

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.