Washington Jobs Initiative

Agenda

a. Washington Jobs Initiative - an Equity approach to Good Jobs
b. Designing Partnerships to Achieve Equitable Outcomes
c. A closer look at wraparound supports in WJI industry sector partnerships
d. Breakout Discussion

Washington Jobs Initiative

Heather Hudson
Director of Policy and Planning
Washington Student Achievement Council

Washington Jobs Initiative Goals

3,150 — **JOBS**
- Family sustaining wages
- Meet employer and industry needs

5,000 — **EDUCATION AND TRAINING**
- Registered Apprenticeships
- Career Connected Programs
- High-Skill and High-Demand
- Short-term training to upskill/reskill

EQUITY
- Prioritize and recruit participants from underserved communities
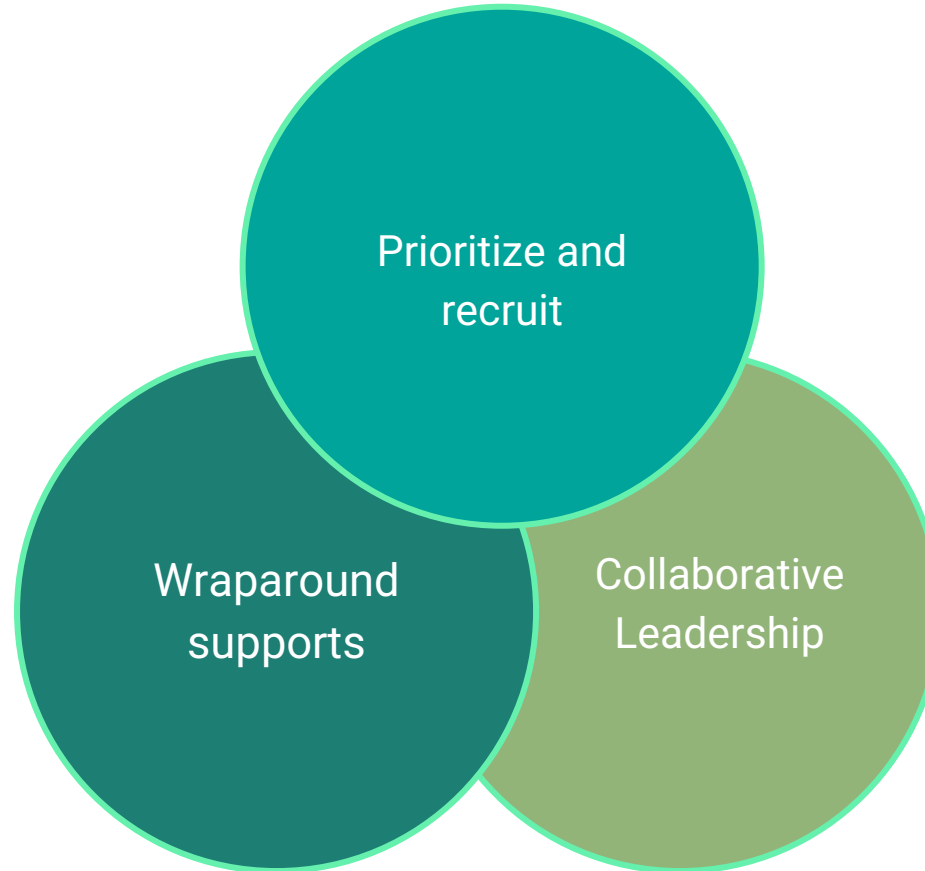- Collaborative and shared leadership
- Wrap around supports

Addressing Equity

I. Implementation

- Operate existing program
- **Recruit participants from underserved communities**
- Provide demand-driven education/skills training
- **Provide wraparound supports**
- Place participants in jobs

II. Design & Implementation

- Identify hiring and skill needs
- Develop demand-driven strategies
- Design training model and curriculum
- **Mobilize partners to provide wraparound supports**
- **Strategies for closing equity gaps**
- Recruit, train, and place participants

