

The Dislocated Worker

*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

Director

JFF

✉ fkennedy@jff.org

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

Monica Barger

Program Coordinator, Trade Program

Office of Employment & Training
Nebraska Department of Labor

 Monica.Barger@Nebraska.gov

Mark McDonald

Rapid Response Workforce Coordinator

Office of Employment & Training
Nebraska Department of Labor

 Mark.McDonald@Nebraska.gov

Terry Eklund

Program Coordinator, Veterans Program

Office of Employment & Training
Nebraska Department of Labor

 Terry.Eklund@Nebraska.gov

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



The Dislocated Worker



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.



The Dislocated Worker

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 applying 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



Invest Funds with Purpose and Serve Dislocated Workers with Fidelity

- ▶ 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.

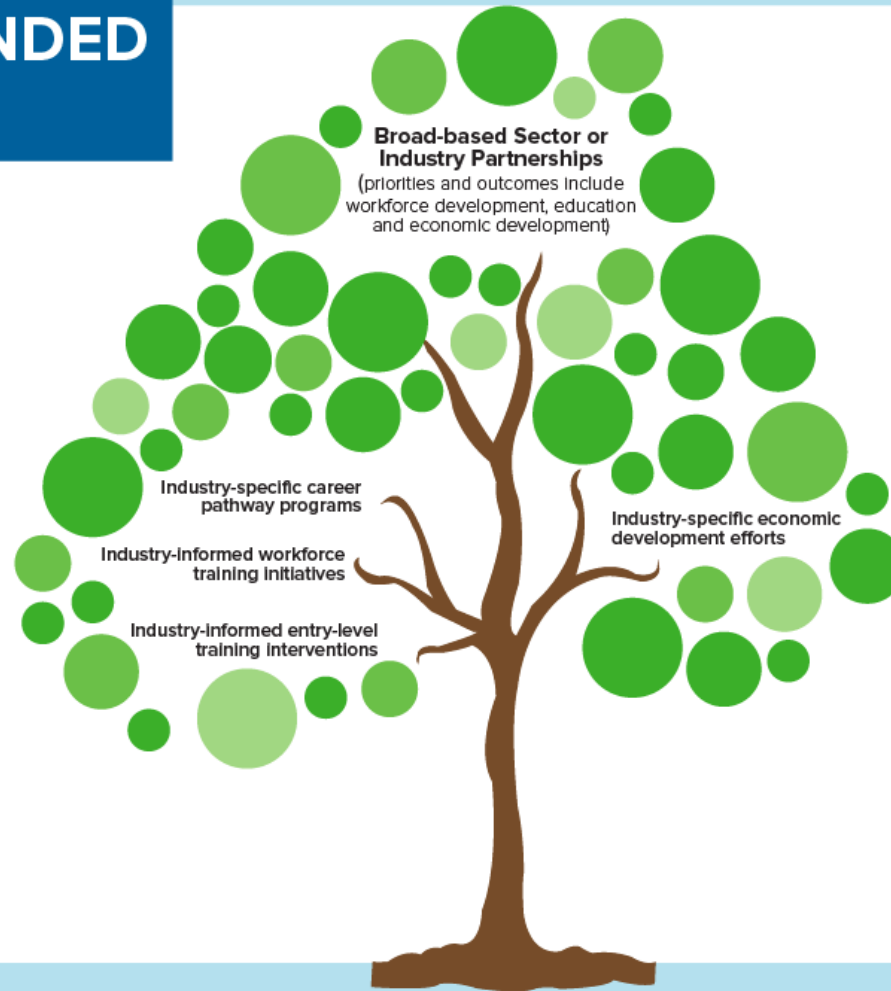
WIOA Big Policy Ideas

- ▷ 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

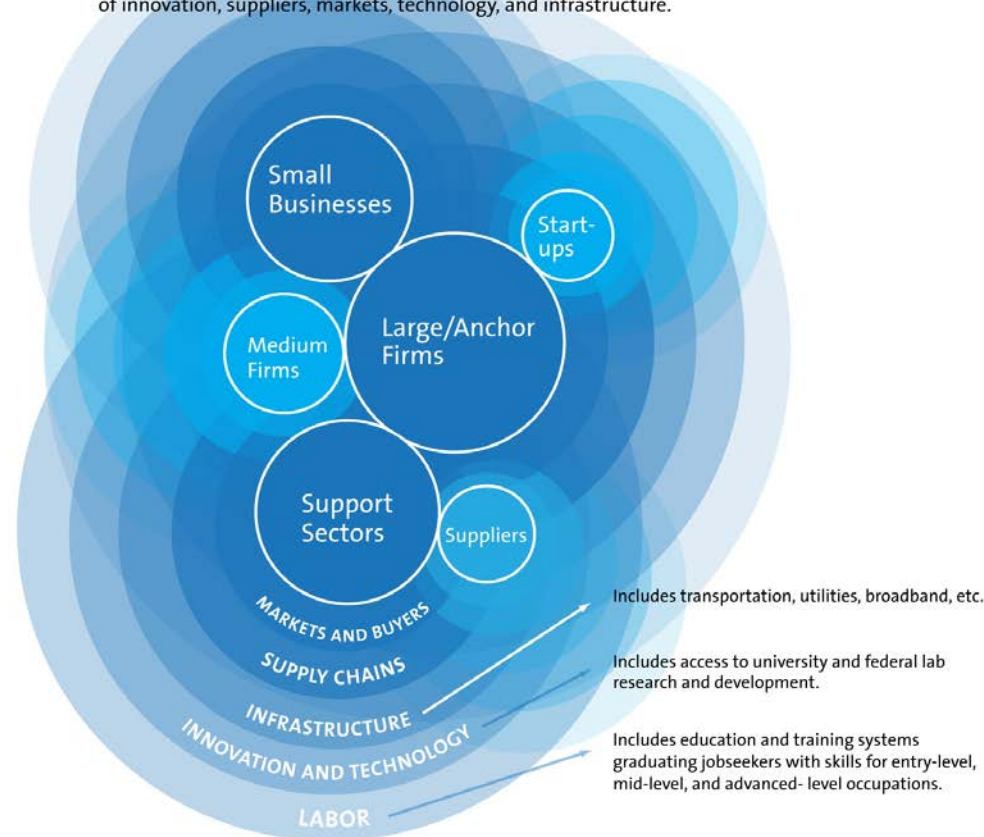
THE EXTENDED FAMILY



Sector Strategies Help Serve the Dislocated Worker

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.



NATIONAL GOVERNORS ASSOCIATION

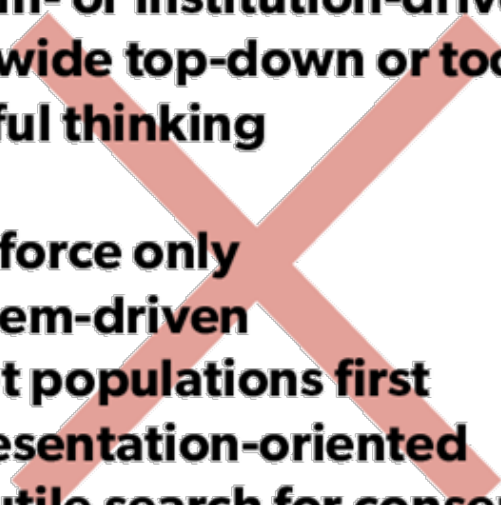
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What Works Well (and Not So Well)

