



Resilient Workforce Ecosystems



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CONNECTICUT
SCHOOL
COUNSELOR
ASSOCIATION

Resilient Workforce Ecosystems

Today's Agenda



Roles and functions of the Workforce Ecosystem in disaster recovery



Resources for Resiliency Planning and Analytics



First Look at Promising Practices and Solutions, Upcoming Developments

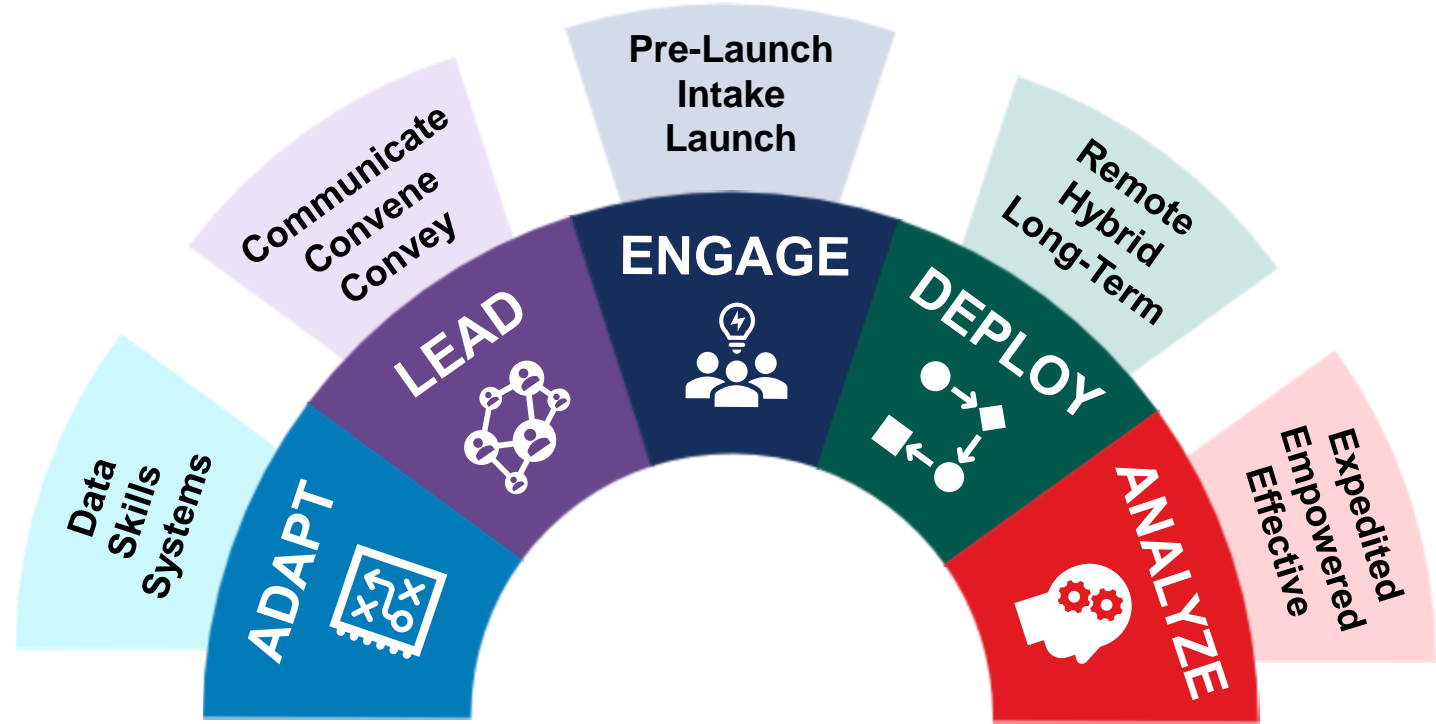


Upskilling Tools and Resources

- ACT's Mission: Education and Workplace Success
- Integrated Workforce Ecosystems and Work Ready Communities are trailblazers in workforce and education
 - Set the pace for U.S. recovery in local labor markets
 - Instill hope through collaboration and thought leadership
 - Recovery/Resiliency opportunities
 - Shorten gap between knowing and doing
- Caveats and disclaimers
 - Seek expert support or licensed guidance on high-stakes items as needed
 - Many considerations subject as drastic cycles of change are the new normal