Prioritize and recruit

Wraparound supports

Collaborative Leadership

CAREER CONNECT WASHINGTON

Leading with Racial Equity

Equity is defined in EDA's [Investment Priorities](#) as projects or programs that that directly benefit:

- One or more traditionally [underserved populations](#) (PDF), including but not limited to women, Black, Latino, and Indigenous and Native American persons, Asian Americans, and Pacific Islanders; or
- Underserved communities within geographies that have been systemically and/or systematically denied a full opportunity to participate in aspects of economic prosperity such as Tribal Lands, [Persistent Poverty Counties](#) (XLSX), and rural areas with demonstrated, historical underservice.

Washington has adopted an additional definition to prioritize the following populations:
- Women, Black, Indigenous, and People of Color (BIPOC); LGBTQIA2S+ individuals; individuals with disabilities; low-income individuals; and other Washingtonians disproportionately impacted by the COVID-19 pandemic

CAREER CONNECT WASHINGTON

Wraparound Services

Wraparound services or "participant support costs" are important services that mitigate barriers to employment for trainees, students, and workers to help them complete workforce training activities. Examples of costs that are necessary for participation in the program and may be covered include, but are not limited to:

- Childcare
- Health Services
- Legal Services
- Counseling
- Education Services
- Clothing
- Transportation

- Laptops
- Wi-Fi
- Other learning equipment
- Work Supplies
- Financial and budgeting resources

.

CAREER CONNECT WASHINGTON

Designing Partnerships to Achieve Equitable Outcomes - Wraparound Supports

Intentional Design & Implementation

- **Recruit** Underserved Populations
- **Provide** Wraparound/Holistic Supports
- **Mobilize** Partners to Deliver Supports
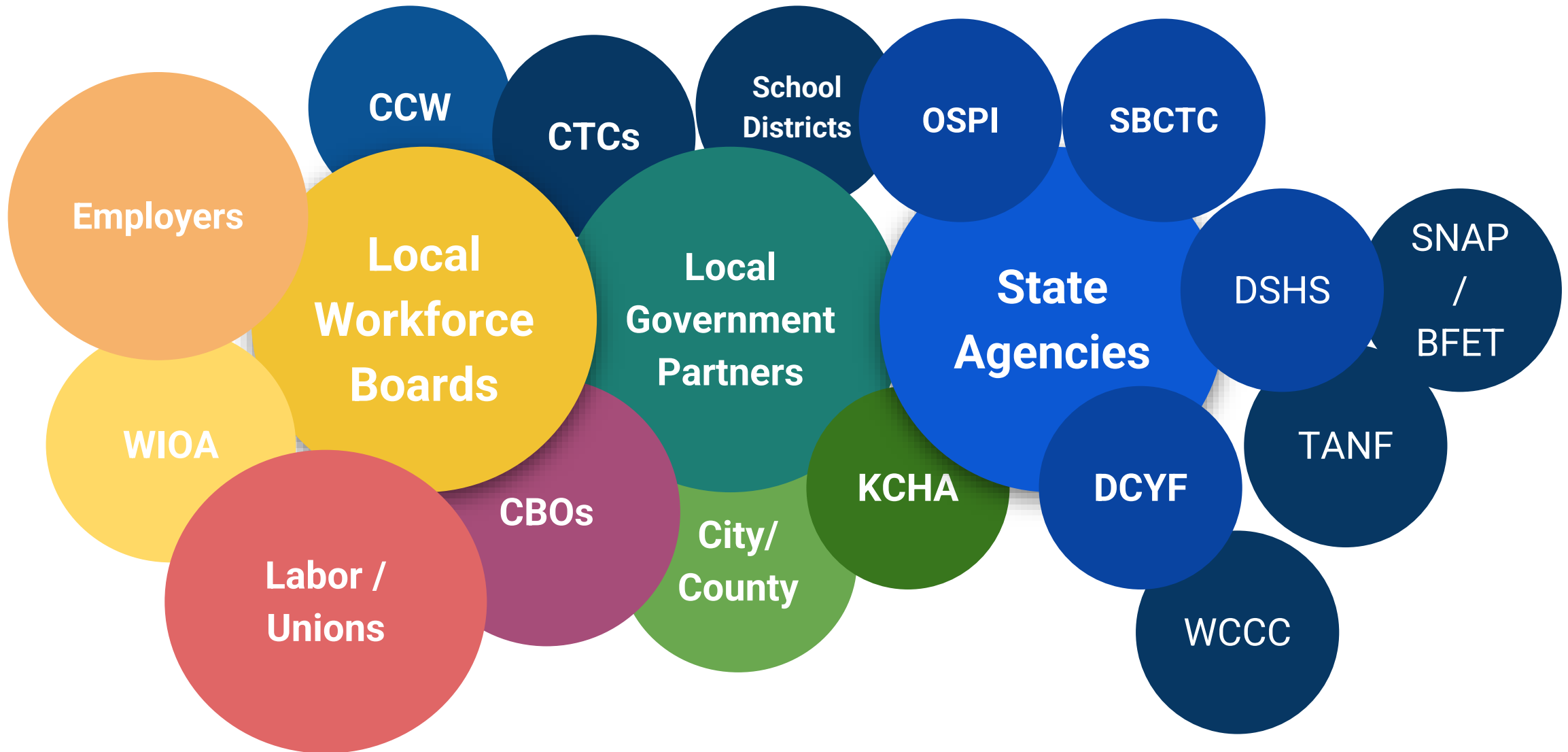- **Close** Equity Gaps

