



**NATIONAL
SKILLS
COALITION**

Every worker. Every industry.
A strong economy.

Focus on Racial Equity in Workforce Strategies

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PRESENTERS



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TODAY, YOU'LL LEARN MORE ABOUT

- ▶ Policy solutions to advance racial equity in workforce development, including in:
 - ▶ Workforce development plans
 - ▶ Technical assistance and guidance for local practice
 - ▶ Sector partnerships
 - ▶ Supportive services
 - ▶ Foundational and digital skill development
- ▶ An innovative multi-stakeholder initiative to advance racial equity in a state workforce development system



OUR VISION

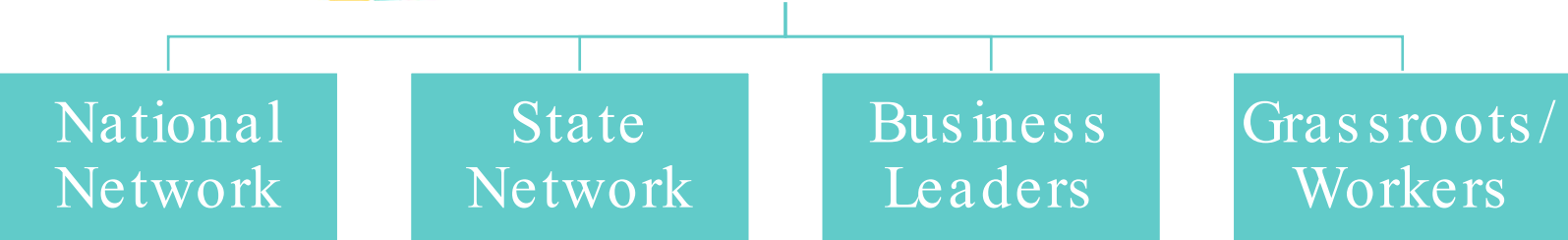
- ▶ Jobs that require skills training are the backbone of our economy.
- ▶ National Skills Coalition fights for a national commitment to inclusive, high-quality skills training so that more people have access to a better life, and more local businesses see sustained growth.



OUR NETWORKS



NATIONAL SKILLS COALITION





SEPTEMBER 2019

THE ROADMAP FOR RACIAL EQUITY

An imperative for workforce development advocates




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Roadmap for Racial Equity:

<https://www.nationalskillscoalition.org/resource/publications/the-roadmap-for-racial-equity/>

