



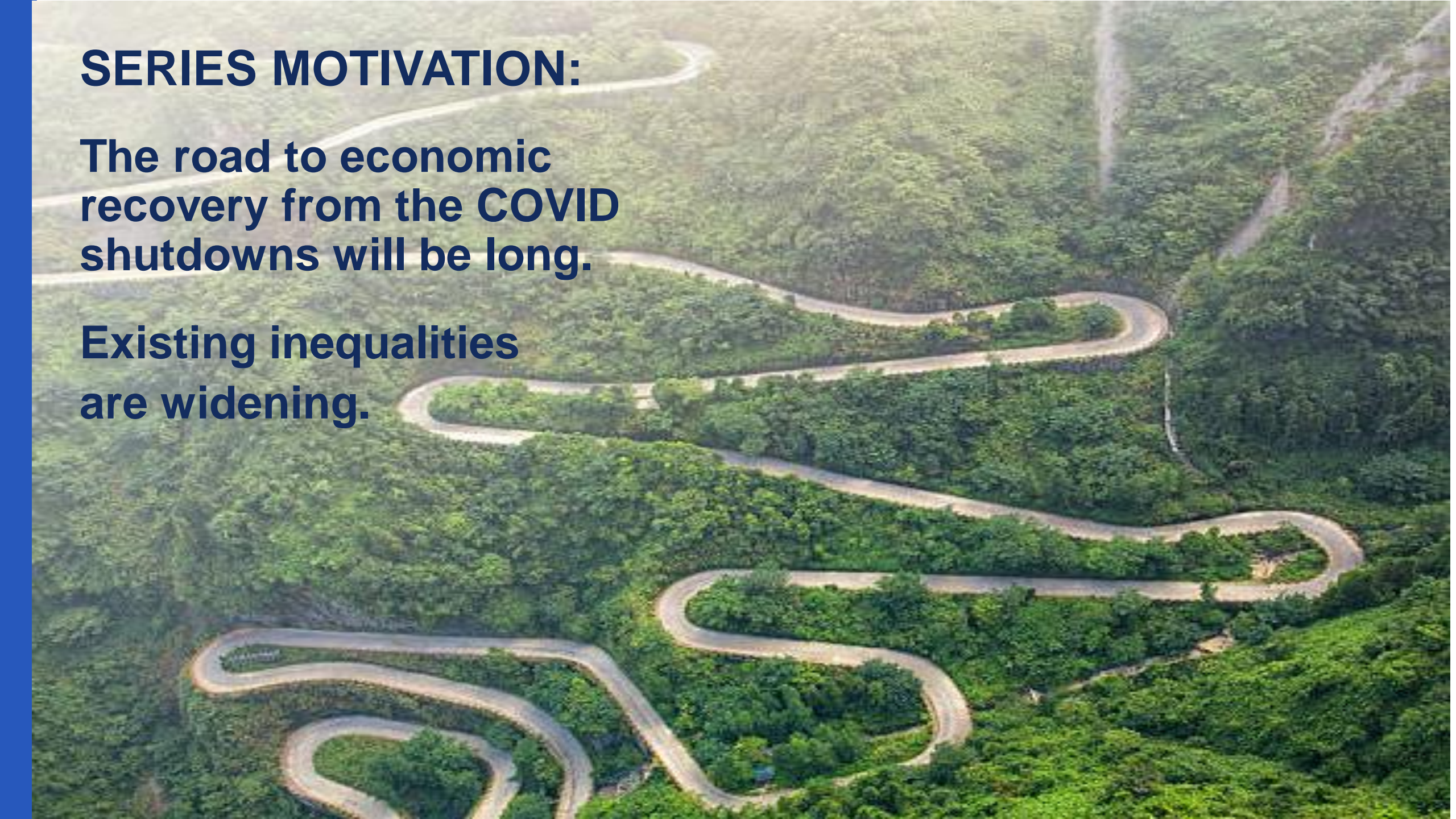
Bouncing Back from COVID Using Education and Workforce Development Dollars

Webinar Series
Session #1 August 27, 2020

SERIES MOTIVATION:

The road to economic recovery from the COVID shutdowns will be long.

