

Connecting States' Financial, Economic and Digital Inclusion Initiatives

(webinar series)

Mobilizing the Nation's DEI Leaders

January 20, 2023



Webinar Agenda:

Welcome/Opening Remarks

- Jenelle Leonard, NCDE

Aim of the webinar series (spoiler alert: systemic inclusion)

- Dr. Bob McLaughlin, NCDE

Panelists:

- Knowledge Build Hudson, digital equity advisor, Internet For All, NTIA, USDOC
- Leslie Saucedo, director, Office of Civil Rights, FEMA
- Dr. Robbie Melton, acting interim VP, Tennessee State University, and director HBCU Affordable Learning Solutions initiative
- Dr. Trevor Lane, assoc. prof., community and economic development, cooperative Extension, Washington State University
- Edward Ubiera, regional VP, corporate responsibility and public engagement, JPMorgan Chase
- Manny Lamarre, senior advisor, USDOL
- Dr. Janice Underwood, director, office of diversity, equity, inclusion, and accessibility, OPM

- Q & A

- Next steps



Aims of the webinar series

Dr. Robert McLaughlin, NCDE

- Webinar series to help each State's leaders in inclusion and in meeting priority concerns of the underserved plan & work together, so that \$1 billion in NTIA grants for State digital equity plans for economic inclusion are highly impactful
- Bring together leaders of underserved and in key dimensions of inclusion for ***systemic impact on intergenerational poverty***
- ***Systemic inclusion = FEED***: melding ***financial, economic, educational & digital inclusion***
- **National summit** for State systemic inclusion planning teams to share promising and proven inclusion strategies & resources
- www.InclusionJunction.org enabling Inclusion and DEI leaders to locate one another much more easily
- We're launching the **National ABIDE Leaders Network** to support this \$1 billion digital equity/economic inclusion initiative (Accessibility, Belonging, Inclusion, Diversity & Equity)

Knowledge Build Hudson
digital equity advisor, Internet For All
NTIA, USDOC

kindly standing in for:

Angela Thi Bennett
digital equity program officer, NTIA

Overview of Digital Equity Act of 2021 Program

Digital Equity Act - State Planning Grant Program Overview

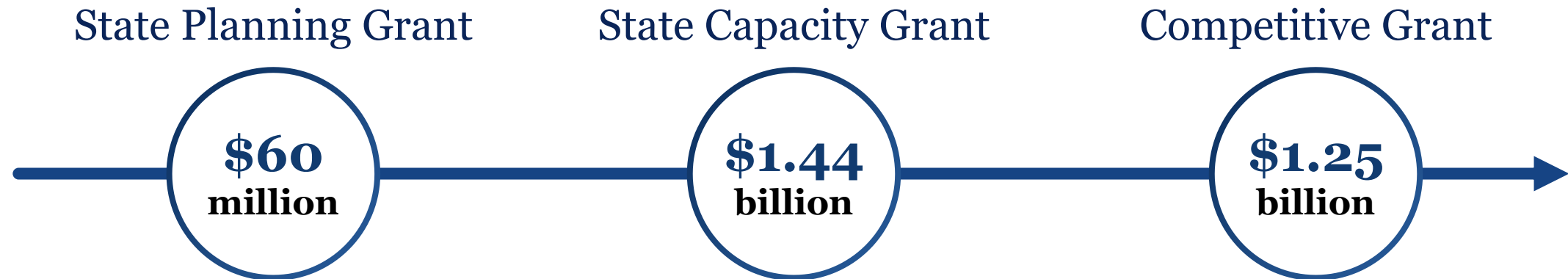


BEAD	DIGITAL EQUITY	TRIBAL	MIDDLE MILE
<p>\$42.45B</p> <p>Broadband Equity, Access & Deployment Program</p> <p>A program to get all Americans online by funding partnerships between states or territories, communities, and stakeholders to build infrastructure where we need it and increase adoption of high-speed Internet.</p>	<p>\$2.75B</p> <p>Digital Equity Act</p> <p>Three programs that provide funding to promote digital inclusion and advance equity for all. They aim to ensure that all communities can access and use affordable, reliable high-speed Internet to meet their needs and improve their lives.</p>	<p>\$2.00B</p> <p>Tribal Connectivity Technical Amendments</p> <p>A program to help tribal communities expand high-speed Internet access and adoption on tribal lands.</p>	<p>\$1.00B</p> <p>Enabling Middle Mile Broadband Infrastructure</p> <p>A program to expand middle mile infrastructure, to reduce the cost of connecting unserved and underserved areas.</p>

Note: Funding amounts inclusive of all administrative set-asides



There are two state formula grant programs, which are separate but connected, and a third competitive grant program



Who Open to **U.S. States, the District of Columbia, and Puerto Rico (States)**

Open to U.S. States, the District of Columbia, and Puerto Rico, that **completed the State Planning Program**

Open to **certain entities**, such as political subdivisions, Tribal entities, nonprofits, community anchor institutions, local educational agencies, and workforce development orgs

What Grants will be used to **develop a State Digital Equity Plan**

Grants will be used to **implement State Digital Equity Plans**

Grants will be used to **develop and implement digital inclusion activities**

Other U.S. territories, Indian Tribes, Alaska Native entities, and Native Hawaiian orgs have a separate statutory set-aside and separate program requirements under the State Planning and Capacity Programs, as detailed on the next page



Other U.S. Territories and Tribal / Native entities are also eligible for funding, but must follow a different process



Funding set asides

- 1% set aside for U.S. territories (other than Puerto Rico)
- 5% set aside for Indian Tribes, Alaska Native entities, and Native Hawaiian organizations
-

Submissions process

- Entity must submit a letter of intent rather than application
- After the letter of intent has been submitted, the entity will then receive a separate communication from NTIA about requirements and timelines
- Entities will work closely with NTIA to set budgets and expectations that are reasonable and effective

Uses of funds

- To develop digital equity plans or further their participation and equity interests in the development of relevant State Digital Equity Plans



Planning grant funds can be used for two purposes, which both involve developing the State Digital Equity Plan



Developing the State Digital Equity Plan



Making subgrants to entities (e.g., tribal entities, municipalities, nonprofits, community anchor institutions, local educational agencies, or other orgs representing covered populations) to help develop the State Digital Equity Plan



Eligible entities are required to engage with key stakeholders as a part of developing State Digital Equity Plans



Key stakeholder groups may include:

- Community anchor institutions
- County and municipal governments
- Local educational agencies
- Indian Tribes, Alaska Native entities, or Native Hawaiian organizations, where applicable
- Nonprofit organizations
- Organizations that represent covered populations
- Civil rights organizations
- Entities that carry out workforce development programs
- State agencies that administer or supervise adult education or literacy activities
- Public housing authorities



Overview of Broadband, Equity, Access & Deployment (BEAD)

BEAD program will provide ~\$42.45B for infrastructure planning and implementation

Funding pool
\$42.45B

A program to get all Americans online by funding partnerships between states or territories, communities, and stakeholders to build infrastructure where we need it to and increase adoption of high-speed Internet.