ETHNIC
AND
RACIAL
DIVERSITY
IS A KEY
STRENGTH

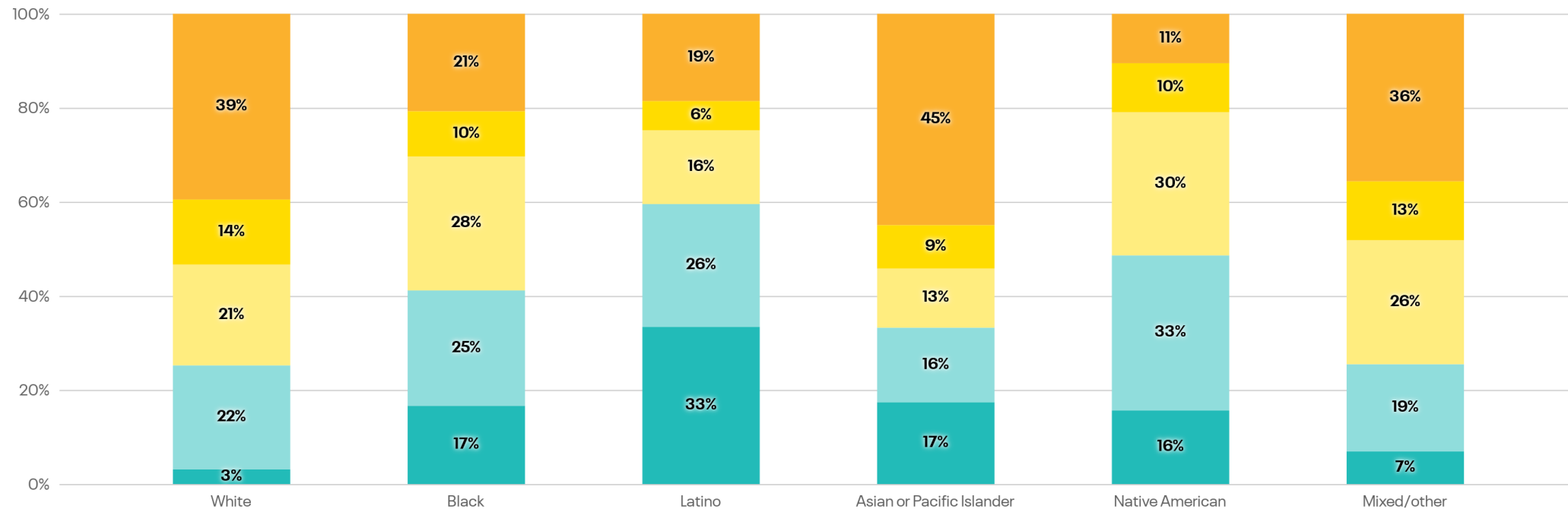




YET RACIAL DISPARITIES ARE HOLDING OUR ECONOMY BACK

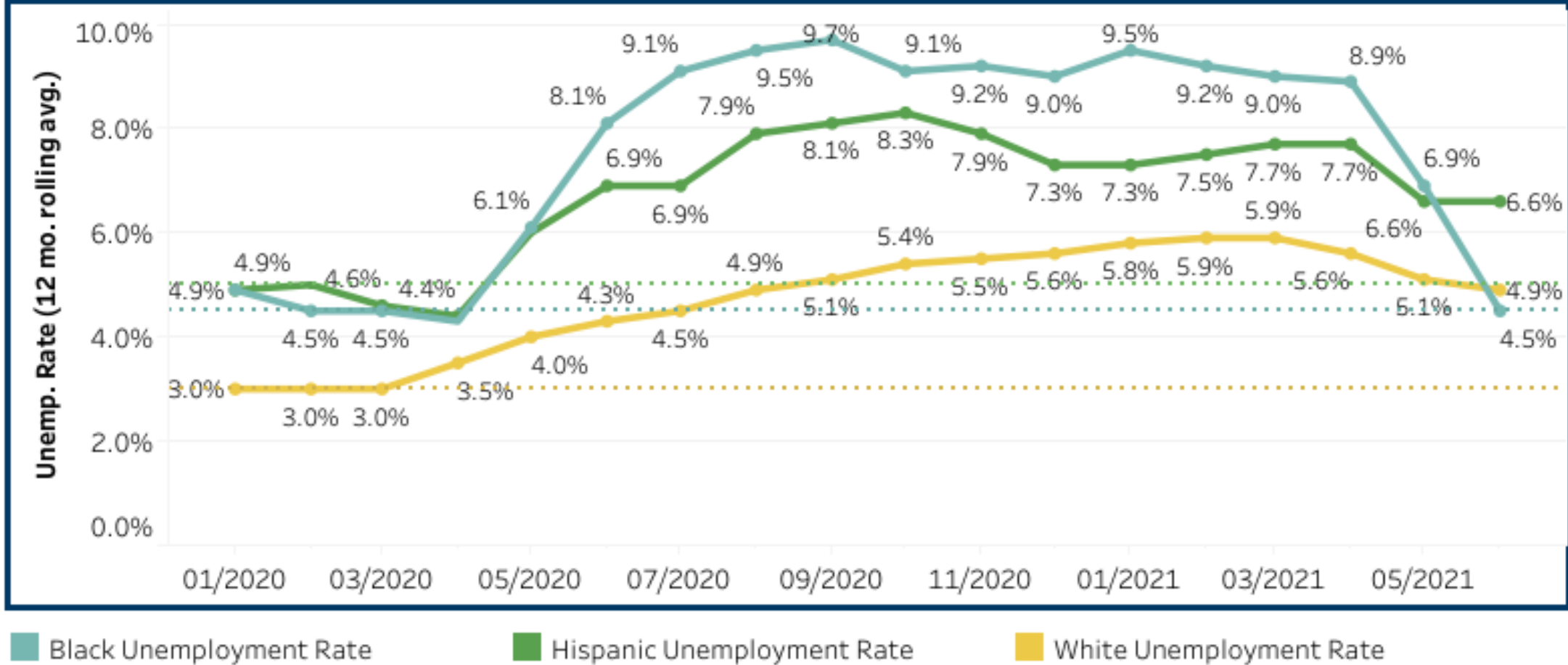
Educational attainment for the population age 25-64 by race/ethnicity: Minnesota; Year: 2019