Where To Begin…

- Understanding Whom We Serve
  - > Needs Assessment
  - > Resource/Asset Mapping
- Building Partnerships to Address Gaps
- Funding Approaches:
  Bridging the Seams
  - > Braiding
  - > Blending
  - > Aligning

CAREER
CONNECT
WASHINGTON

Needs Assessment & Landscape Analysis

Mutually Beneficial Goals Lead to Strong Partnerships

Guiding Questions:

Need Assessment & Resource Identification

- **Have you comprehensively mapped all program costs?**
  - > Have you included all instructional and educational materials costs, as well as all workplace training and equipment costs?
  - > Have you included administrative costs?
  - > Have you included the costs of all supplemental and supportive services?
  - > Have you included all expenses that aren't related to staffing, including the costs of rent, infrastructure, and insurance?
- **Have you mapped the resource landscape?**
  - > Have you engaged current and potential partner organizations who can pay for a portion of program costs?
  - > Are you monitoring for changes in the funding landscape?
  - > Are you establishing partnerships that could broaden the funding base (e.g., through new grants) for your program?

Building Partnerships

- What specific need(s) are you trying to address?
- What capacity (people, programs, resources) exists within your own organization or current networks that can advance goals?
- Which community stakeholders can take on critical roles?
- What benefit does your program offer to prospective local workforce partners?

CAREER
CONNECT
WASHINGTON

Braided and Adaptive Funding

Braided Funding

Individual programs or components of a program are each paid for with funds from a different source.

- Example: Money made available through WIOA might pay for training, while a foundation grant pays for the tools and equipment needed for that training.
- Expenditures are allocated and reported by funding source.

Blended Funding

Funds from two or more sources are combined—or blended—to pay for a specific program or program component.

- Example: WIOA funds pay for 50 percent of the cost of training and money contributed by employers covers the other half.
- When blended, expenditures may be reported by individual fund source if required by the funder.