PROGRAM HIGHLIGHTS

Entities eligible to apply for this program include:

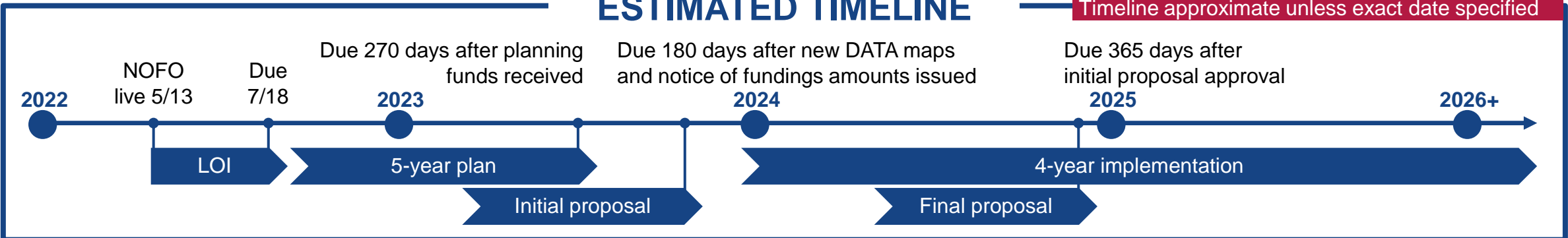
- All 50 States
- The District of Columbia and Puerto Rico
- Other Territories: U.S. Virgin Islands, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands

Example eligible uses of funds include:

- ☆ Planning for deployment of Internet
- ☆ Deploying or upgrading Internet
- ☆ Installing Internet in multi-tenant buildings
- ☆ Implementing adoption and digital equity programs
- ☆ Workforce and job training

ESTIMATED TIMELINE

Timeline approximate unless exact date specified



Each Eligible Entity will receive BEAD grants and distribute funds to subgrantees

- **"Eligible Entity"** refers to all 50 U.S. States, the District of Columbia, Puerto Rico, and other U.S. Territories (including the U.S. Virgin Islands, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands)
- **"Subgrantees"** are entities that receive grant funds from an Eligible Entity to carry out eligible activities – this includes traditional Internet service providers, electric co-ops, nonprofit orgs, public-private partnerships, public or private utilities, public utility districts, Tribal entities, or local govts

Eligible Entities must conduct local coordination activities as part of plan development and implementation



Geographic coverage



Coordination must include Tribal, rural, suburban, and urban areas

Each political subdivision and Tribe must be given:

- Opportunity to submit a plan for Eligible Entity consideration
- Opportunity to comment on Eligible Entity proposals



Diverse stakeholders



Coordination must include a diverse group of stakeholders

Eligible Entities must ensure Tribal or Native entities are involved in developing plans (incl. via a formal Tribal consultation process)

Example stakeholders include state agencies, community anchor institutions, etc.



Outreach mechanisms



Coordination must include multiple mechanisms to ensure broad awareness and participation

Example mechanisms include listening sessions, public meetings, websites, social media, etc.



Transparency



Coordination must include clear procedures to ensure transparency

Examples include websites, periodic reports, in-person meetings, etc.



Un-/underserved and under-represented communities



Coordination must target un-/underserved, and underrepresented communities that have historically faced barriers in participating in federal programs

Examples include an advisory board with representatives, surveys to better understand needs, etc.

Achieving Equity in BEAD

DE & BEAD

Covered Populations and Underrepresented Communities

Identity groups and communities disproportionately impacted by digital inequity



Low-income households



Indigenous and Native American persons



People with language barriers



Aging individuals



Members of ethnic and religious minorities



Racial and ethnic minorities



Incarcerated individuals



Women



Rural inhabitants



Veterans



LGBTQI+ persons



Persons adversely affected by persistent poverty or inequality



Persons of Color



Persons with disabilities

Contact Information

To find the contact person for any state,
visit www.internetforall.gov/interactive-map.

Questions?

Email: digitalequity@ntia.gov

Understanding the Community to Achieve Equitable Impacts

Leslie Saucedo, Director, Office of Equal Rights | 2023



FEMA

Disaster Impacts and the Community

FEMA's Mission: Helping People Before, During and After Disasters

- Community Lifelines: Designed to reframe incident information.
 - Safety and Security; Food, Water, Shelter; Health and Medical; Energy; Communications; Transportation; and Hazardous Materials
- Emergency Support Functions: Structure for coordinating federal interagency support.
 - Include: [Transportation](#), [Communications](#), [Public Works and Engineering](#), [Information and Planning](#), [Mass Care, Emergency Assistance, Temporary Housing, and Human Services](#), [Logistics](#), [Public Health and Medical Services](#), [Search and Rescue](#), [Energy](#), [Public Safety and Security](#)
- Assessment:
 - Status -> What?
 - Actions -> Now What?
 - Impact -> So What?
 - Limiting Factors -> What's the Gap

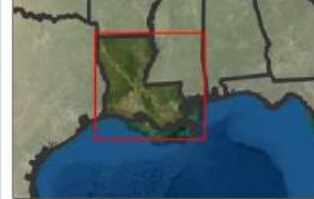
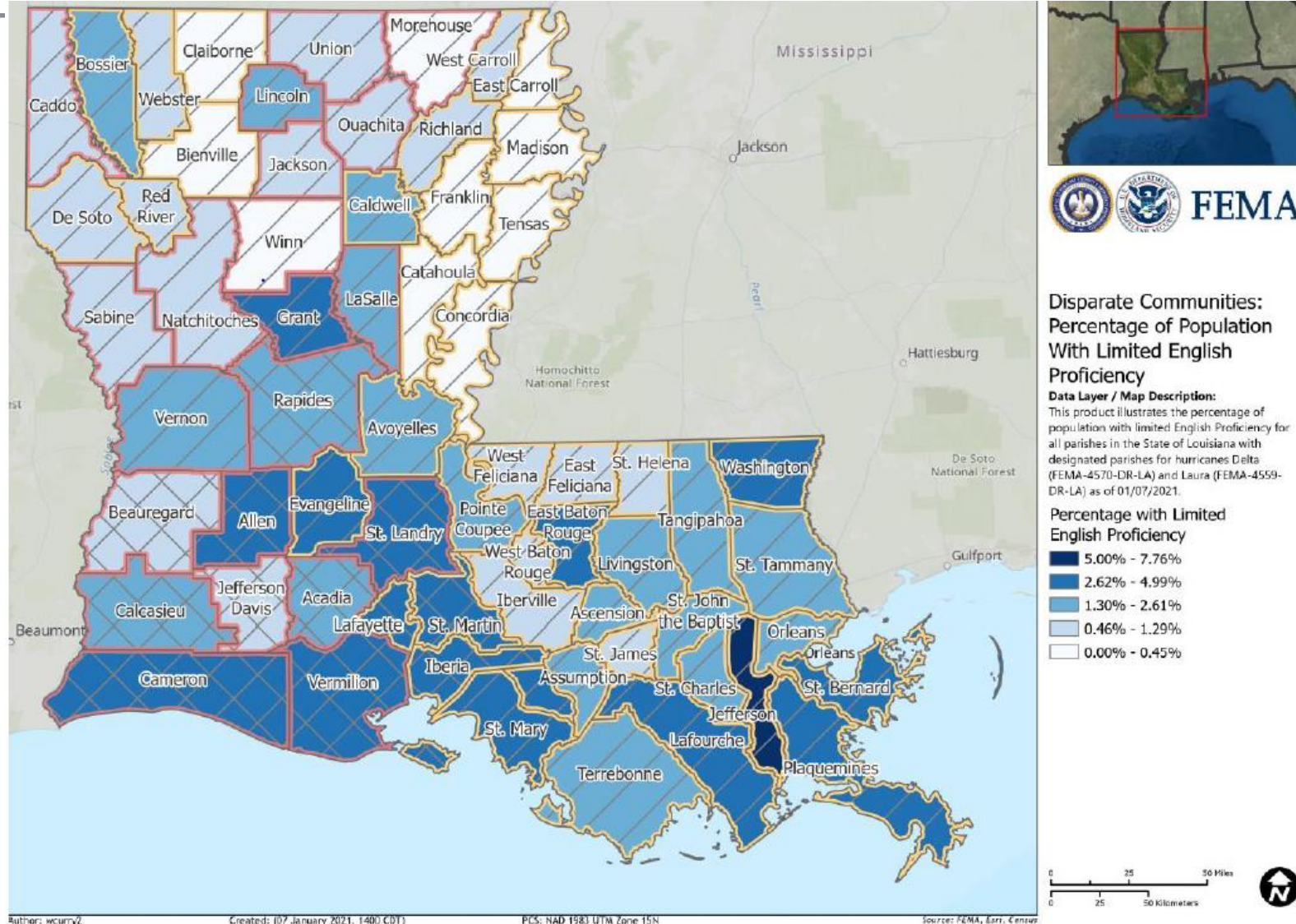
Understanding the Community