Less than a HS diploma HS diploma, no college Some college only AA degree only BA degree or higher





Unemployment Rate by Race (12 mo. moving average)



For more information: Alternative Measures of Unemployment (<https://mn.gov/deed/data/current-econ-highlights/alternative-unemployment.j..>)

Source: Minnesota Employment and Economic Development Department Economic Recovery Dashboard



“PUBLIC POLICY DECISIONS HAVE PLAYED A KEY ROLE IN FORMING THESE INEQUITIES, AND THEREFORE, MUST BE AN INTEGRAL PART OF THE SOLUTION.”



1 ADOPT RACIAL EQUITY GOALS AND DEVELOP PLANS AND SYSTEMS TO TRACK PROGRESS

Minnesota's Workforce
▶ Development Strategic
Plan 2016-2020

▶ Colorado's Talent Equity
Agenda





2 INVEST IN INFRASTRUCTURE, TECHNICAL ASSISTANCE, AND GUIDANCE



Dedicated funding to advance racial equity efforts is crucial to ensuring that these efforts are prioritized and not abandoned.



POLICY SOLUTIONS

- ▶ Invest in training for frontline workforce development and postsecondary career counseling staff who will be responsible for implementing plans
- ▶ Guidance for local workforce development offices/college career counselors on serving immigrants



5 USE SECTOR PARTNERSHIPS TO ADVANCE RACIAL EQUITY





POLICY SOLUTION

- ▶ Investments and technical assistance to enhance the diversity and inclusion practices of sector partnerships





8 INVEST IN SUPPORT SERVICES FOR EDUCATION AND TRAINING PARTICIPANTS





POLICY SOLUTIONS



- Offer Transportation Assistance
- Leverage Federal and State Programs that provide assistance to support training for careers
 - SNAP Employment & Training (SNAP E&T)
 - Temporary Assistance for Needy Families (TANF)
 - Child Care and Development Block Grant (CCDBG)



7 ADVANCE UP SKILLING POLICIES FOR ADULTS WITH FOUNDATIONAL SKILLS GAPS



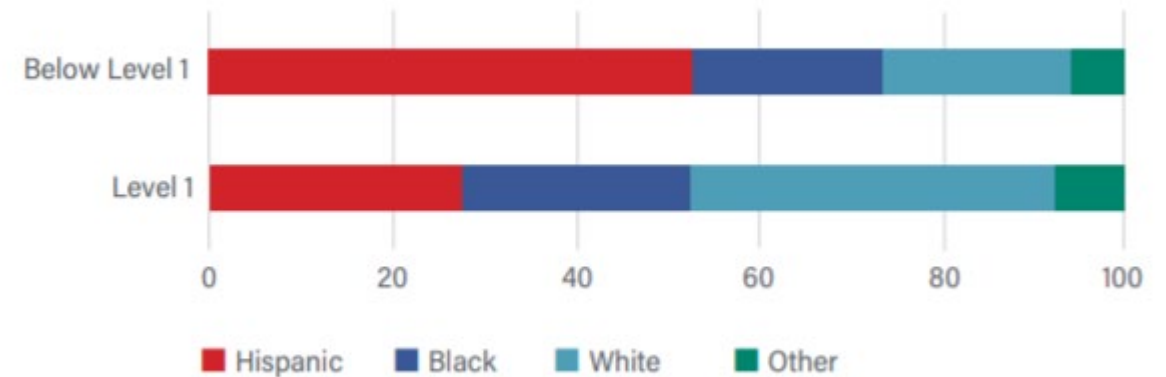


FOUNDATIONAL SKILLS GAP

Why this issue matters for racial equity?

- ▶ Neighborhood underinvestment and K-12 financing
- ▶ Secondary school exclusionary discipline
- ▶ Inadequate funding for English language classes

Race/ethnicity of adults with low literacy skills in the United States



Source: Country Note: United States, Survey of Adult Skills Results, Organisation for Economic Co-operation and Development.



