

SKILLS IN THE STATES FORUM

OCTOBER 3-4, 2017
NASHVILLE, TENNESSEE



POLICY ■ ADVOCACY ■ IMPACT

SHERATON MUSIC CITY • NASHVILLE, TENNESSEE



WELCOME TO THE 2017 SKILLS IN THE STATES FORUM

Welcome to the 2017 Skills in the States Forum for Policy, Advocacy, and Impact. You're joined by more than 100 peers from 29 states representing policy and advocacy organizations, community colleges, community-based organizations, business associations, philanthropic partners, workforce agencies, and other organizations.

Like us, you are here because you want to create more opportunities for workers and young people to move up in their careers, better ways for local businesses to develop a skilled workforce, and stronger prospects for growing your state's economy by investing in the skills of all its people. And like us, you are looking for innovative solutions that you can advance in collaboration with state partners and leaders.

Over the next two days, we'll have the chance to share policy ideas on issues such as apprenticeship and work-based learning, using skill-building to advance equity, and upskilling for front-line workers. We'll also have opportunities to strategize with each other on coalition-building, advocacy, and communications tactics needed to transform innovative ideas into policy and action.

National Skills Coalition prides itself on advocating for skills policies that are based on the real-world expertise of its partners. In that spirit, NSC is hosting this convening so that we have a forum for directly exchanging our knowledge and experience as workforce leaders. We hope to use this forum to leverage our collective expertise across states and organizations, returning home with new strategies for advancing the skills agenda.

Thank you for coming to Nashville to lend your voice to the discussion on skills policy, advocacy, and impact in the states.

The Skills in the States Forum Steering Committee,



Marie Downey
BEST Hospitality
Training



Jessica Fraser
Indiana Institute for
Working Families



Hannah Halbert
Policy Matters Ohio



Waymond Jackson
Birmingham
Business Alliance



Kate Kinder
Portland
Community College



Renee Miller,
United Way
Central Iowa



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

TUESDAY, OCTOBER 3, 2017

7:45 a.m. – 8:30 a.m.

Pre-Forum Meeting Breakfast (Invitation-Only)

TULIP GROVE FOYER, 1ST FLOOR

8:30 a.m. – 11:00 a.m.

Pre-Forum Meetings (Invitation-Only)

- **Southern States Work Group** • HERMITAGE D, 1ST FLOOR
- **Immigrant Workforce Policy Academy** • BELLE MEADE, 1ST FLOOR

12:00 p.m. - 2:00 p.m.

Lunch and Opening Plenary

TULIP GROVE BALLROOM, 1ST FLOOR

Welcome

Brooke DeRenzis, National Skills Coalition

Plenary Discussion: Harnessing the Momentum of Apprenticeship and Work-Based Learning

Work-based learning strategies like apprenticeship, paid internships, and others that combine classroom instruction with paid employment and structured on-the-job learning, train workers within the context of a wage-earning job. Work-based learning can meet employers' skill needs while at the same time improving workers' career opportunities. During this plenary session, speakers will discuss the benefits of apprenticeship and work-based learning, what states can do to bring these programs to scale, and how to ensure they are accessible to a broad range of workers, including low-income adults and youth.

Earl Buford, Employ Milwaukee, Inc. (Wisconsin)

Marie Downey, BEST Hospitality Training (Massachusetts)

Teri Luther, Apprenticeship Carolina (South Carolina)

FACILITATOR: *Katie Spiker, National Skills Coalition*

2:00 - 2:15 p.m.

Break

2:15 – 3:30 p.m.

Concurrent Peer-to-Peer Sessions: Apprenticeship and Work-Based Learning Deep Dives

Pre- and post-employment services for low-income workers

HERMITAGE D, 1ST FLOOR

Low-income workers often need training, such as pre-apprenticeship, to prepare for work-based learning programs. They also need supports like transportation and childcare to ensure their success during the first few months on the job site. This session will explore policies states

can adopt to advance pre- and post-employment services to help low-income workers prepare for and succeed in work-based learning programs. Four partners from Mississippi will share insights based on their on-the-ground efforts.

PEER LEADS:

Molly Bashay, Hope Policy Institute

Julie Kuklinski, Women in Construction Program, Moore Community House

Dee Polk, Mississippi Community College Board

Matt Williams, Mississippi Low-Income Child Care Initiative

FACILITATOR: *Brooke DeRenzis*

Using employer incentives to expand work-based learning

BELLE MEADE, 1ST FLOOR

Companies that are new to work-based learning may need help starting a program. Intermediaries, such as sector partnerships, can provide assistance by streamlining the apprenticeship registration process, brokering classroom training and support services for workers, and in some cases, acting as the employer of record. Additionally, small and medium size firms may need financial incentives to help cover the costs of starting a work-based learning program. This session will explore how states can use these types of employer incentives to expand work-based learning opportunities, particularly among smaller firms in non-traditional industries.