To achieve intended impacts, FEMA uses data driven decision making.

- Utilize multiple data sets:
 - State Demographic Information
 - [CDC Social Vulnerability Index](#)
 - [Census Community Resilience Estimates](#)
- Analyze the data to identify communities and pair with needs – So What?
 - Economic Status Age Limited English Proficiency Gender
 - Disability Energy Reliance Public Transportation Religion
- Continuous Improvement Process

Intended Impact v. Actual Impact = Delta Identification

Community Assessment Example - LEP



Louisiana Residents with limited English proficiency: 26.64%

Top 5 LEP Parishes:

- Jefferson
- Cameron
- Evangeline
- St Mary
- Washington

Top 6 languages spoken in Louisiana:

English, Spanish, Chinese, French, French and Haitian Creole

Operational Considerations:

- Interpreter and Translation Services
- Reliance on alternative media formats

If you have a question regarding Civil Rights,
please contact the Office of Equal Rights at:

CIVIL RIGHTS RESOURCE LINE: 833-285-7448

FEMA TTY: 800-462-7585

FEMA-CivilRightsOffice@fema.dhs.gov

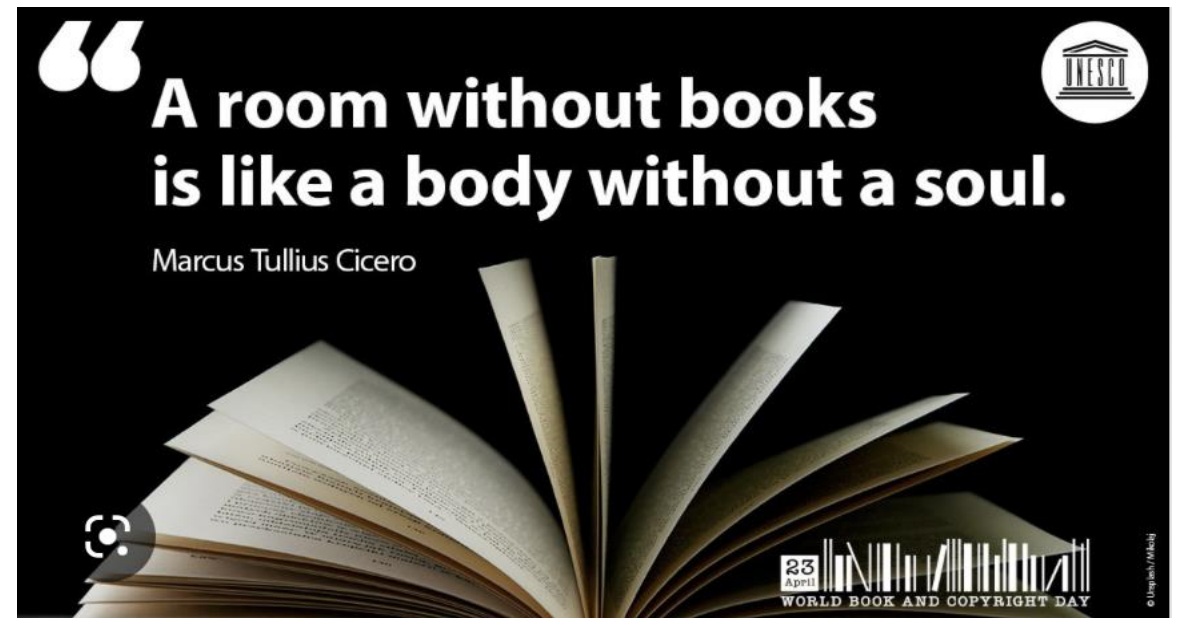


FEMA

Dr. Robbie Melton
Acting Provost and Vice President of Academic Affairs
Tennessee State University
Primary Investigator - HBCU Affordable Learning Solutions
Advisory Member: National Apprenticeship Committee

- * What State Digital Equity Planning Leaders need to know about why and how to connect with their State's HBCUs, HSIs, TCUs and other MSIs.

students cannot **learn**
from books they can't
afford





DEI Leadership
Grant

Diversity, Equity, and Inclusion: HBCUs, MERLOT, and Affordable Learning Solutions

PROJECT OVERVIEW

GOAL: Engage HBCUs in planning and implementing their own OER AL\$ program.

This goal includes strengthening the existing HBCUs engaged in the HBCU-AL\$ program and orienting and onboarding the rest of the HBCUs' participation in the AL\$ program.

MERLOT is here to support your remote teaching and learning needs. **Learn more about our COVID-19 response.**

The MERLOT system provides access to curated online learning and support materials and content creation tools, led by an international community of educators, learners and researchers.

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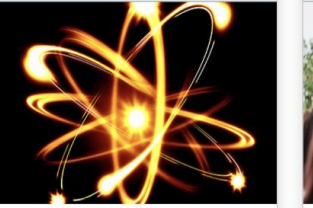



SmartSearch







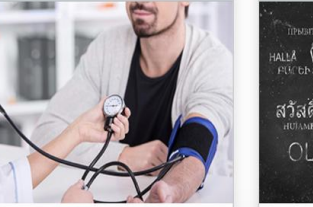

Search the MERLOT Collection, Other Libraries, and the Web





Search

What is SmartSearch?

