Serving those facing unemployment or unemployed due to no fault of their own, to include the Displaced Homemaker, Veteran, and Military Spouse
Today’s Presenter

Fran Kennedy

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JFF: Who We Are

JFF accelerates the alignment and transformation of the American workforce and education systems to ensure access to economic advancement for all.

JFF: Our Core Values

**Mission-Driven**
We are fueled by the desire to create a world where everyone has equal opportunity for economic advancement.

**Bold**
We lead with innovative ideas and actions that push the boundaries of what is possible.

**Transformative**
We bring about meaningful and lasting system-level change.

**Rigorous**
We work diligently to design, test, and scale evidence-based solutions.

**Passionate**
We believe our efforts have the power to strengthen the nation’s economy and improve people’s lives.
Today’s Agenda

1. Introductions
   - Speaker/Panel
   - Audience

2. Objectives of Session

3. The Dislocated Worker

4. Panel Discussion
   - Rapid Response
   - Veteran Services

5. Business Engagement
   - Build Partnerships
   - Know Industry Trends and Data
   - Talent Development Pipelines

6. Resources

7. Q & A
Today’s Presenters

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Who is in the room?

- State Agency
- Workforce Board
- Service Provider
- Business Partner or Industry Association
- CBO
- Intermediary
- Education
- Training Provider
- Other
Today’s Objectives

✓ Deepen understanding of serving the Dislocated Worker

✓ Strengthen networks and partnerships to advance Dislocated Worker efforts

✓ Recognize business and industry are critical to Dislocated Worker strategies

✓ Link to additional resources
Eligibility and Targeting:

Under WIOA Title I, “adults” are individuals age 18 and over. “Dislocated workers” include those who have been laid off or have received notice of termination from employment, are self-employed but unemployed due to general economic conditions, are the spouse of a member of the Armed Forces on active duty who is unemployed due to relocation for permanent duty reassignment, or are displaced homemakers. The adult funding stream includes a priority of service for public assistance recipients and other low-income individuals, as well as individuals who are basic skills deficient, for receipt of career and training services. Also, veterans are a priority population as a result of the Jobs for Veterans Act of 2002.
Services and Program Support:

WIOA Title I Adult and Dislocated Worker funding streams pay for career services and training services. Career services cover a broad range of activities, including initial and comprehensive assessment of skills, providing information about careers and the local labor market, job search assistance, development of an individual employment plan, career counseling, internships and work experiences linked to careers, financial literacy, English language acquisition and Integrated Education and Training, information and assistance in lining for unemployment compensation, and assistance in establishing eligibility for federal and state financial aid. Training services include occupational skills training, on-the-job training, incumbent worker training, transitional jobs, and adult education and literacy provided concurrently or in combination with other training services. Local areas may also provide support services and needs-related payments to assist individuals participating in career and training services.
Panel Discussion

- Rapid Response
- Veteran Services
Rapid Response: Connecting Dislocated Workers

- The What and Why
  - Connecting
  - Eligibility

- Local Area Challenges
  - Moving DW funds
  - Local Area Policies
Veteran Services

- Priority of Service
- Transitioning Service Members
- Spouse Eligibility
- Partnering and Referrals
Panel Discussion

- Questions from Speaker
- Questions from Audience
Two out of every three U.S. jobs will require some postsecondary education (PSE) and training. However, over 40% of adults in the U.S. (aged 25-64) have no PSE credential.

- 64% of companies say they cannot find qualified applicants for management, scientific, engineering or technical positions. ~ McKinsey Survey
- 67% of small and midsize manufacturers report moderate to severe workforce shortages, and they predict this will get worse not better. ~ National Manufacturing Institute Survey

We are back in a **tight labor economy**, where **skills matter** more than ever in order for workers to get an edge and foothold in the jobs market.
WIOA Big Policy Ideas

- Demand-driven skills attainment
- Upward mobility for populations with barriers to employment
- Program alignment and service delivery coordination among workforce and education partners
- Vehicles for realization: State, regional, and local plans
Public Private Partnerships with Meaning