Goals of Today's Webinar

Unique Disasters Require a New Approach



ALEDA Skills-Based Disaster Recovery Framework



Adapt

Re-imagining traditional models to meet recovery needs; actionable data; remote options; flexibility; unbundling



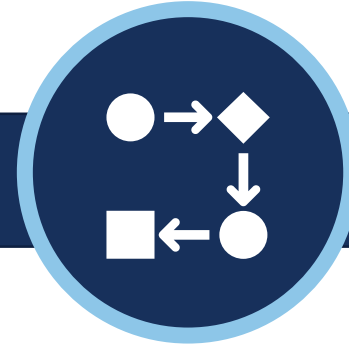
Lead

Local roles of each workforce ecosystem leader to design and launch life-changing functions



Engage

Reach participants, worksites, and employers for intake, removal of barriers, assessments, and preparation



Deploy

Balance of remote and physical workforce solutions, credentials, work-based learning, and career pathways



Analyze

Benchmarks for new occupation targets based on growth, contact risk, and skills; expediting career changers, program evaluations

What's different?



Adapting traditional disaster recovery and mass layoff models with new pandemic models



Single Geography vs National/Global



Infrastructure Damage vs. Systems Failures and Damage to Institutions



Single/Short-Term Event vs. Ongoing Crisis



Scope of Collaboration: Simple vs. Mega



Known Variables vs. Unknown Variables Emerging at Rapid Pace



Established Best Practices and Analytics vs. Practices and Analytics Under Development

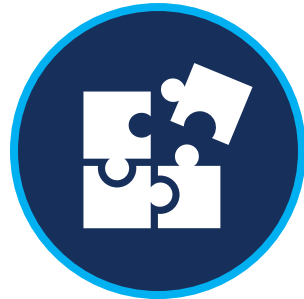


Disaster Response Data Through the Lens of the Workforce Ecosystem

Building on Primary Local Data



Essential to adapt strategies; design solutions and services that work; create grant/resource proposals



Build case management database of employers and organizations in need



Organized locally by economic development agency, chamber of commerce, workforce board, etc.



Business Retention Data



Business Retention Expansion BR|E COVID-19 Emergency Response Network

Everything changed on March 10... These are not normal times. Our response as economic developers changes with the environment. Sometimes, quickly.

LET'S GET STARTED •

The Recovery and Resiliency Roadmap:
A Toolkit for Economic Preparedness

ECONOMIC DISASTER RECOVERY PROJECT

See Pages 165-170

Public-Private Partnerships

- ▶ Everyone has a role
- ▶ Local roles change lives



Lead



Federal Role

Policy, Support, Funding



State Role

Policy, Coordination, Funding



Local Role

Execution & Services

Workforce Ecosystem Resiliency Roles and Functions

Leadership.....

- Convene partnerships
- Advocacy Liaison to state and fed

Economic Dev

- Business outreach
- Retention resources for business
- Co-broker business resources from workforce dev and education



..... Employers

- Demand-generation
- Specify skills needed in recovery economy

..... Workforce Dev

- Intake of participants
- Identify and remove barriers
- Build career pathway options

..... Educators

- Rapidly design and deploy training
- Align curriculum to sector needs



Participant Engagement Phases



Pre-Launch

ASAP, but not in the way of rescue

- ▶ Vital information and referrals on demand
- ▶ **Capture basic info for follow up**
- ▶ Remote options
- ▶ Location targets
- ▶ Others as needed