Type in your subject area

<p>English</p>  <p>Bookmark Go to portal</p>	<p>Fire Safety</p>  <p>Bookmark Go to portal</p>	<p>Health Sciences</p>  <p>Bookmark Go to portal</p>	<p>History</p>  <p>Bookmark Go to portal</p>	<p>Physics</p>  <p>Bookmark Go to portal</p>	<p>Professional Coaching</p>  <p>Bookmark Go to portal</p>	<p>Psychology</p>  <p>Bookmark Go to portal</p>	<p>Sociology</p>  <p>Bookmark Go to portal</p>
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<p>Information Technology</p>  <p>Screenshot Go to portal</p>	<p>Instructional Design and Technology</p>  <p>Bookmark Go to portal</p>	<p>Mathematics</p>  <p>Bookmark Go to portal</p>	<p>Music</p>  <p>Bookmark Go to portal</p>	<p>Statistics</p>  <p>Screenshot Go to portal</p>	<p>Teacher Education</p>  <p>Bookmark Go to portal</p>	<p>Technical Allied Health</p>  <p>Bookmark Go to portal</p>	<p>World Languages</p>  <p>Bookmark Go to portal</p>
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<p>Culture and Environmental Sciences</p>  <p>Bookmark Go to portal</p>	<p>Biology</p>  <p>Bookmark Go to portal</p>	<p>Business</p>  <p>Bookmark Go to portal</p>	<p>Chemistry</p>  <p>Bookmark Go to portal</p>
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<p>Communication Sciences and Disorders</p>  <p>Screenshot Go to portal</p>	<p>Computer Science</p>  <p>Bookmark Go to portal</p>	<p>Criminal Justice</p>  <p>Bookmark Go to portal</p>	<p>Engineering</p>  <p>Bookmark Go to portal</p>
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Community Portals

Filter by

Community Type

- Academic Disciplines (24)
- Academic Support (9)**
- Academic Partners (65)
- Industry Partners (11)

<p>Faculty Development</p>  <p>Bookmark Go to portal</p>	<p>ICT Literacy</p>  <p>Bookmark Go to portal</p>	<p>Library and Information Services</p>  <p>Bookmark Go to portal</p>	<p>MERLOTx - Student Learning Library</p>  <p>Bookmark Go to portal</p>
<p>Mobile Learning</p>  <p>Bookmark Go to portal</p>	<p>Open Educational Practices and ePortfolios</p>  <p>Bookmark Go to portal</p>	<p>OpenCourseware</p>  <p>Bookmark Go to portal</p>	<p>Pedagogy</p>  <p>Bookmark Go to portal</p>
<p>Virtual Labs</p> 			

Material Type

- Assignment (1)
- Case Study (28)
- Collection (28)
- Development Tool (8)
- Drill and Practice (2)
- ePortfolio (13)
- Learning Object Repository (6)
- Online Course (22)
- Online Course Module (1)
- Open (Access) Journal-Article (2)
- Open (Access) Textbook (29)
- Presentation (19)
- Reference Material (461)
- Simulation (7)
- Tutorial (3)
- Workshop and Training Material (2)

Audience

- Pre-K (5)
- Grade School (429)
- Middle School (451)
- High School (500)
- College General Ed (583)
- College Lower Division (576)
- College Upper Division (576)
- Graduate School (530)
- Professional (152)

Discipline

- Academic Support Services (103)
- Arts (25)
- Business (2)
- Education (54)
- Humanities (555)
- Mathematics and Statistics (4)
- Science and Technology (32)
- Social Sciences (28)
- Workforce Development (7)

Mobile Platform

- Android (1)
- iOS (Apple) (8)

FREE

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Type in your career or workforce area



Browse by [industry](#), [credentials](#) & [material type](#) | [Advanced search](#)

Material Type

Animation

Articulation Processes and Agreement

Assessment Tool

Assignment

Case Study

Collection

Competency Based Education

Development Tool

Drill and Practice

Final Program Report

Grant Management Materials

Hybrid/Blended Course

Illustration/Graphic

Instructor and/or Advisor/Case Manager Support Materials

Job Training/Fieldwork Experiences

Learning Object Repository

Online Course

Online Course Module

MERLOT +



http://www.hbcuals.org/cultural_collections.html



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PLANNING
YOUR AL\$

COMMUNITY

In response to COVID-19, we have organized free resources to help teach and learn online.

HBCU Affordable Learning Solutions (AL\$) Community Portal

With the essential support from the William and Flora Hewlett Foundation, the California State University and MERLOT (www.merlot.org) welcomes the collaboration and community of Historically Black Colleges and Universities (HBCUs) to implement strategies to make college more affordable by reducing the cost of course materials.

The HBCU AL\$ Portal provides any HBCU free access to the tools, technologies, and some services for them to initiate their own AL\$ program and learn from their HBCU colleagues. If you'd like to become a MERLOT partner and collaboratively develop your customize HBCU AL\$ portal, please contact ghanley@csulb.edu.

HBCU CULTURAL COLLECTIONS



OUR GOALS:

The HBCU Affordable Learning Community is building a collection of free and open educational resources to support faculty and students teaching and learning in Africana, African American, and Black Studies programs as well as bringing the Africana, African American, and Black Studies content and context into all disciplines. We know the topic areas within the collection will expand over time with the participation and leadership of the HBCU community.

Dr. Trevor Lane, community and economic development,
Cooperative Extension, Washington State University

Ferry County – Remote and Rural

REPUBLIC, WASHINGTON



AGRITOURISM IS ALIVE AND WELL IN FERRY COUNTY

In Places to Stay, Recreation, Things to Do in Republic, WA / April 8, 2015

Did you know that in and around Republic, you can find over a dozen places to visit that feature agricultural education, locally made goods and fun activities for the whole family? From a **goat farm** to a **guest ranch** to a **honey farm**, there is something to do and see for everyone. Care to go **horseback riding** through our countryside on a beautiful late spring day? We've got that! How about picking berries while staying at a bed and breakfast 10 minutes from the Kettle River? We've got that too, just check out **A Thyme for Peace B&B**.

So how do you find out about all the agritourism in our corner of northeast Washington? This **interactive map**, created by The Goat Farm-Goat Patrol & WSI Extension Office, will help you identify all of the fun activities to do in Ferry County related to agriculture, agritourism and more. Click on each name or icon to view more information about each business. **View the interactive map** here.



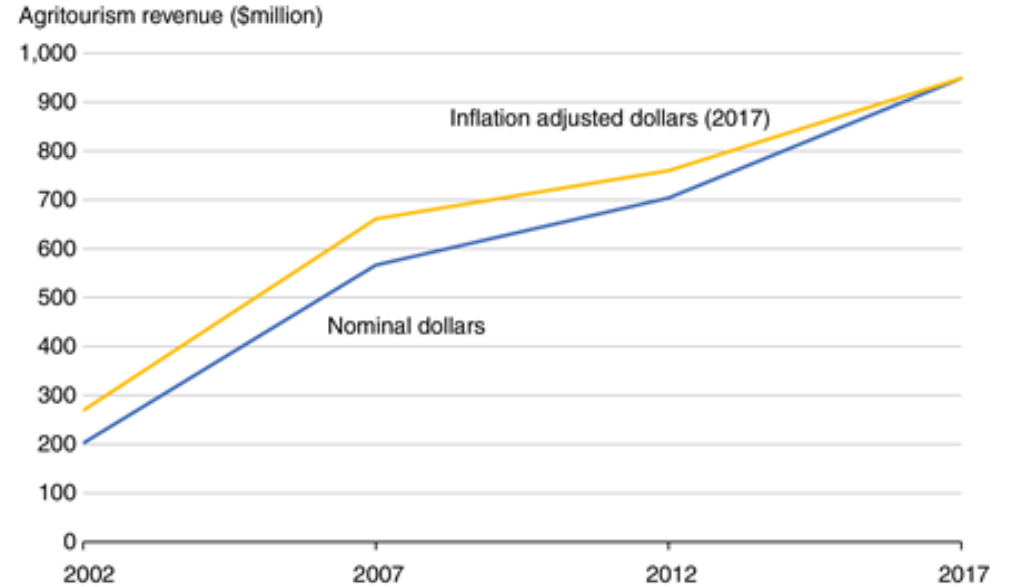


According to the U.S. Travel Association, travel and tourism is a \$1,127 billion industry in the United States that has directly generated more than 9 million jobs. An increasingly popular and growing opportunity for **agricultural** producers is **agritourism**. The U.S. Census of Agriculture shows an increasing trend in **agritour...**

Agritourism

Activities that bring people to the farm for education or entertainment generating extra income.