THE EXTENDED FAMILY

- Broad-based Sector or Industry Partnerships
  (priorities and outcomes include workforce development, education, and economic development)
- Industry-specific career pathway programs
- Industry-Informed workforce training initiatives
- Industry-Informed entry-level training interventions
- Industry-specific economic development efforts
Industry Cluster

An industry cluster consists of large and small firms in a single industry. Firms in industry clusters benefit from synergies of association related to shared labor, sources of innovation, suppliers, markets, technology, and infrastructure.
What Works Well (and Not So Well)

Clusters of companies
Employers as partners
Industry-driven
Regionally-based
Existing industry strength or emerging specialty
Industry competitiveness/growth
Opportunity-focused
Employer priorities first
Champion-driven
Coalitions of the willing
People and relationships
A disciplined, replicable process

Individual firms
Employers as customers
System- or institution-driven
Statewide top-down or too local
Wishful thinking
Workforce only
Problem-driven
Target populations first
Representation-oriented
The futile search for consensus
Organizations and jurisdictions
A mysterious, unique occurrence
Steps of Integration: Are you there yet?

Source: Systems of Care, Stages of Integration; based on Burt, Spellman, 2007.
NORTHERN COLORADO MANUFACTURING PARTNERSHIP

More than 50 northern Colorado manufacturing companies and 20 public partners established the Manufacturing Partnership in 2013 to address common issues in the industry.

Mission statement: “Partners working passionately to ensure Northern Colorado Manufacturers and our Communities thrive.”

PRIORITIES INCLUDE:
Networking and local supply chain issues
Changing the perception of the industry and encouraging youth to pursue manufacturing
Developing vocational/technical skills as a career pathway for youth and adults in transition
Partnerships Working – Phoenix

PHOENIX HEALTH CARE SECTOR PARTNERSHIP

Over 150 members from health care businesses along with educational institutions and community partners

Launched by City of Phoenix in 2013 with leadership from Mayor Greg Stanton; sustained convening support provided by Greater Phoenix Chamber of Commerce

AREAS OF FOCUS INCLUDE:
Growing health care workforce
Promoting wellness and quality of life
Strengthening health care innovation and care coordination
Promoting medical tourism
It is your Business: Know your Businesses and Industries

- Start at the Beginning!
  - Data gathering
- Do you understand local LMI
- Which industries are growing
- Where are the jobs
Once you know: Partner to Build a Talent Pipeline

Career Pathways

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to job seekers. Today’s education and training programs include online and in-person opportunities.

1. High school (diploma or equivalent)
2. Adult Basic Education (credential)
3. Community college (degree or certificate)
4. University (degree)
5. Workforce training (certificate)
6. Organized labor training/apprenticeships (certificate)

After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.
“It has been said that the best anti-poverty program is a job. A better anti-poverty program is a good job, or even better, a career – specifically, a career that can support a family and provides opportunities for advancement.”
The US Department of Labor’s Trade Adjustment Assistance Community College and Career Training (TAACCCT) program has created a free and open online library called SkillsCommons containing free and open learning materials and program support materials for job-driven workforce development. The $1.9 billion investment by the US Department of Labor produced a comprehensive collection of workforce-related Open Educational Resources (OER) created by over 700 community colleges across the nation. The OER can be found, reused, revised, retained, redistributed and remixed by an individual, institution, and industry for FREE with the proper attribution to the original author of the resources.
Resources: Handouts

- Skills Commons Overview
- Dislocated Worker Definitions
- WIOA Final Rule Fact Sheet: Veterans and Spouses
- WIOA Desk References
  - Work-Based Learning Overview
  - Supportive Services
Resources: Links

Future of Work (FoW)

- The Future of Skills Employment in 2030
  https://www.nesta.org.uk/sites/default/files/the_future_of_skills_employment_in_2030_0.pdf


- Shift: The Commission on Work, Workers, and Technology
  https://shiftcommission.work
Any Questions?
Thank You!

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Thank You!

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Jobs for the Future (JFF) designs and drives the adoption of innovative, scalable approaches and models—solutions that catalyze change in our education and workforce delivery systems.

Maher & Maher, an IMPAQ Company, is a specialized change management and talent-development consulting firm focused on advancing the collaboration between workforce, education and economic development.