PEER LEADS:

Mark Kessenich, Wisconsin Regional Training Partnership/BigStep

Deb Lindner, Precor (North Carolina)

FACILITATOR: *Katie Spiker*

Thinking beyond in-school youth: How states can provide work-based learning for out-of-school youth

MCGAVOCK'S A/B, 1ST FLOOR

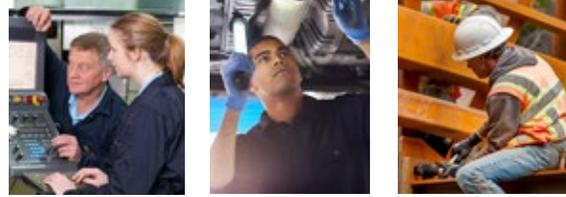
Several states have developed successful work-based learning programs for high school students but have not yet expanded their focus to include opportunities for out-of-school youth. Yet WIOA requires that 75 percent of youth funds be spent on out-of-school youth and 20 percent be spent on work experience, which can include work-based learning and pre-apprenticeship. In this session, participants will discuss ways that states can support work-based learning for young people who are not in high school, and whether states can build on the momentum of in-school initiatives to expand opportunities for out-of-school youth.

PEER LEADS:

Eddie Perez, Business and Career Services, Inc. (Illinois)

Grant Shmelzer, IEC Chesapeake (Maryland)

FACILITATOR: *Melinda Mack, NYATEP (New York)*



3:30 - 3:45 p.m.

Break

3:45 – 5:00 p.m.

Concurrent Peer-to-Peer Sessions: Using Skills Policies to Advance Equity and Opportunity

Using data to advance racial equity

HERMITAGE D, 1ST FLOOR

Skills are critical to economic opportunity and success. Yet discrimination and segregation have contributed to racial disparities in post-secondary training and employment. Advocates, practitioners, and community leaders can use data to inform skills initiatives that advance racial equity for workers. In this session, participants will discuss how they are currently using data to promote equity and inclusion, as well as the data tools necessary to further advance equitable state skills policies.

PEER LEADS:

Adrian Esquivel, *Chicagoland Workforce Funder Alliance (Illinois)*

Rebecca Kusner, *New Growth Group (Ohio)*

Melissa Johnson, *Georgia Budget and Policy Institute*

CONTENT EXPERT: **Bryan Wilson**, *Workforce Development Quality Campaign*

FACILITATOR: **Brooke DeRenzis**

Why skills policies matter for immigrant integration

BELLE MEADE, 1ST FLOOR

Immigrants comprise more than one in six U.S. workers. Adult education and skills training are critical to achieving the linguistic, economic, and civic integration of newcomers to American communities. Advocates can use skills policies as a tool to foster immigrant integration that is inclusive of both U.S.-born and immigrant community members of varying education and English language levels. In this session, participants will discuss specific examples of skills policies that can accomplish both goals.

PEER LEADS:

Kevin Douglas, *United Neighborhood Houses (New York)*

Karen Phillippi, *Michigan Office of New Americans*

FACILITATOR: **Amanda Bergson-Shilcock**, *National Skills Coalition*

Using adult education to help workers advance into family-supporting jobs

MCGAVOCK'S A/B, 1ST FLOOR

Data from a rigorous international assessment indicates that more than 36 million working-age US adults — including 24 million workers — lack key foundational skills in literacy, numeracy, and technology. Among those who are working, 40 percent are at the bottom of the earnings distribution. Upskilling is one of multiple policy interventions necessary to help move these low-wage workers out of poverty and into a family supporting job. In this session, participants will explore policy mechanisms for creating on-ramps, upskilling, and advancement opportunities for workers in partnership with employers. Participants can also discuss why upskilling is key to a broader economic opportunity agenda.

PEER LEADS:

Jessica Fraser, *Indiana Institute for Working Families and Dan Peterson*, *Cook Group, Inc*

Waymond Jackson, *Birmingham Business Alliance and James Reddish*, *Council for Adult and Experiential Learning (CAEL)*

FACILITATOR: **Rachel Unruh**, *National Skills Coalition*

5:30 - 6:30 p.m.

Reception • COURTYARD

6:30 – 8:30 p.m.