Agritourism revenue tripled between 2002 and 2017



Note: Values for the blue line are adjusted for inflation using the chain-type gross domestic product (GDP) deflator (2017 = 100). Nominal dollars are not adjusted for inflation.
Source: USDA, Economic Research Service using data from USDA, National Agricultural Statistics Service, 2002, 2007, 2012, and 2017 Census of Agriculture.

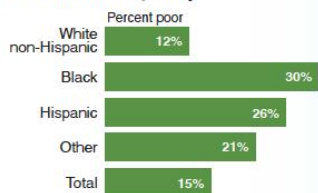
Racial and Ethnic Diversity is Increasing in Rural America

The face of rural and small-town America has slowly evolved as racial and ethnic diversity increases. Racial and ethnic minorities now make up 19% of non-metro residents and have become more geographically dispersed across the Nation.

Hispanics and Asians are the fastest growing minority groups in the United States as a whole and in nonmetro areas. Higher growth rates partly result from a growing demand for low-skill labor and changes in 1960s era U.S. immigration laws that favored immigration from non-European countries.

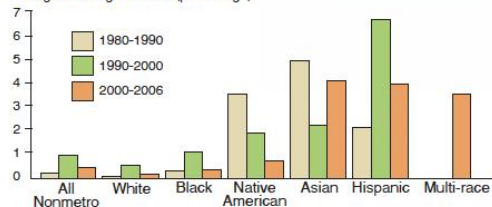
Because immigrants tend to be young adults, they are more likely to form families and have children, cementing their presence in rural communities. On the other hand, minority populations tend to experience higher rates of poverty, potentially straining social service programs.

Blacks and Hispanics have the highest rates of nonmetro poverty

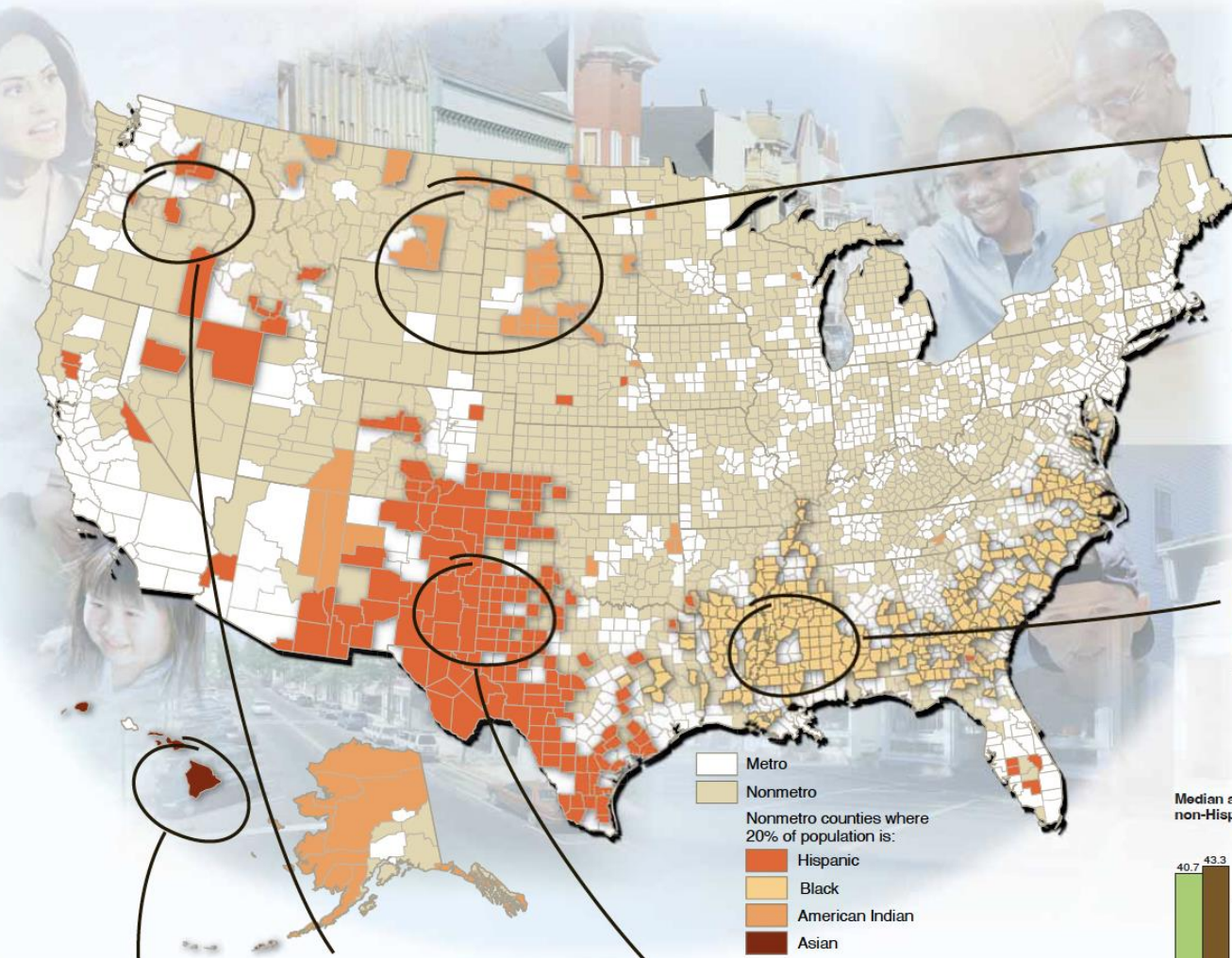


Nonmetro minority populations are increasing at higher rates than non-Hispanic Whites

Average annual growth rate (percentage)



Note: Multi-race data available since 2000 only.



Native American population growth from 1980 to 2000 resulted largely from more people reporting Native American heritage on their Census forms.

Since 2000, the minority population in 1,727 nonmetro counties (84% of the total) has increased and become a larger share of county population.

In roughly 150 nonmetro counties scattered across the country, the Hispanic population growth offset non-Hispanic population loss between 2000 and 2006.

Blacks, concentrated in the deep South, remain the largest minority group in nonmetro areas, making up 8.4% of all nonmetro residents in 2006. This figure has hardly changed since 1980. In contrast, the Hispanic proportion grew from 3.1% in 1980 to 6.4 percent by 2006.

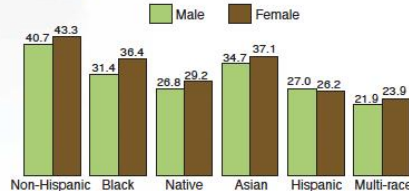
In recent decades, Hispanics have moved to the Pacific Northwest, attracted by jobs in labor-intensive fruit, vegetable, and horticultural sectors.

Asians, among the smaller minority populations, are concentrated in the state of Hawaii, mainland university towns, and refugee resettlement communities.

Nonmetro Hispanics have traditionally concentrated in the Southwest, but shifting employment opportunities have led to a wider geographic dispersion.

- Meat processing: the Hispanic percentage of the nonmetro workforce reached 36% in 2006.
- Crop agriculture: an estimated 75% of all hired farmworkers were Hispanic in 2006 and of these, an estimated 50% were undocumented.