Follow-Up/Intake

ASAP, once systems are stabilized

- ▶ Complete intake
- ▶ **Assessments**
- ▶ Remove barriers to participation
- ▶ Orientation and basic worksite prep training
- ▶ Others as needed



Program Launch

Deployed case by case

- ▶ Worksite placement
- ▶ Longer-term career pathways of training and job placement
- ▶ Others as needed



Engage



CALHOUN
COMMUNITY COLLEGE



Denny Smith,
Director of Assessment



Worksite Development

Collect important info (BRE)

Recovery worksites

Humanitarian worksites

Short-term employment

Work-based learning to build skills

Specifics defined by grant, funding



Employer Development

Long-term placement

Career pathway alignment

**Employer
Engagement**

**Work-Based
Learning**



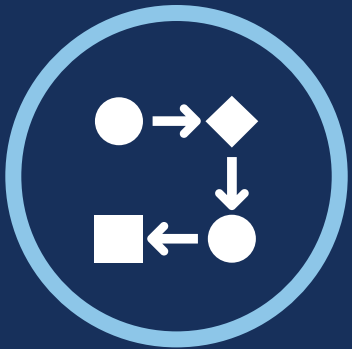
Engage



Dennis Williamson
Director of
Workforce Development



Deploy



Workforce Solutions in Rapid Response and Recovery Scenarios



**Simple Integration with Local
Workforce Development and
Education Functions**



**Live, proctored environment only
required for WorkKeys Assessments
as a High Stakes Assessment**



**Unbundling to balance Physical
and Connected (Remote) Access**

REMOTE ACCESS NOW

- ▶ Outreach and Intake
- ▶ Career Navigation

ACT[®] WorkKeys[®]
Curriculum

- ▶ Learning Content
- ▶ Placement Quiz
- ▶ Remediation

Virtual
Training

Stackable
Credentials

ACT[®] WorkKeys[®]
Assessments

- ▶ Practice Tests

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Stackable
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ACT[®] WorkKeys[®] Assessments

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PHYSICAL ACCESS PREPARE FOR LAUNCH

- ▶ Eligibility Verifications, Enrollments
- ▶ Occupational-Physical Exams
- ▶ Worksite-Specific Preparations

Work
Based
Learning

ACT[®] WorkKeys[®] Assessments

ACT[®] WorkKeys[®] Curriculum

- ▶ Learning Content
- ▶ Quizzes
- ▶ Remediation

ACT[®] WorkKeys[®] NCRC[®]

Education and
Career Pathway
Navigation

Training

Stackable Credentials

First Look at Promising Practices



**Work-Based
Learning**



**Remote
Engagement
and Job Fairs**



**Remote
Service
Delivery and
Counseling**



**WorkKeys
Curriculum**



**Manpower for Disaster Relief
Recovery and Humanitarian Worksites**



**Jobs for Displaced Workers
Income, On-the-job learning, etc.**



**Workers Ready When Employers
Re-open (avoid *Katrina Effect*)**



**Work-Based
Learning**

**Three
Objectives
for Resiliency
that Close
Skill Gaps**

Remote Engagement



IT'S BACK!

EMPLOYERS NEED IT,
JOB SEEKERS DEMAND IT,
& THE SW MISSOURI JOB
CENTERS DELIVER IT!!

FIRST EVER "VIRTUAL" JOBFEST!



SAME DAY, SAME TIME

BEGINS - Wednesday, April 15th

MOST CONVENIENT JOB FAIR EVER!

JOB SEEKERS - All you have to do is attend VIRTUALLY!
Find information about employers, job openings and how to apply VIRTUALLY! Find more opportunities: www.Jobs.Mo.Gov

Employers, Jobs & how to apply:
www.SectorReady.org/JOBFEST

- Research Employers
- Search Jobs
- Apply for Jobs
- STAY UPDATED





A good partner of the www.SectorReady.org network!

TWO Locations To Serve you...