Dinner Plenary

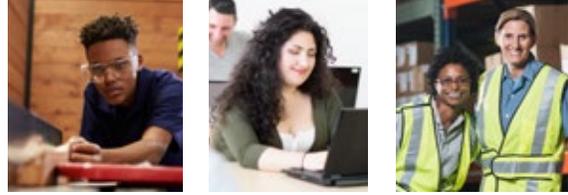
More Jobs for Marylanders Act: A Conversation with Maryland State Senator Jim Rosapepe

TULIP GROVE BALLROOM, 1ST FLOOR

Moderated by Andy Van Kleunen, National Skills Coalition

In 2017, the More Jobs for Marylanders Act passed with near unanimous support. The legislation expands apprenticeship opportunities, provides \$1 million in scholarships for students enrolled in workforce development programs at community colleges, and offers tax benefits to firms that create new manufacturing jobs if they also offer skills training for employees. In this plenary, Senator Jim Rosapepe will discuss the legislation and how policymakers built bipartisan support for the bill's skill-building provisions.

WEDNESDAY, OCTOBER 4



7:30 – 8:30 a.m.

Breakfast

TULIP GROVE FOYER, 1ST FLOOR

8:30 – 8:45 a.m.

Opening Remarks & Review of Day

TULIP GROVE BALLROOM, 1ST FLOOR

8:45 – 10:00 a.m.

Plenary Discussion: Tennessee Reconnect — Connecting Adults to Postsecondary Credentials

TULIP GROVE BALLROOM, 1ST FLOOR

Tennessee's Drive to 55 is a state initiative to get 55 percent of Tennesseans equipped with a postsecondary degree or credential by 2025. A key strategy of Drive to 55, Tennessee Reconnect helps adults complete a postsecondary degree or credential. The initiative provides free technical and community college to adults, along with intensive outreach, enrollment assistance, and advising. During this plenary session, speakers will discuss TN Reconnect, how they built support for the program, and what's next.

Nancy Eisenbrandt, Chief Operations Officer, Nashville Area Chamber of Commerce

Jessica Gibson, Assistant Executive Director for Adult Learner Initiatives, Tennessee Higher Education Commission

Kenyatta Lovett, Executive Director, Complete Tennessee

MODERATOR: *Scott Jenkins, Strategy Director, Lumina Foundation*

10:00 -10:15 a.m.

Break

10:15-11:45 a.m.

Concurrent Peer-to-Peer Sessions: Advocacy Lessons Learned from State Coalitions

Advancing state policies requires more than just a good idea. It also takes a broad base of support, the right message, and policy champions. In these concurrent sessions, participants will hear how different state coalitions have used organizing, advocacy, and communications to advance a skills policy issue. Participants will also have an opportunity to discuss key advocacy tactics with peers.

Georgia: Building a business-nonprofit coalition to advocate for a state sector partnership policy

HERMITAGE D, 1ST FLOOR

PEER LEADS:

Cinda Herndon-King, Atlanta CareerRise

Amy Lancaster, Metro Atlanta Chamber

FACILITATOR: *Jessica Cardott, National Skills Coalition*

Iowa: Sustaining support for skills policies targeted at low-income workers in a shifting political environment

BELLE MEADE, 1ST FLOOR

PEER LEADS:

Renée Miller and Dave Stone, United Way of Central Iowa

Pat Steele, Central Iowa Works

FACILITATOR: *Rachel Hirsch, National Skills Coalition*

Illinois and Ohio: Using federal policies to advance skills opportunities at the state-level

MCGAVOCK'S A/B, 1ST FLOOR

PEER LEADS:

Carrie Thomas, Chicago Jobs Council

Hannah Halbert, Policy Matters Ohio

FACILITATOR: *Brooke DeRenzis*

12:00 – 1:30 p.m.

Lunch: Reflections and Next Steps for Policy Change in 2018

TULIP GROVE BALLROOM, 1ST FLOOR

Participants will share their reflections on key takeaways and next steps. National Skills Coalition and state partners will discuss technical assistance opportunities available to state coalitions or advocates in the areas of organizing, policy development, and communications.

PARTICIPANT REFLECTIONS: *Led by Forum Steering Committee and facilitated by Brooke DeRenzis*

PARTNERING WITH NATIONAL SKILLS COALITION TO ADVANCE STATE POLICY:

Rachel Hirsch, National Skills Coalition

Kate Kinder, Portland Community College (Oregon)

Andrew Bradley, Indiana Institute for Working Families

Closing Remarks

The Skills in the States Forum is made possible through the generous financial support of

JPMORGAN CHASE & CO.