DIGITAL SKILLS: FOUNDATIONAL VS. OCCUPATIONAL SKILLS

Foundational: A baseline skillset that workers need to have regardless of industry

VS.

Occupational: Specific technology-related skills needed for a particular occupation or industry

NORTHSTAR ASSESSMENT INFO LOCATIONS BECOME A TESTING LOCATION ABOUT LOGIN

Essential Computer Skills

- Basic Computer Skills
- Internet Basics
- Using Email
- Windows
- Mac OS

Essential Software Skills

- Microsoft Word
- Microsoft Excel
- Microsoft PowerPoint
- Google Docs

Using Technology in Daily Life

- Social Media
- Information Literacy
- Supporting K-12 Distance Learning
- Career Search Skills
- Your Digital Footprint

Courtesy of NorthStar, <https://www.digitalliteracyassessment.org/>

A grid of various black icons representing data, technology, and business. The icons include a computer monitor with a bar chart, two people in conversation, a server rack, a laptop with a Venn diagram, two people with a scale, a pie chart with glasses, a magnifying glass over a pulse line, a stack of books, a network diagram, a globe with binary code, a circular arrow with a bar chart, a hand holding a smartphone, a globe with a camera lens, a laptop with a shopping cart, a circular arrow with a gear, a folder, a gear with a circuit, a gear with a cloud, a laptop with a bar chart, a head with a globe, a smartphone with a rising line graph, an envelope with gears, a bar chart with an arrow, a laptop with a bar chart, a tree diagram, a magnifying glass over a bar chart, a globe on a stand, a smartphone with arrows, a cloud with arrows, a smartphone with a thumbs up, a laptop with a tree, a laptop with a tree, a laptop with a globe, a pie chart, a group of people with a plus sign, a smartphone with a gear, a bar chart with an arrow, a link icon, three server racks, a server rack with a bar chart, a magnifying glass over a bar chart, a person's head, a hand pointing at a bar chart, a speech bubble, a person with a coin, a globe with binary code, a gear with a circuit, a smartphone with a bar chart, a location pin with a bar chart, a person's head, and a smartphone with a person icon.

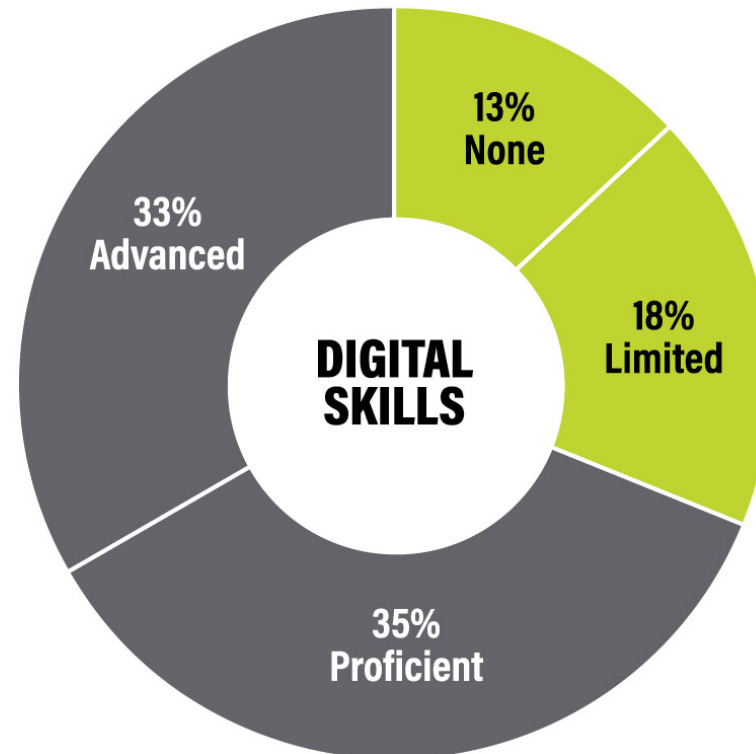
What does the data say?