Braided Funding

Blended Funding
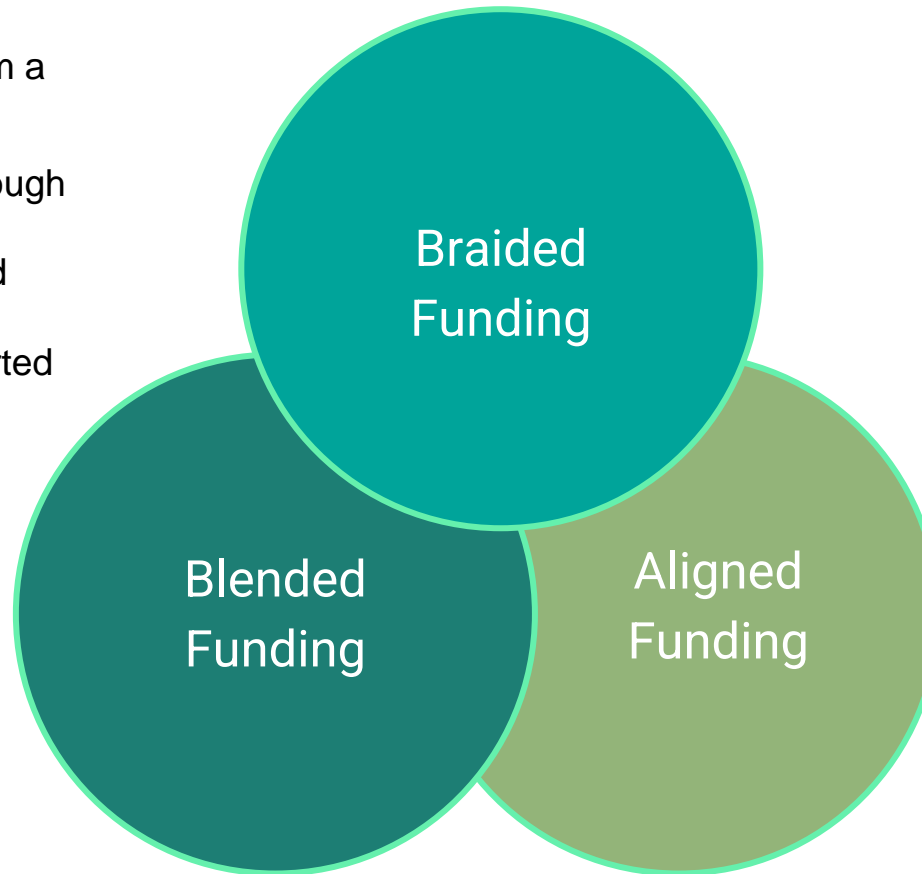
Aligned Funding

Aligned Funding

Two or more organizations collaborate to use funding or resources from multiple sources more efficiently in support of a common program, population, or initiative.

- Example: One organization uses WIOA funds to pay the staffing costs of an *adult* apprenticeship program, a foundation pays the staffing costs of a *youth* apprenticeship, and a college launches a *pre*-apprenticeship program. All these programs operate separately but complement one another as the organizations collaborate to boost apprenticeship capacity in the community.
- Each organization allocates and reports expenditures for its own funding source(s) separately.

CAREER CONNECT WASHINGTON

Resources

Understanding Whom We Serve:

Role of Data in Equity

    1) National Fund for Workforce Solutions: [The Critical Role of Data in the Fight for Workforce Equity](#)

Redlining and Impact of Place

    1) The Seattle Civil Rights & Labor History Project - [Segregated Seattle](#) (University of Washington)

        a) KCTS 9: [The History of Redlining in Seattle](#) (90-second video)

        b) [Seattle's Segregation Story](#) (Narrated Slideshow)

    2) NPR Book Review (Redlining): [A 'Forgotten History' Of How The U.S. Government Segregated America](#)

    3) Kirwan Institute for the Study of Race and Ethnicity (OH): [Cuyahoga County PlaceMatters](#)

Building Partnerships, Ecosystems, and Intermediaries:

Washington State Resources:

    1) [Association of Washington Business](#)

    2) [Washington State Labor Council AFL-CIO](#)

    3) [Washington Training & Education Coordinating Board](#)

        a) [Washington Employer Survey: Needs & Practices](#) Report (findings pg. 38)

        b) https://wtb.wa.gov/employer-survey/ (Previous Reports)

    4) [Washington Workforce Development Services](#) (Poster is a cheat sheet!)