- JOPLIN - 730 S. Wal (417) 626-3300
- MCNETT - 100 S. Maple (417) 626-1207



CORONAVIRUS UPDATES/INFO

- Food Stamp Updates
- UnEmployment Information
- Community/Chamber Updates
- Food Pantries (locations/times)
- Small Business Administration Updates
- Guideline Links from the CDC & MDHSS



Auxiliary aids and services are available upon request to individuals with disabilities. Alternate formats for non-English speaking individuals are available upon request. The Workforce Investment Board of Southwest Missouri and The Missouri Job Center is an Equal Opportunity Employer / Program. Missouri Relay services available at 711.

FREE ONLINE TRAINING

GET CERTIFIED WHILE AT HOME

SOFT SKILLS ARE NECESSARY SKILLS THAT EMPLOYERS REQUIRE

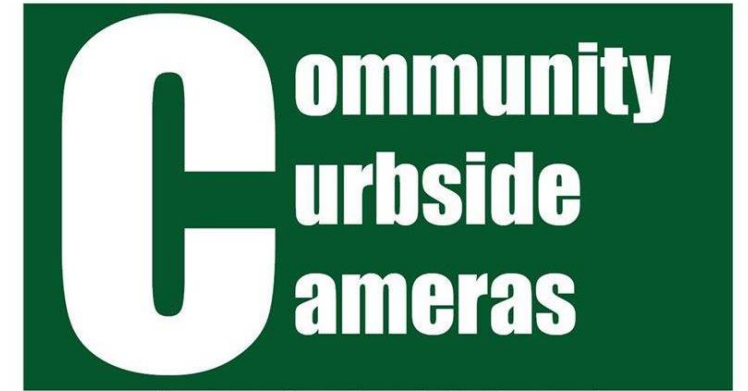
SIGNUP FOR FREE AT WCEAMS.COM/JOBS/SOFT-SKILLS

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Insights from the Field



Will Coppage,
Executive Director



Anonymous donors have pledged to support the Community Foundation of Washington County

When you shop local, post a photo of your meal or merchandise on social media and tag **The Chamber**. For every 25 photos posted, \$250 will be donated to the COVID-19 Community Relief Fund*, managed by CFWC.



#CurbsideCameras

*up to \$2500



Remote Service Delivery and Counseling



Web conferencing
Limitations for case management



Adapting Telemedicine model
Deeper engagement options



Purpose-specific solutions
Integrated options for
documents, eligibility, etc.





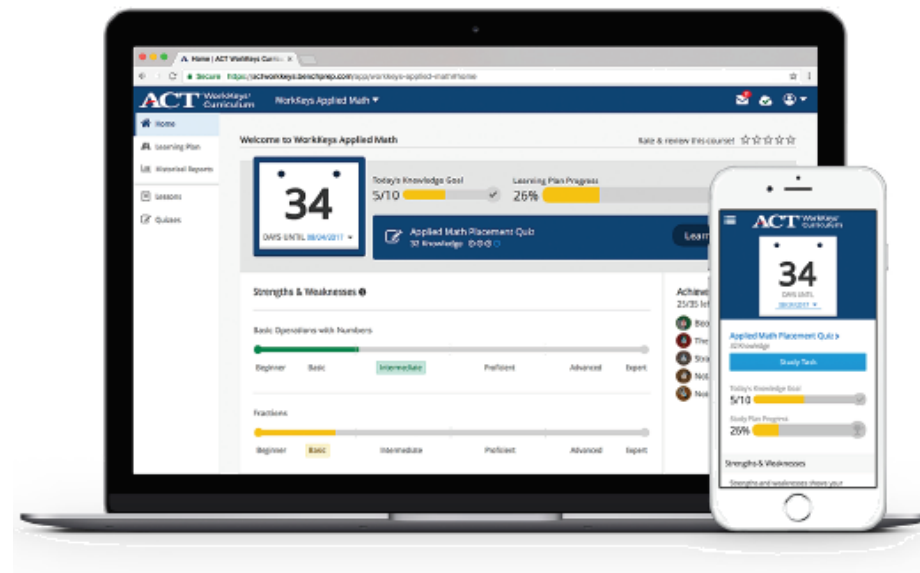
Equipped for virtual service delivery
Works with individuals or cohorts
Joplin Tornado example