Median age disparities between minorities and non-Hispanic Whites have policy implications



Problem Space

White House rues firing of agricultural official in racism flap

Updated: Jul. 22, 2010, 5:47 a.m. | Published: Jul. 22, 2010, 4:47 a.m.

By [Associated Press](#)

PRESS RELEASE APR 3, 2019

RELEASE: Systematic Racism at the USDA Has Virtually Eliminated Black Farmers

1913, 1920 California Alien Land Laws

Aliens ineligible to citizenship could not own or lease land

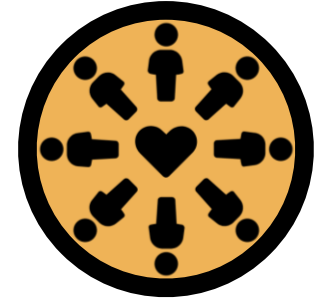
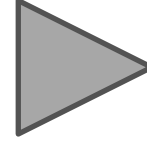
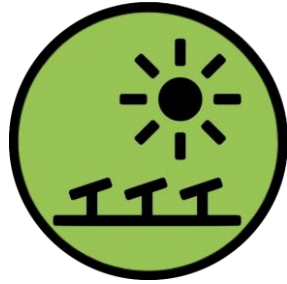


How Racism Has Shaped the American Farming Landscape

U.S. agriculture today appears to be just as segregated as it was a century ago, with farmers of color at a significant disadvantage

by [Megan Horst](#) | Jan 25, 2019, 2:25pm EST

Sovereignty in its various forms - Food, Energy & Data



DATA DRIVEN DECISION		
95% OF FARMERS	1/3 OF FARM OPERATORS	<1%
CAUCASIAN	WOMEN	ORGANIC

Opportunity Space

USDA Announces Appointments to Equity Commission Subcommittee on Rural Community Economic Development

WASHINGTON, August 23, 2022 – Today, the U.S. Department of Agriculture (USDA) announced the 12 members of the newly established [Equity Commission](#) Subcommittee on Rural Community Economic Development (RCED). On April 7, 2022, USDA announced the call for nominations, and applications for membership to the RCED Subcommittee were accepted until May 6, 2022. [Section 1006 of the American Rescue Plan](#) directed USDA to create and fund the Equity Commission, signaling the beginning of the kinds of systemic, structural and cultural changes essential to advancing equity.

Press Release
Release No. 0185.22

Contact: USDA Press
Email: press@usda.gov

USDA Invests \$121 Million in Critical Infrastructure to Combat Climate Change Across Rural America

289 Projects Will Help People in Socially Vulnerable Communities

SHARON, Conn., August 24, 2022 – U.S. Department of Agriculture (USDA) Deputy Secretary Dr. Jewel Bronaugh today announced USDA is investing [\\$121 million in critical infrastructure](#) (PDF, 541 KB) to combat climate change across rural America. The investments include \$111 million for 289 projects to help people living in socially vulnerable communities.

Press Release
Release No. 0188.22

Contact: USDA Press
Email: press@usda.gov

USDA Announces Up to \$550 Million in American Rescue Plan Funding for Projects Benefiting Underserved Producers and Minority Serving Institutions that Create Career Development Opportunities for Next Generation Leaders

WASHINGTON, Aug. 24, 2022 - The U.S. Department of Agriculture (USDA) announced today up to \$550 million in funding to support projects that enable underserved producers to access land, capital, and markets, and train the next, diverse generation of agricultural professionals. These investments are made through funding provided in the American Rescue Plan Act (ARPA) Section 1006, as amended by Section 22007 of the Inflation Reduction Act. These provisions fund and direct USDA to take action to help ensure underserved producers have the resources, tools, programs, and technical support they need to succeed.

Press Release
Release No. 0183.22

Contact: USDA Press
Email: press@usda.gov

The Future we seek...

WE CANNOT GO BACK TO
THE WAY THINGS WERE.

PURPOSE

Rewriting the rules
for a more just
economy

Edward Ubiera, regional VP, corporate responsibility and public engagement, JPMorgan Chase



Our \$30 Billion Racial Equity Commitment

Five-Year Commitment, by the end of 2025

Structural barriers in the U.S. have created profound racial inequalities, made worse by the pandemic. JPMorgan Chase is committed to helping close the racial wealth gap and driving economic inclusion by providing more opportunities for homeownership, access to affordable housing, entrepreneurship and bolstering financial health.

See the progress we're making at:

jpmorganchase.com/racialequity

JPMORGAN CHASE & CO.



Our \$30 Billion Racial Equity Commitment

Five-Year Commitment, by the end of 2025



Increase homeownership and expand affordable rental housing



Improve financial health and access to banking, and invest in minority-owned and -led financial institutions



Grow small businesses and spend more with diverse suppliers



Accelerate investment in employees and build a more diverse and inclusive workforce

See the progress we're making at:

jpmorganchase.com/racialequity

JPMORGAN CHASE & CO.



What State digital equity planning leaders need to know about why and how to connect with the publicly funded workforce system

Manny Lamarre, Senior Advisor



Why Now?

- **Need to confront a changing labor market:** visible workforce challenges/needs (infrastructure, supply chain, reshoring, care/education, clean energy), demographic change, new organizing energy
- **Need for to advance Administration’s workforce, good jobs and equity priorities** given historic recovery and historic investment in the American economy and communities
- **Need for new partnerships to see results:** with industry, labor, other federal agencies, and need to “reset” the Federal partnership with state and local workforce partners/leaders
- **Need to transform legacy systems** for long haul harnessing new energy/legislation: WIOA, Job Corps 2.0, Registered Apprenticeship modernization, H-Programs, UI, youth as well as BIL, CHIPS, and now IRA
- **Need for leadership, clear messaging and capacity building** in system within ETA and out in the field in post-pandemic world especially as new staff come on board and transition



Building the Vision | Four Guiding Priorities for the Workforce Vision



Open Opportunities for Vulnerable Workers and Communities

Ensure our programs focus on workers and communities who have been left behind—from reentry, to rural, to opportunity youth



New Industry Partnerships that Lead to Real, Good Jobs

Broker and build partnerships with business/workers to ensure all training leads to good jobs across sectors (e.g., infrastructure, supply chain, ITC manufacturing and education)



Building a Better Care Economy

Support good jobs and protections for care workers—from nursing, early care, mental health, and more—with a focus on low-wage, BIPOC, and women workers



Action Today for the Future of Work

Engage local leaders and the private sector now to prepare, support, and invest in workers and communities to prepare for jobs of the future and emerging industries



U.S. DEPARTMENT OF LABOR

Good Jobs Principles

1. Recruitment and Hiring
 2. Benefits
 3. Diversity, Equity, Inclusion, and Accessibility (DEIA)
 4. Empowerment and Representation
 5. Job Security and Working Conditions
 6. Organizational Culture
 7. Pay
 8. Skills and Career Advancement
-



UNITED STATES DEPARTMENT OF LABOR

Understanding the Publicly Funded Workforce System & Registered Apprenticeships

“Core” WIOA Programs

- Adult program
- Dislocated Worker program
- Youth program
- Wagner-Peyser Employment Services
- Adult Education
- Vocational Rehabilitation



WIOA Titles

Title I Programs – State and National Programs

Title I is the primary source of federal workforce development funding to prepare **low-income adults, youth, and dislocated workers** for employment, and to help them continue to build skills once they are employed.



Title I also authorizes several competitive grant programs to serve disadvantaged populations, including YouthBuild, Job Corps, the National Farmworker Jobs Program, and Indian and Native American Program.