DIGITAL SKILL GAPS ARE A WIDESPREAD PROBLEM



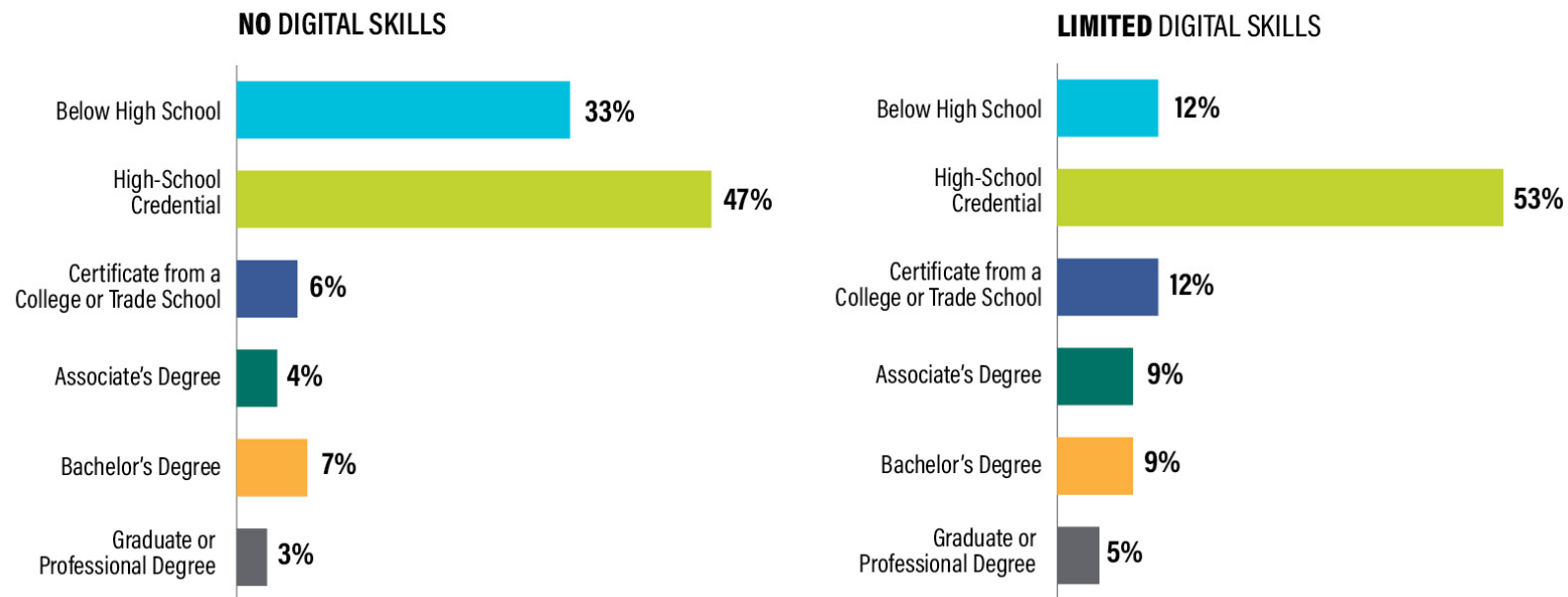
Nearly one-third of America's workers lack digital skills