    5) [Washington's Health Workforce Sentinel Network](#)

    6) [Washington State Centers of Excellence](#)

CAREER CONNECT WASHINGTON

Resources

Building Partnerships, Ecosystems, and Intermediaries:

Reference Materials

1) US DOL: Good Job Principles
2) JFF: A Blueprint for Amplifying Worker Voice
3) JFF: Job Quality Framework (In Development)

Comprehensive Guided Career Pathway Models

1) Towards Employment: WorkAdvance Comprehensive Career Pathway Model - Right
2) Service at the Right Time
3) JFF: Guided Career Pathways Framework

Wraparound Supports

General References:

1) Washington Connection: Your Link to Services
   a) Find Services by Need ***
2) Federal Reserve Bank of Atlanta: What Are Benefits Cliffs? ***
3) Trauma-Informed Approach to Workforce Development
4) The Brain Science of Trauma & Resilience
5) Supportive Services in Workforce Development Programs
6) Supportive Services in Job Training and Education: A Research Review
7) US DOL: Practitioners Guide for Supportive Services

Resources

Wraparound Supports

Cash/Financial Assistance Resources:
1) DSHS: [Temporary Assistance for Needy Families (TANF)](#)

Childcare Resources:
1) DCYF: [Working Connections Child Care](#)
2) WA: [Child Care Action Council](#)
3) CED Conference Board: [Child Care in State Economies](#)
   a) WA: [Fact Sheet](#)
   b) WA: [Talking Points](#)
   c) WA: [Infographic](#)

Food & Nutrition Resources:
1) DSHS:
   a) [Basic Food](#) (Federal Assistance)
   b) [State Food Assistance Program (FAP)](#) (State Assistance)

Housing Resources:
1) DSHS: [Housing Assistance](#)
2) [King County Housing Authority](#)
3) [Pierce County Housing Authority](#)
4) [Spokane Housing Authority](#)
5) [Vancouver Housing Authority](#)

Justice-Involved Resources:
1) Legal Aid – [WashingtonLawHelp.org](#)
   a) [Directory](#)
2) [Fines and Fees Justice Center](#)
3) NELP: [Fair Chance Hiring for Employers – Policy Briefs](#)
4) NELP: Healthcare Employer Guide to Hiring People with Arrest and Conviction Records
5) Legal Aid Cleveland/ [Criminalizing Fines and Fees](#)