Use of Pre-Tests and Practice Tests helpful for remediation



Adult Education Success with WorkKeys Curriculum
Ready for Work Podcast Episode 20





Analyze



Expediting Career Changers



Recovery Occupations



Risk Management



Program Effectiveness

Expediting Career Changers



Record-Breaking Unemployment
Ohio Re-Employment case study
Using Job Profile Database & O*NET

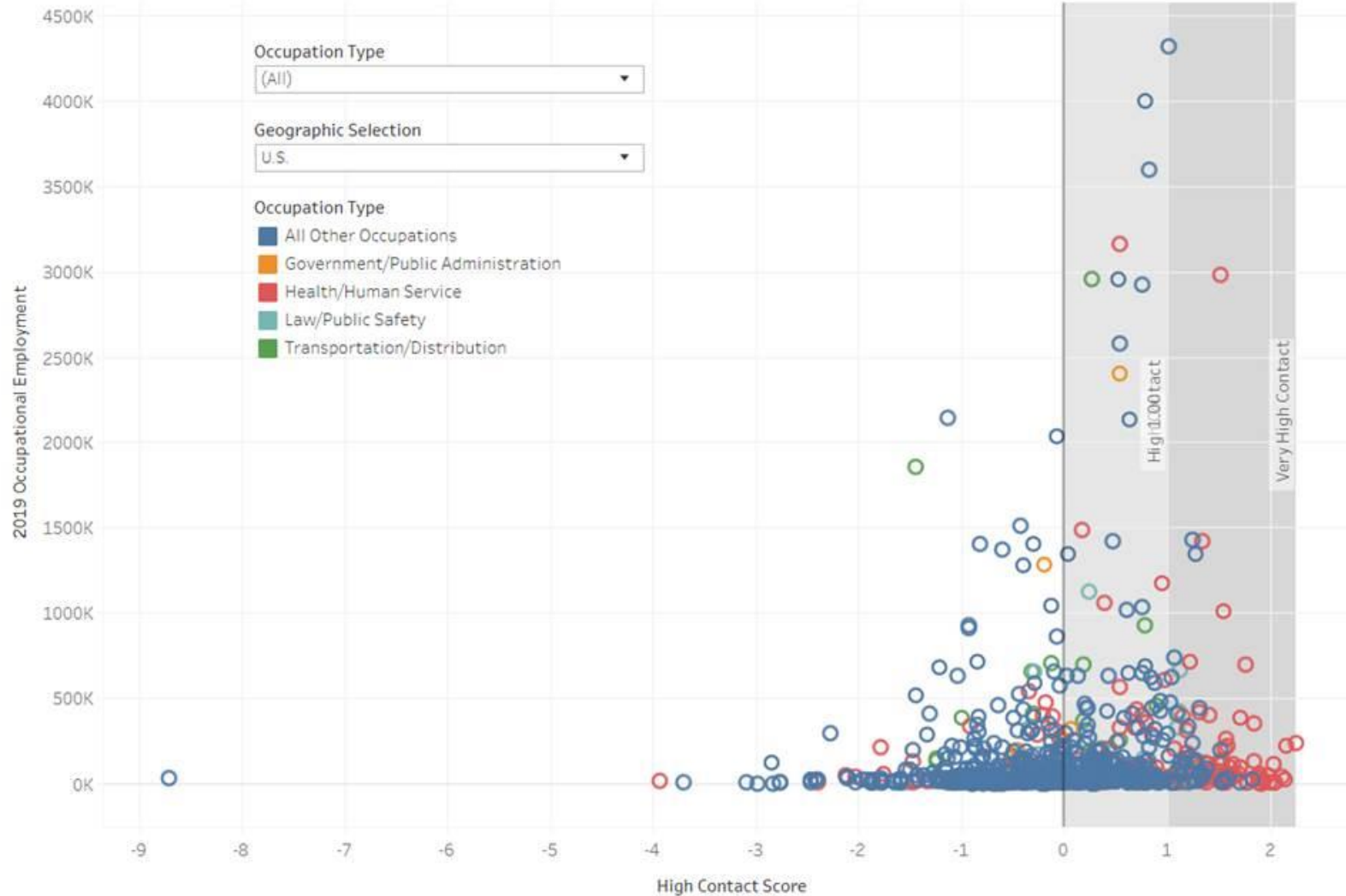


Recovery-Driven Career Pathways
Benchmarks for Emerging Job Titles

Sample Jobs Related to Disaster Recovery	O*NET Code	WorkKeys® Ranges			Median Skill Level		
		Applied Math	Workplace Documents	Graphic Literacy	Applied Math	Workplace Documents	Graphic Literacy
Child Care Workers	39-9011	3-4	4-5	3-4	3	4	3
Community Health Workers	21-1094	4	4	4	4	4	4
Disaster Worksite Supervisor	47-1011	3 - 5	4 - 6	4 - 6	4	5	4
Humanitarian Assistants	21-1093	3 - 4	3 - 6	4 - 5	4	4	5
Light Truck/Delivery Drivers	53-3033	3	3 - 4	3 - 4	3	3	3
Hazardous Material Workers	47-4011	3-5	4	4	3	4	4
Warehouse Laborers	53-7062	3 - 5	3 - 6	3 - 5	3	3	4

Source: ACT Job Profile Database

High Contact Jobs by State



Note: Occupations were classified as High Contact based on the combined level of physical proximity, face-to-face discussions, and contact with others needed to perform the job. Occupational skills data is from O*NET and the ACT JobPro database. Data were summed and standardized by SOC code and combined with US Bureau of Labor Statistics Occupational Employment and Wage data (May 2019).