THESE ARE ADULT LEARNERS

Most workers with digital skill gaps have a high school education or less

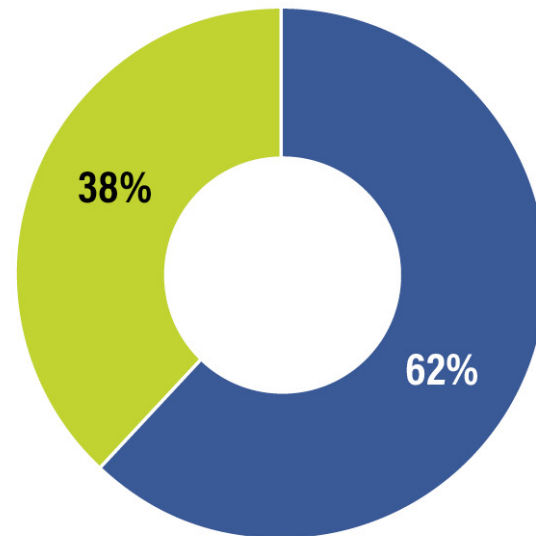


WORKERS STRUGGLE TO COVER FOR THEIR SKILL GAPS

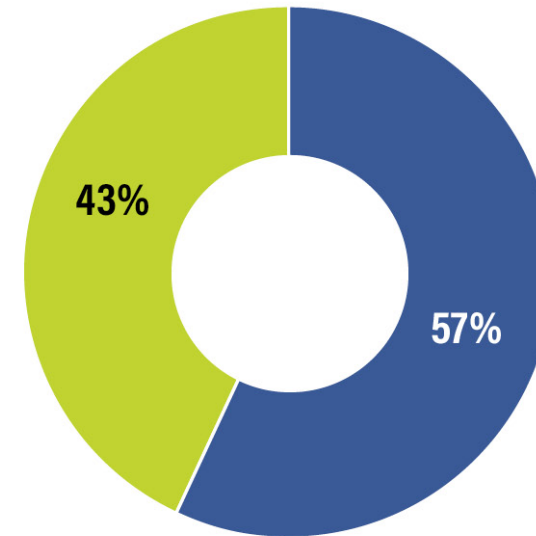


Many workers who lack digital literacy have jobs that require substantive computer skills

Among Workers with **No** Digital Skills



Among Workers with **Limited** Digital Skills



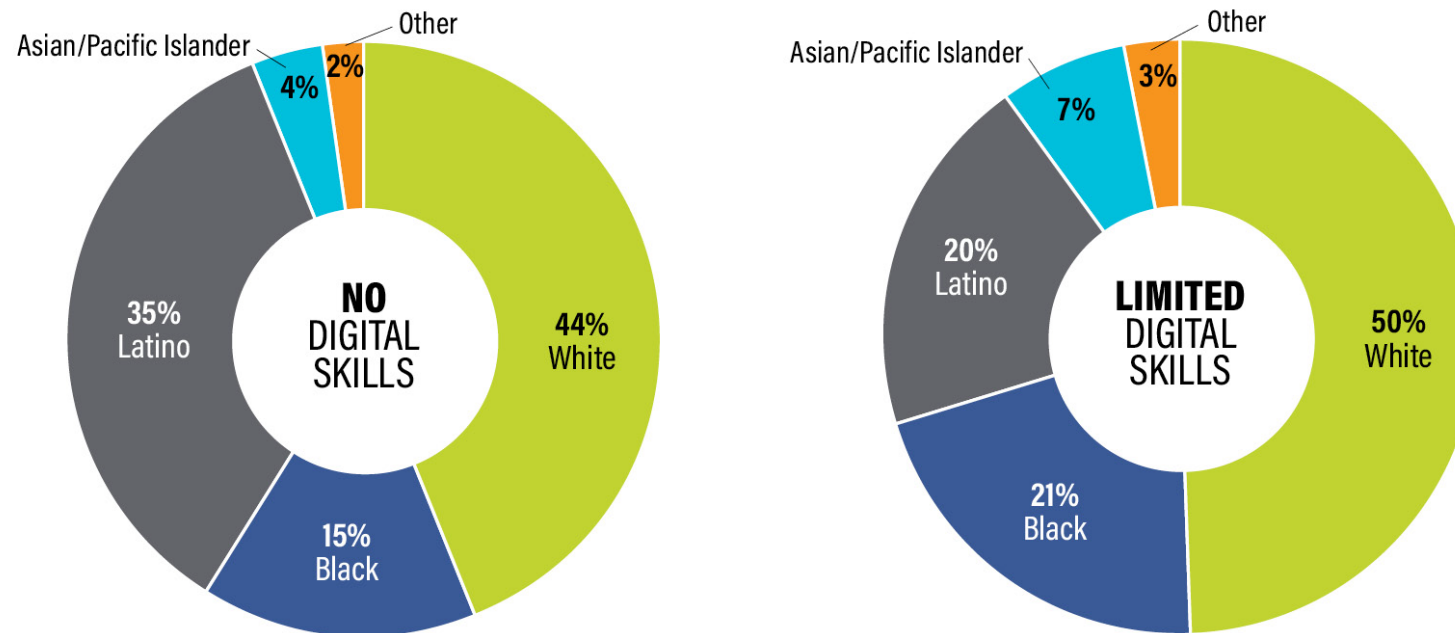
■ Moderate or complex computer skills needed for current job