Title II & Title III Programs

- **Title II** is the main source of federal **adult education** and **literacy** funding, including English language services.
- **Title III** funds the **Wagner-Peyser Employment Services program**, which provides labor exchange services that match employers with qualified job seekers.



Title IV funds **Vocational Rehabilitation** which supports a wide range of services designed to help individuals with disabilities prepare for and engage in gainful employment, and secure financial and personal independence through rehabilitative services.

Services in an American Job Center

Recruitment and Screening:

Recruiting, screening, and referring a variety of job seekers, ranging from entry level workers to highly-skilled professionals

Recruiting full-time, part-time, and seasonal workers

Hosting job fairs and providing office space for on-site screening and interviewing

Providing access to human capital and untapped labor pools

Offering workforce information about wages, employment trends, and national comparisons

Training and Education:

Providing access to training and education

Offering industry-recognized certifications

Developing customized training programs, such as pre-employment training

Connecting to Registered Apprenticeship programs with a mix of instruction and on-the-job training.

National Dislocated Worker Grants for significant dislocation events to expand service capacity at the state and local levels through time-limited federal funding assistance

Services in an American Job Center

Retention and Up-Skilling:

Developing on-the-job and workplace training and providing training services to retool incumbent workers

Supporting employee retention by offering services such as transportation, childcare assistance, and mentoring programs to individuals engaged in training

Assisting businesses in applying for Work Opportunity Tax Credits

Assisting with lay-off aversion strategies

Transitioning:

State and Local Rapid Response –

Providing on-site services, such as pre-layoff and retraining information

Easing the transition from point of layoff notification to shut down

Developing plans to access funds and services for individualized worker assistance

Providing assistance to the community to develop coordinated response to layoffs

Trade Adjustment Assistance – Providing training and income support program for transitioning workers

State and Local Workforce Boards

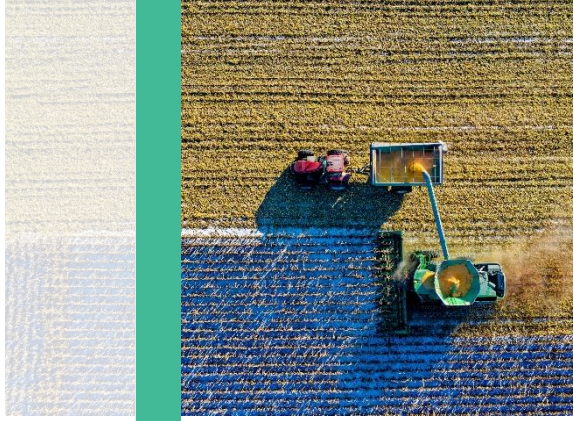


- Promote industry and sector partnerships to address the workforce needs of multiple industry employers
- Emphasize career pathways to promote employment in in-demand occupations and industries





Registered Apprenticeship Overview



APPRENTICESHIPUSA™
★ ★ ★





REGISTERED APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

Registered Apprenticeship is an **industry-driven, high-quality** career **pathway** where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **receive progressive wage increases, classroom instruction,** and a portable, **nationally-recognized credential.**

DISTINGUISHING FACTORS

SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job
Learning/Mentorship



Supplemental
Education



Diversity



Quality &
Safety



Nationally-Recognized
Credentials



U.S. DEPARTMENT OF LABOR

Resources

- State Workforce Agencies
 - State and Local Workforce Board
 - American Job Centers
 - Career One Stop (search Boards and AJCs):
<https://www.careeronestop.org/LocalHelp/WorkforceDevelopment/find-workforce-development-boards.aspx>
 - Registered Apprenticeships:
 - <https://www.apprenticeship.gov/>
-



Diversity, Equity, Inclusion, and Accessibility (DEIA)

Janice Underwood, PhD, Executive Director, ODEIA, OPM

OPM
Office of

Diversity
Equity
Inclusion
Accessibility



US Government: A Model Employer

- “The Federal Government must be a model for **diversity, equity, inclusion, and accessibility**, where **all employees are treated with dignity and respect.**”
 - [Executive Order 14035](#), Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce
- Diverse organizations outperform homogenous competitors in solving complex problems.
- Diversity delivers innovation if leveraged fully through inclusion.
- Effective leaders understand promoting and advancing DEIA is a force multiplier and leads to higher engagement, collaboration, and trust.

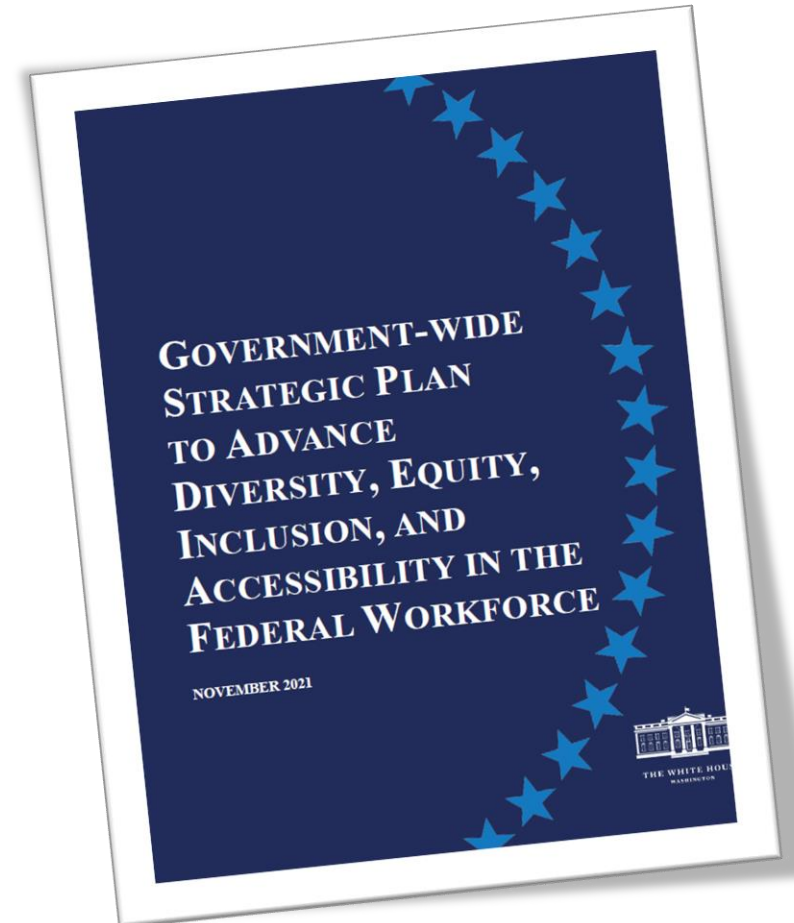
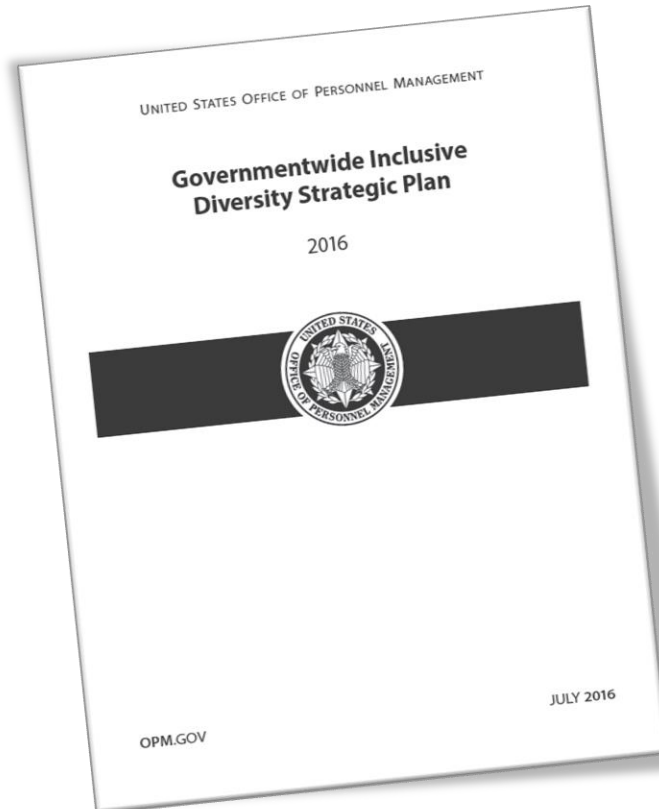
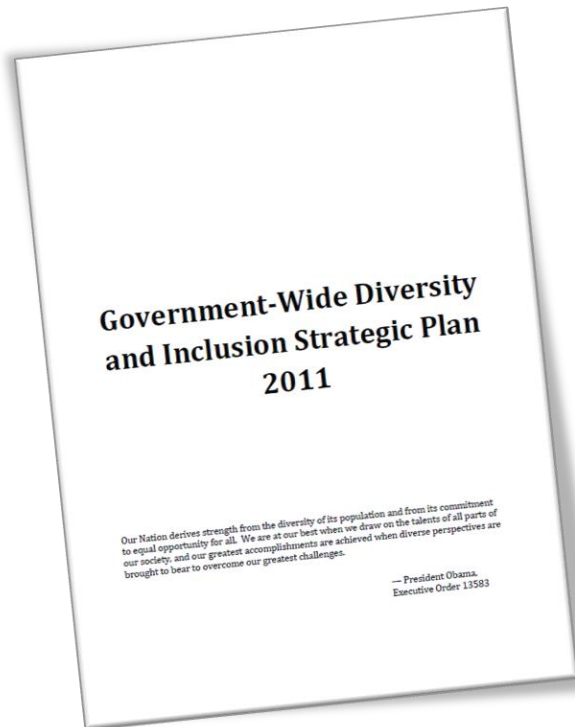