A closer look at wraparound supports in your WJI industry sector partnership

Angie Mason-Smith
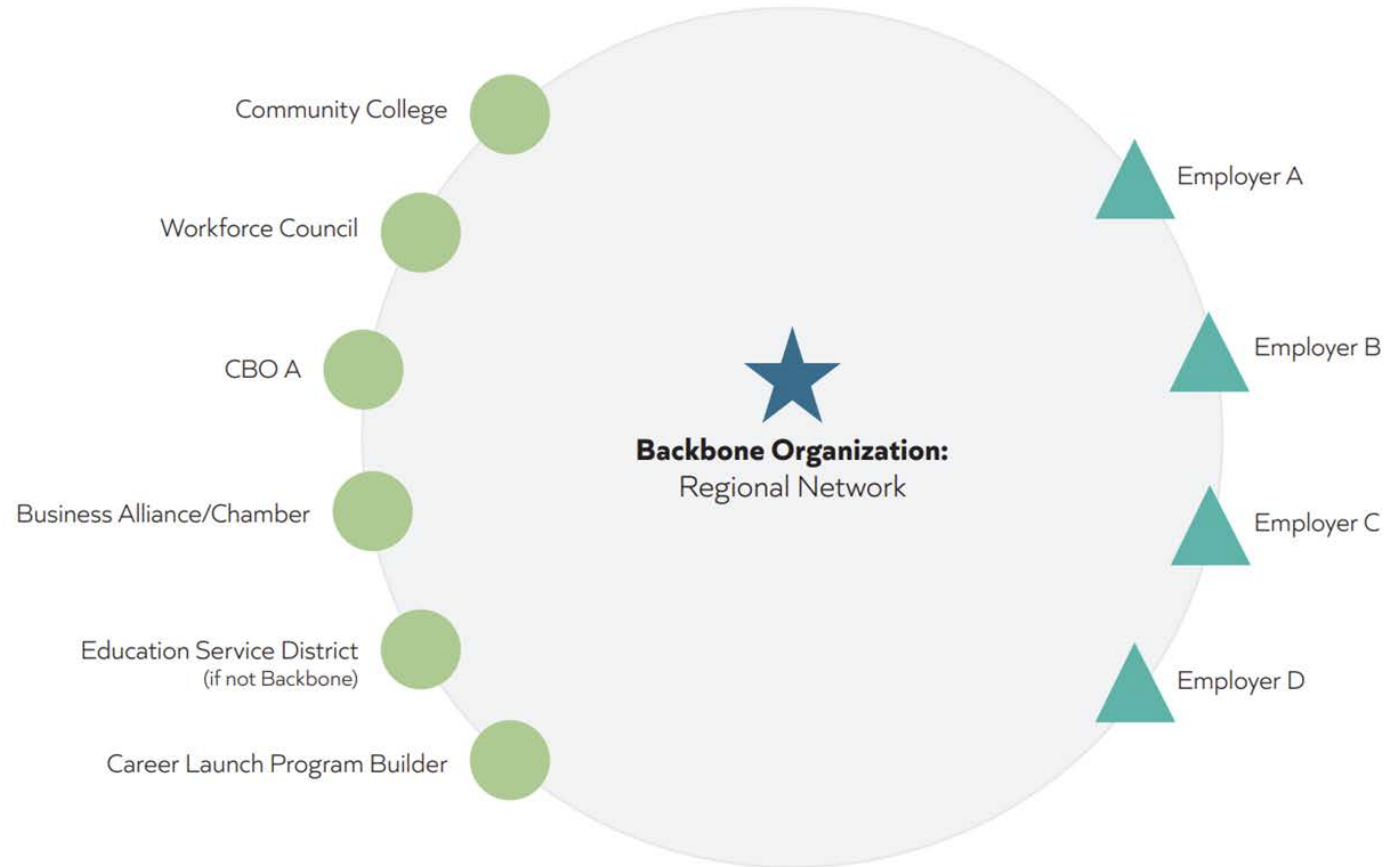Program Director
Washington STEM

SECTORAL PARTNERSHIP

Industry lead partnership of organizations from Industry X in Region Y come together to deliver X for students and workers based on employer director and demand*

Strategic Partners: Each provides unique value and collaborates with others in service of achieving the goals of the partnership, led and administered by the backbone organization

Industry Partners: Employers from Industry X

Community College

Workforce Council

CBO A

Business Alliance/Chamber

Education Service District (if not Backbone)