■ Straightforward computer skills needed for current job

PEOPLE WITH DIGITAL SKILL GAPS ARE RACIALLY DIVERSE



A plurality of workers with digital skill gaps are white



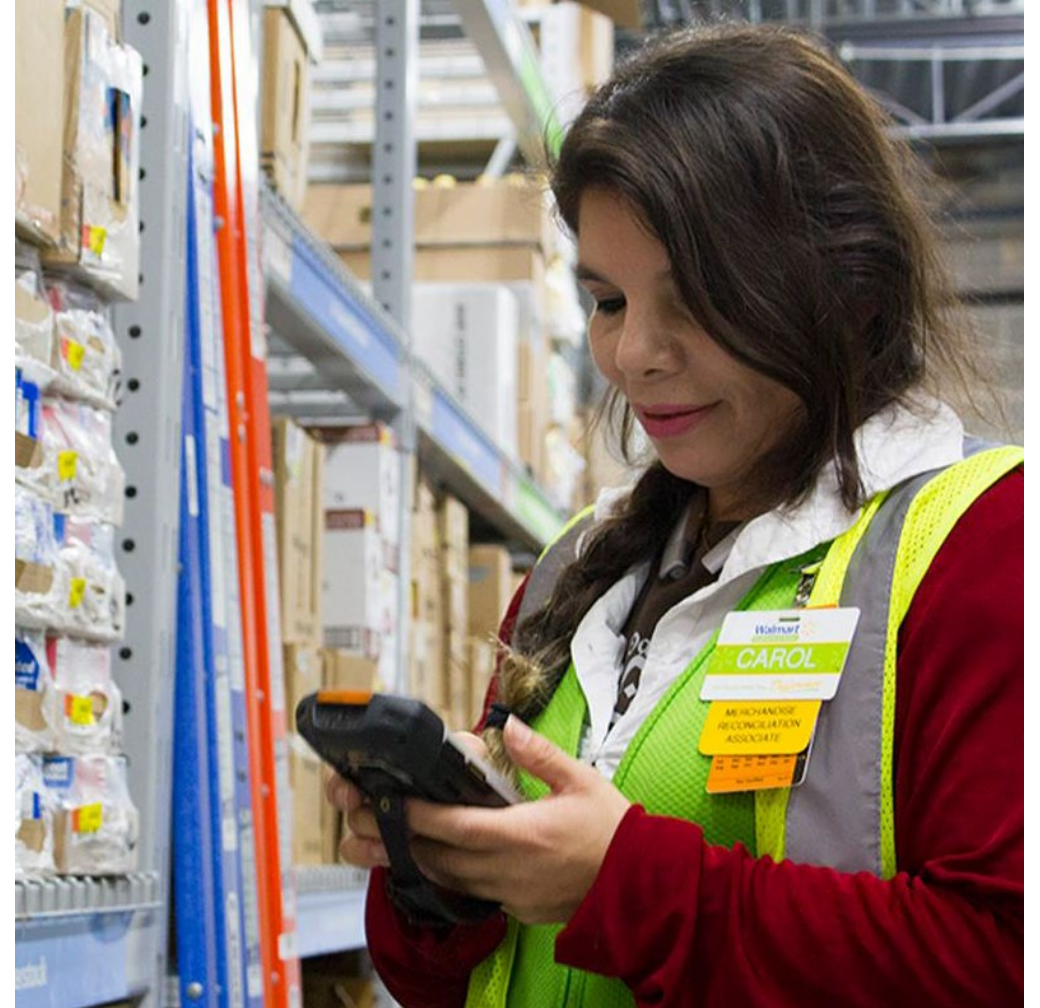
A young Black man with short hair and glasses, wearing a white button-down shirt, is smiling warmly at the camera. He is sitting at a desk with a silver laptop open in front of him. The background is a library with bookshelves filled with books, slightly out of focus. A large, semi-transparent logo consisting of a triangle and a stylized 'P' is overlaid on the right side of the image.