High Contact Jobs in the United States

Data Can Still Inform Service Delivery



~~Program Performance~~
Effective Practices



Labor Market Outlook
Recovery Career Skills



Training and Education
Extended UI Benefit Window



Best Data is Localized
Connected Partners

Additional Resources



Re-Employment Connections Community of Practice

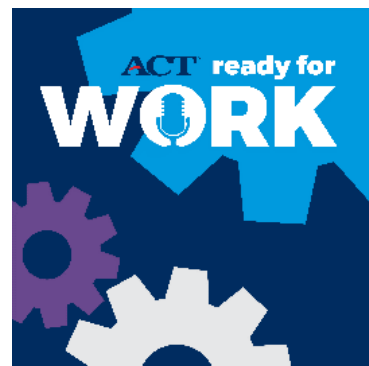
Lorain County reskills workers, develops emerging workforce in Northern Ohio

Facing a sobering negative economic impact, Lorain County, Ohio, focused on retraining workers, especially under-30s, for new careers as they developed an emerging workforce for key sectors.



NCRC[®] helps displaced workers find work fast

Given a challenging economy, it was time for Ohio residents and local business owners, along with career counselors, to launch an initiative to serve area workers and employers.



COVID-19 Legislative Analysis and Breakdown





Ready for
WORK

Resilient Workforce Ecosystems Fostering Economic Recovery

Leaders of the Workforce Ecosystem must retool for the future. Episode 21 of Ready for Work introduces a framework for disaster response and economic recovery. Learn how skills-based hiring adapts to specific disaster scenarios, access levels, and service options.

act.org/readyforworkpodcast



October 26-28, 2020 at the historic Peabody Hotel in Memphis, TN

act.org/workforcesummit