Employment Services funds</td>
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<td>Title IV Vocational Rehabilitation funds</td>
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<td>Partner programs to serve individuals most in need</td>
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<td>• TANF</td>
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<td>• SNAP Education and Training</td>
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<td>• Reemployment Services Eligibility Assessment</td>
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<td>+ waivers</td>
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**ESSA, Perkins V and WIOA require cross-statute coordination and equity focus**
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
PRESENTATION BY

Bryon Silk

Indiana Department of Workforce Development
**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
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.
The **Employer Training Grant** program offsets the cost employers assume when training employees in high-priority, high-demand jobs:
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

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Six Approaches to the Problem
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

https://governor.delaware.gov/executive-orders/eo43/