Career Launch Program Builder

Backbone Organization: Regional Network

Employer A

Employer B

Employer C

Employer D

*The example configuration of backbone, strategic partners, and industry partners provided here is illustrative.
Other configurations are possible, provided the overall partnership covers the roles and responsibilities outlined for sectoral partnerships.
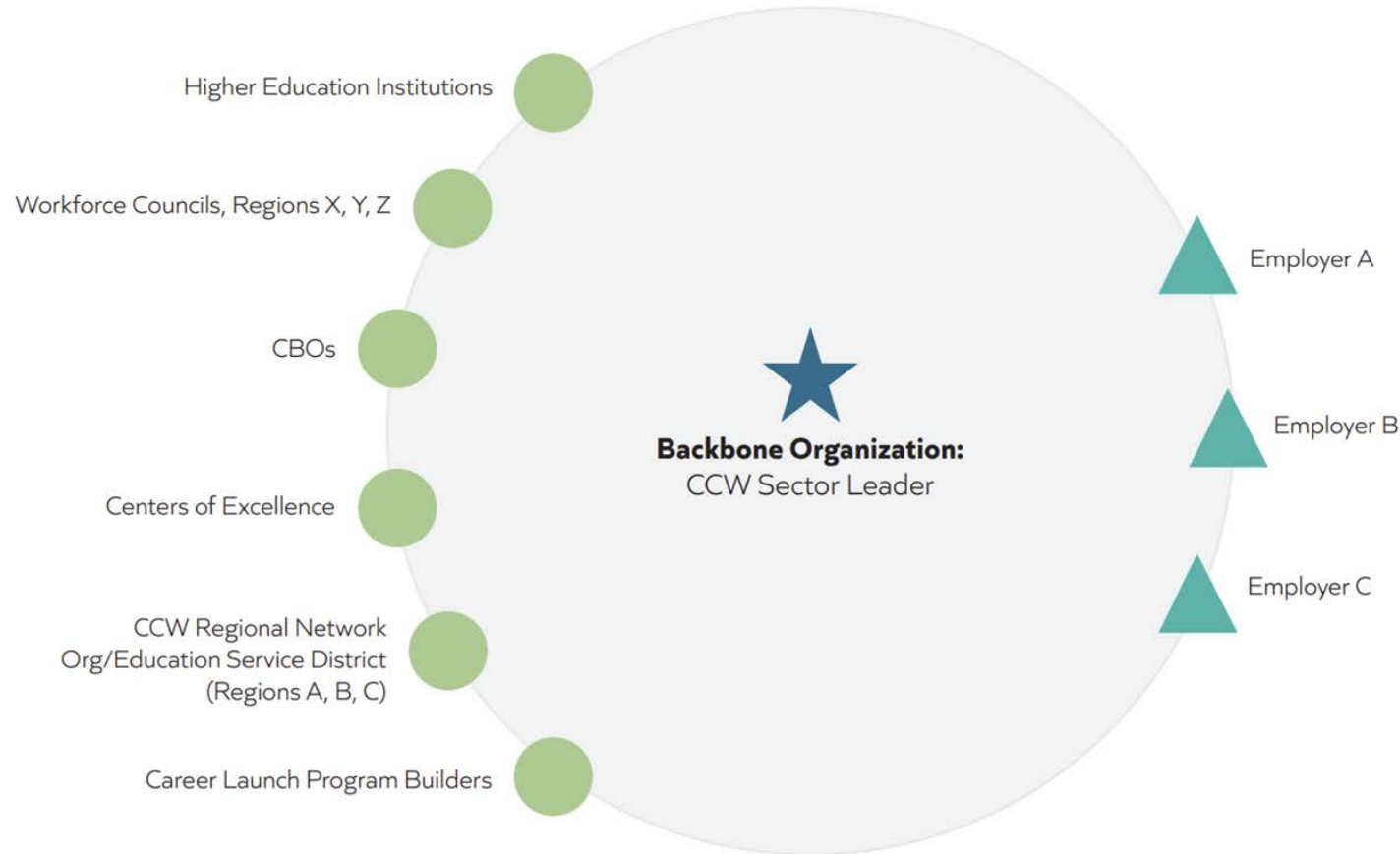
CAREER CONNECT WASHINGTON

─── SECTORAL PARTNERSHIP ───

Industry lead partnership of organizations from Industry X from across the state come together to deliver XYZ for students and workers based on employer direction and demand*

Strategic Partners: Each provides unique value and collaborates with others in service of achieving the goals of the partnership, led and administered by the backbone organization

