Key Takeaways

• Grow workforce through veteran populations and communities of color
• Employer Engagement with K12 and Higher Ed
  • Educate kids/young adults about top jobs and high-demand skills
  • Support growth of career technical education (CTE) programming
  • Allow access to students through job shadowing and career-connected learning
  • Expand education to career pipeline with simulation and adjusting where internal/professional licensure barriers limit education capacity
• Review Hiring Practices
  • Further streamline internships and work with state offices that are specializing in this.
  • Skill-based hiring and reconsideration of educational level needed
  • Offer wages that reflect regional cost of living
  • Upskill and invest in current employees
  • Subsidize training/education costs
More Key Takeaways

• K12 and Higher Ed
  • Use data to update and develop career programs and trainings (One of the things Tatiana and Rebecca will be working on in the future)
  • Do mass media campaigns with high-demand occupations and skills through TV, billboards, etc. Also benefits older cohorts.
  • Increase access and opportunities to training programs for high-demand, livable wage careers for historically underrepresented populations
  • Give credit (within post-secondary education) for skills and knowledge learned through work
• Collaborate to maximize resources through public/public and public/private partnerships
• Review level of state funding support to increase college affordability
• Include more public forums about college affordability and vote for candidates who support innovative strategies to increase access to education (for those who think it’s important)
Call to Action

• Convene and collaborate to identify existing opportunities and gaps
• Use data to ensure education programs meets regional demand
• Be nimble and willing to adapt
• Blur lines between employers/education and educational levels
  • Concurrent enrollment
  • Education to career; career to upskilling
• Engage parents in all education about high demand occupations and certifications/skills
• Re-engage unemployed, underemployed, and career changers through mass public education
• Provide wrap-around services when possible. Engage nonprofit community.
• Highlight the “all the above” practices currently in action
Q & A Insights

- Use military and work experience to earn college credit
- Coalesce military-related workforce support organizations (locally?)
- Allow exposure to multiple parts of the business to find best career fit
- Market career-building and upskilling opportunities
  - For students, parents, military, communities of color
- Support early childhood and pre-K costs to allow more unemployed to increase labor participate rate
- Ask employers who are able to support child care centers at work facilities. Early Connections (local) can help with this.