Existing inequalities are widening.



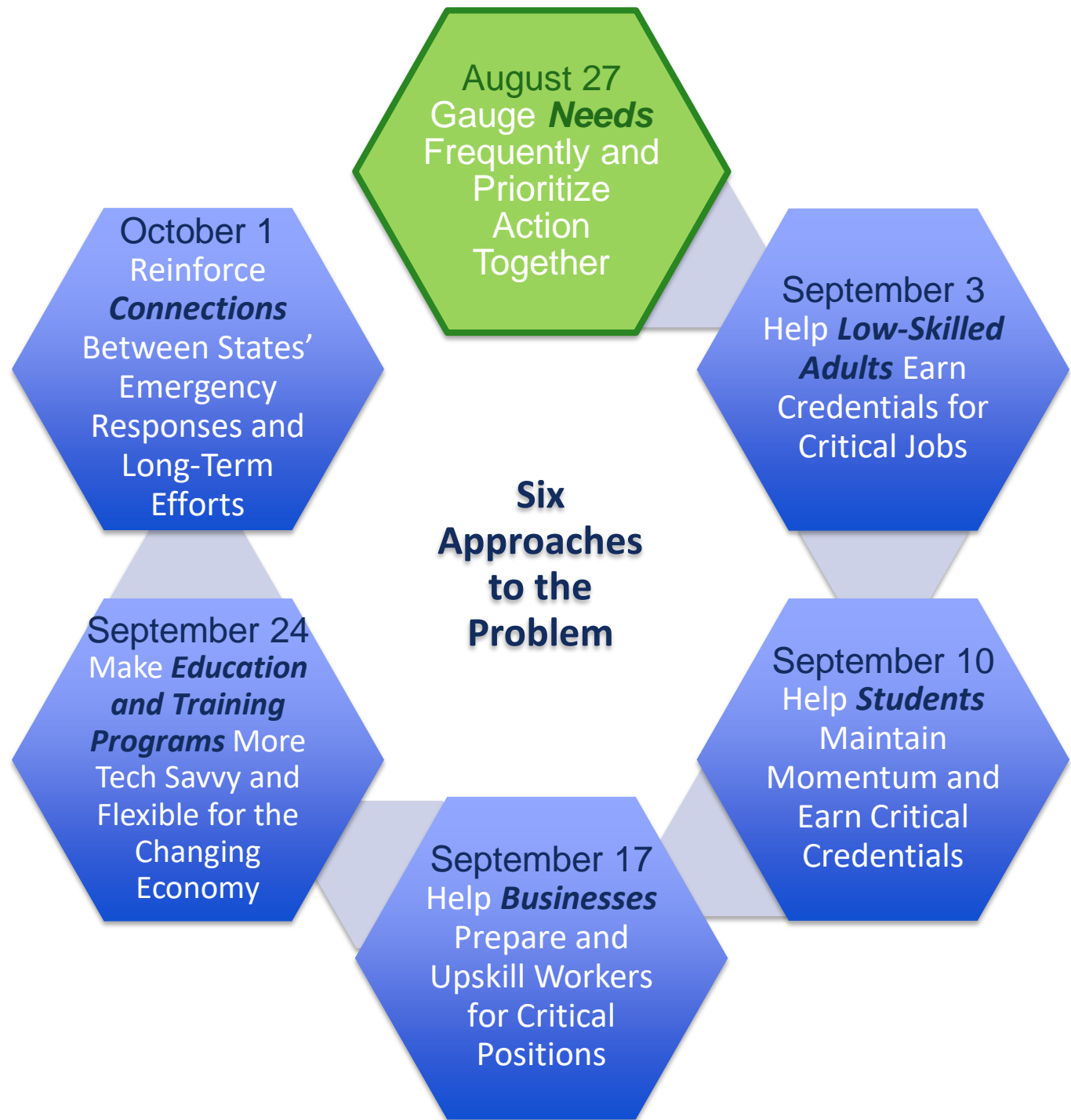


SERIES GUIDING QUESTION:

How can states use workforce and education dollars to turn things around?