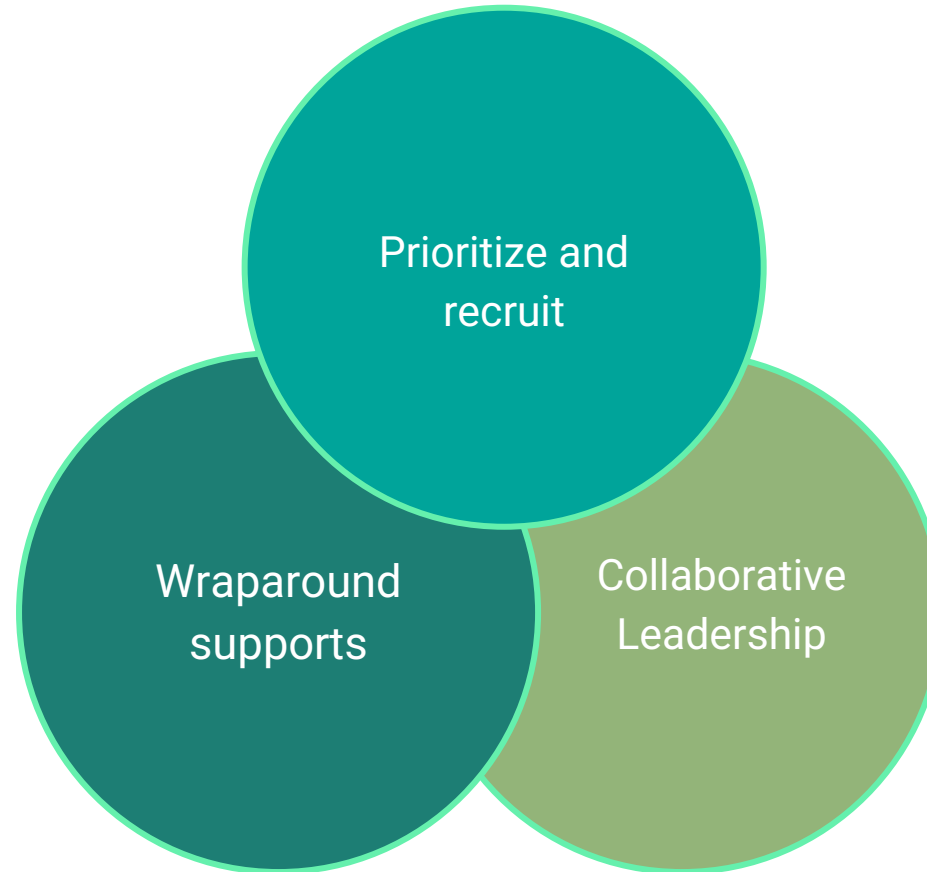**Industry Partners:** Employers from Industry X

Higher Education Institutions

Workforce Councils, Regions X, Y, Z

Employer A

CBOs

Backbone Organization:
CCW Sector Leader

Employer B

Centers of Excellence

CCW Regional Network
Org/Education Service District
(Regions A, B, C)

Employer C

Career Launch Program Builders

*The example configuration of backbone, strategic partners, and industry partners provided here is illustrative.
Other configurations are possible, provided the overall partnership covers the roles and responsibilities outlined for sectoral partnerships.

Design Feature - Designing equity strategies

I. Implementation

- Operate existing program
- **Recruit participants from underserved communities**
- Provide demand-driven education/skills training
- **Provide wraparound supports**
- Place participants in jobs

II. Design & Implementation

- Identify hiring and skill needs
- Develop demand-driven strategies
- Design training model and curriculum
- **Mobilize partners to provide wraparound supports**
- **Strategies for closing equity gaps**
- Recruit, train, and place participants

Prioritize and recruit

Wraparound supports

Collaborative Leadership

CAREER CONNECT WASHINGTON

How we can help:

- You do not have to have it all figured out during application process
- There are already CBOs and service providers providing these supports
- If you identify the need, we can help match or make connections to fill gaps.
- Flexible funding allows you to get creative.
- Provide additional Technical Assistance

CAREER
CONNECT
WASHINGTON

Break Out Discussions

Questions for Break-Out's

1. Introductions
   a. Name, Organization and role in the sectoral partnership (if not currently involved in a partnership, what is desired role?)
   b. What do you hope to learn today?

1. Who is the target population and/or community members that you intend to serve under WJI?
   a. How have you collaborated with these community members/partners to shape your proposal?
   b. Based on those conversation, what barriers do you anticipate for individuals going through the training program?

1. What types of wrap-around services have you identified that are needed by the community you are intending to serve?
   a. Have you already implemented wrap-around support services and if yes, what made your work successful? What was challenging?

Questions?

RFA proposal questions: ESDGPWashingtonJobsInitiative@esd.wa.gov

WJI Technical Assistance: Careerpathways@washingtonstem.org