Government-wide DEIA Strategic Plan: DEIA EO 14035 Priorities

- Partnerships and Recruitment
- Data Collection
- Professional Development and Advancement
- Expanding Employment Opportunities for Formerly Incarcerated Individuals
- Promoting Paid Internships
- Chief Diversity Officer
- Pay Equity
- DEIA Training and Learning
- Advancing Equity for Employees with Disabilities
- Advancing Equity for LGBTQ+ Employees
- Safe Workplaces



Whole of Government Approach Governmentwide DEIA Strategic Plan



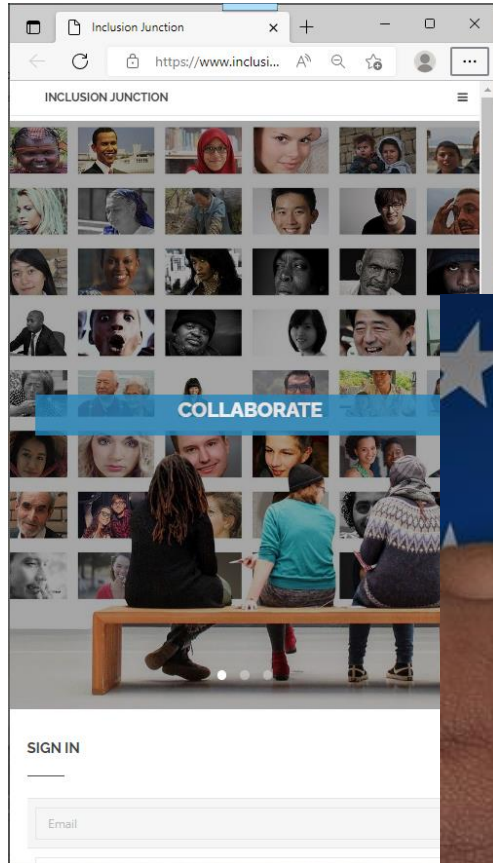
Q & A *Session*



Inclusion Junction:

enabling inclusion leaders to
find and connect with each
other

NCDE Inclusion Junction



www.InclusionJunction.org



(via smart phone, tablet, or computer)

Gary Obermeyer, Coordinator
NCDE Learning Community Development

NCDE Inclusion Junction



Inclusion Dimensions:

- **Digital**
- **Economic**
- **Educational**
- **Financial**
- **Food/Nutrition**
- **Health**
- **Housing**
- **DEI**

Gary Obermeyer, Coordinator
NCDE Learning Community Development

NCDE Inclusion Junction



Levels of Involvement:

- **Local**
- **Regional within the State**
- **State**
- **Multi-State**
- **National**

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NCDE Learning Community Development

NCDE Inclusion Junction



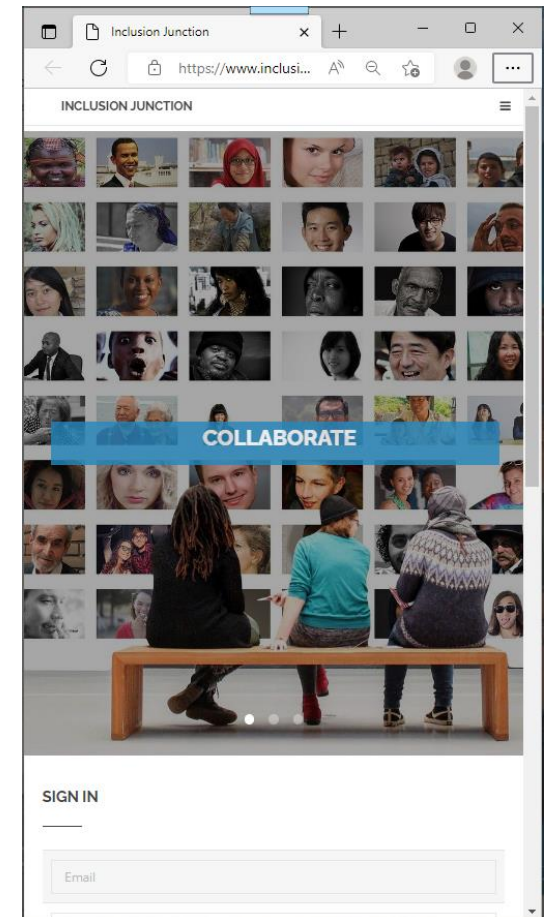
Sign Up:

- **Create an Account** (*free*)
- **Complete Your Profile**
- (*allow 24 hours for staff review*)

Connect:

- **Search for Prospects**
- **Reach Out** (*built-in email*)
- **Provide Feedback** (obee@digitalequity.us)

Gary Obermeyer, Coordinator
NCDE Learning Community Development



Next Steps

- **Join us at the National Summit for Systemic Inclusion Planning, April 27-28, 2023, Atlanta Community Foodbank.**
- Summit details and webinar recordings and slide shows are being posted [here](#).
- Create your account in www.InclusionJunction.org
- Connect with others via Inclusion Junction to co-develop State(s)' digital equity plans for systemic inclusion
- Join fellow inclusion catalysts in scaling and sustaining collective efforts