Foundational Skills and Digital Equity: Policy Solutions



POLICY SOLUTIONS

- ▶ Analyze foundational skills needs and develop plan to address inequities
- ▶ Support innovative connections between community-based and higher education programs



LABS FOR INDUSTRY FUTURES AND TRANSFORMATION (LIFT) NETWORK



SOUTH BEND | ELKHART
REGIONAL PARTNERSHIP





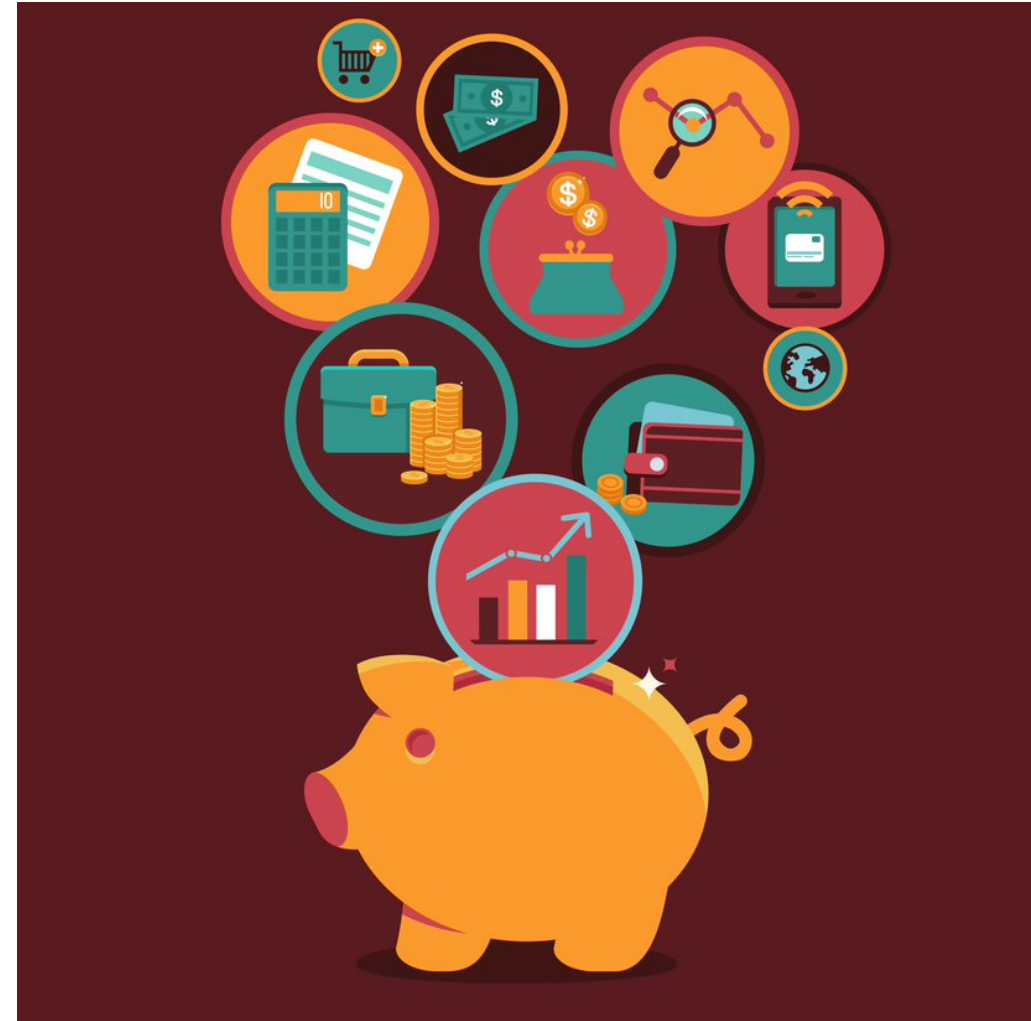
POLICY SOLUTIONS

- ▶ Increase funding for English language classes and Integrated and Education and Training (IET) programs
- ▶ Incorporate digital literacy goals as part of workforce and education investments



CAPITALIZE ON FEDERAL FUNDING TO ADVANCE DIGITAL LITERACY

- Workforce Innovation and Opportunity Act (WIOA)
 - Digital Literacy an “allowable activity” under Title II adult education programs
- Higher Education Act (HEA)
 - Leverage “Ability to Benefit” (AtB)



Poll: What workforce training and education policies to advance racial equity is your workforce board already acting on?



Poll: What workforce training and education policies to advance racial equity would you like your workforce board to work on in the future?





CALIFORNIA WORKER EQUITY INITIATIVE

The California Workforce Development System Worker Equity Initiative is an 18-month research project staffed by the UCLA Labor Center and National Skills Coalition, in partnership with the California Labor and Workforce Development Agency.



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Q&A



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