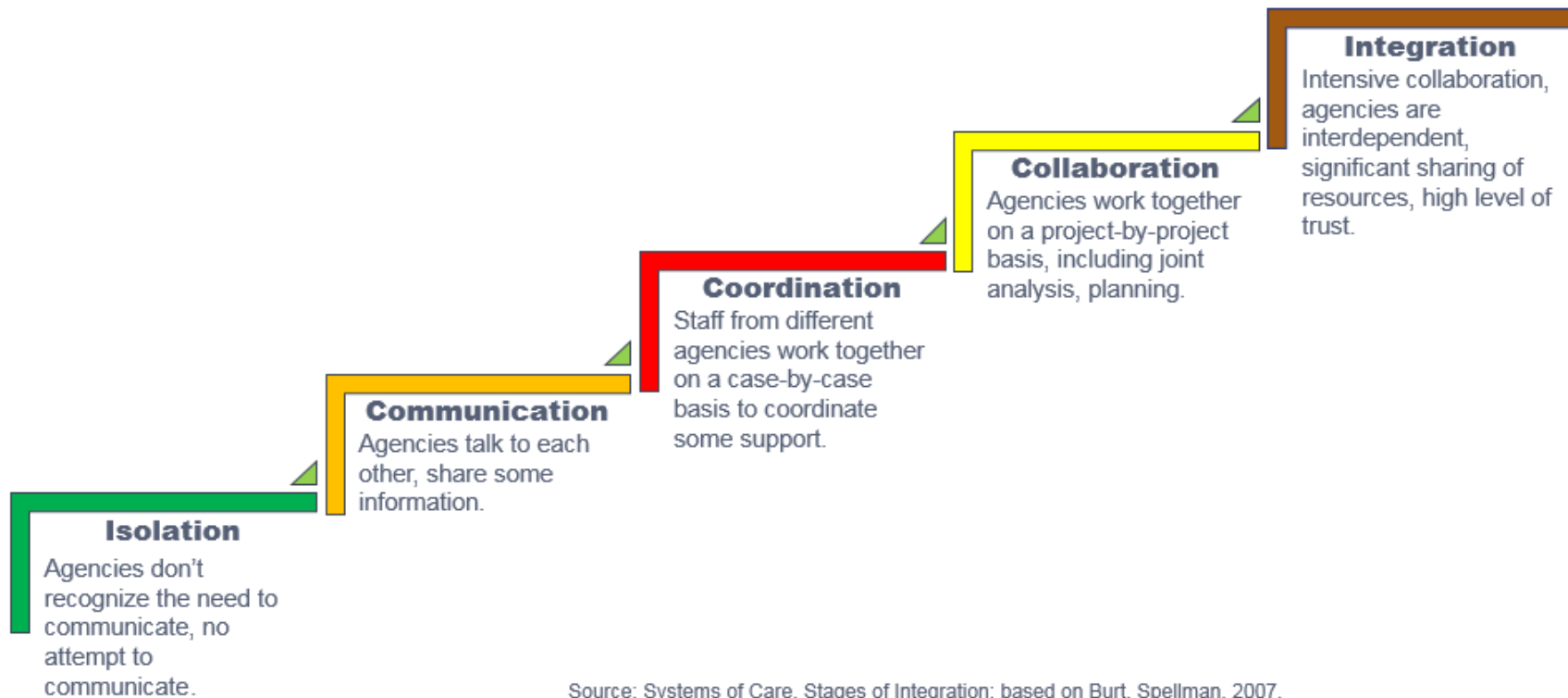


Clusters of companies
Employers as partners
Industry-driven
Regionally-based
Existing industry strength or emerging specialty
Industry competitiveness/growth
Opportunity-focused
Employer priorities first
Champion-driven
Coalitions of the willing
People and relationships
A disciplined, replicable process



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?



Partnerships Working – Northern Colorado

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

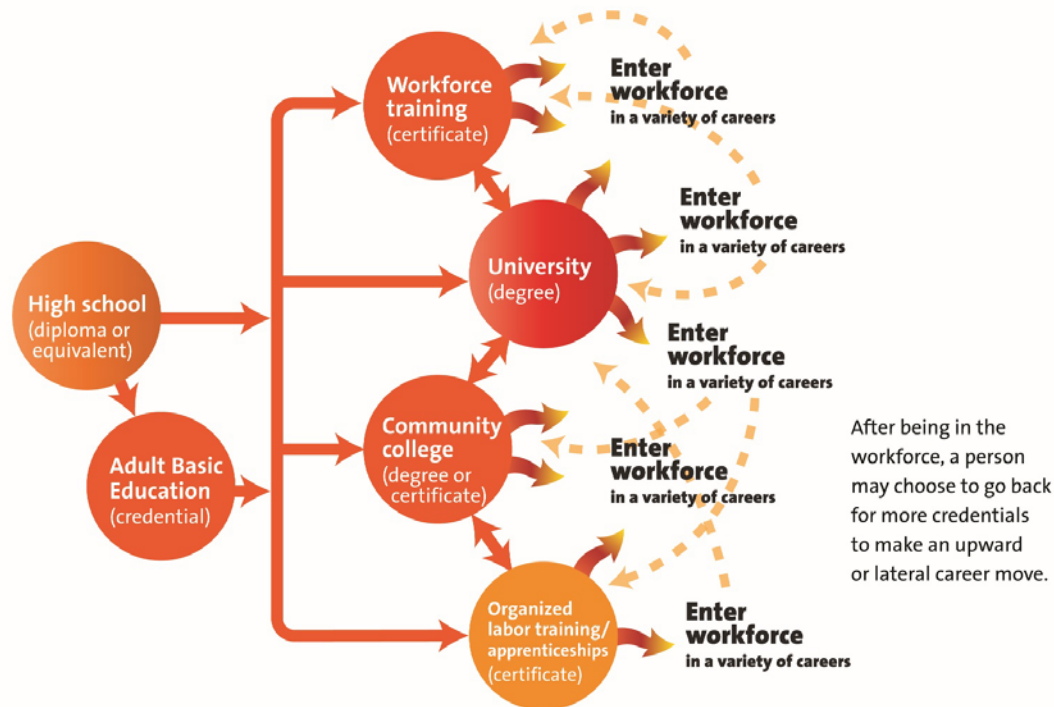
- ▶ Start at the Beginning!
 - ▶ Data gathering
- ▶ Do you understand local LMI
- ▶ Which industries are growing
- ▶ Where are the jobs



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.





“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.”



~ National Skills Coalition

▶ www.skillscommons.org

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





► 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
- McKinsey Global Institute: A Future That Works: Automation, Employment, and Productivity (Jan 2017)
<https://www.mckinsey.com/~media/McKinsey/Global%20Themes/Digital%20Disruption/Harnessing%20automation%20for%20a%20future%20that%20works/MGI-A-future-that-works-Executive-summary.ashx>
- Shift: The Commission on Work, Workers, and Technology <https://shiftcommission.work>

Any Questions?



Thank You!



Fran Kennedy

Director

JFF



fkennedy@jff.org



617-603-4494

Thank You!



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