SERIES OVERVIEW

Access completed webinars at
sreb.org/WorkforceRecovery



TODAY'S SESSION

**Gauge Needs
Frequently and
Prioritize Action
Together**

In this hour we will...

SREB
presents

State
experts
present

We all
discuss

Polls and
chat

Have a short
time together to
inform our
collective work,
inspire and
connect us

Share key
strategies for
policies and
programs

Spotlight
actions for
equity and
resources to
get the work
done

Hear how a
leading state is
doing it

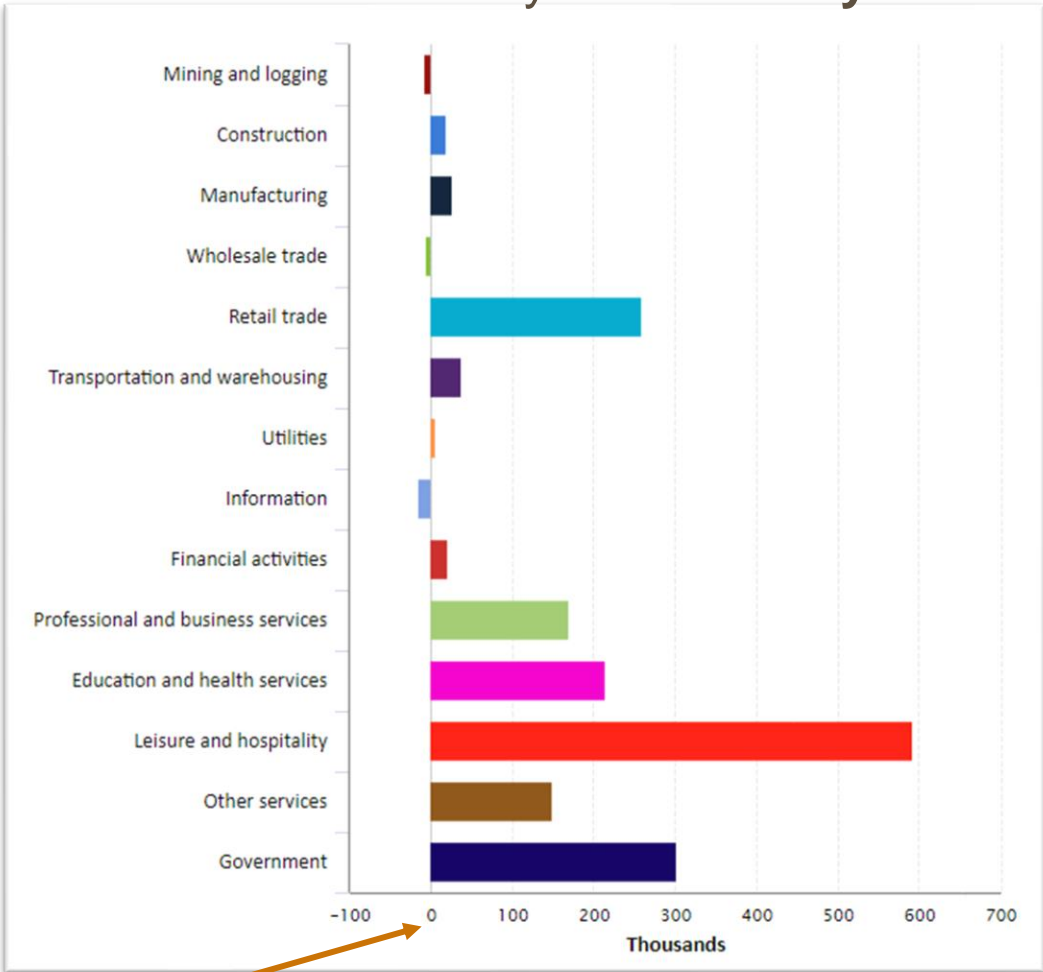
CONTEXT for

Gauging Needs and

Prioritizing

Industries are changing quickly

National employment change by industry: **June – July 2020**

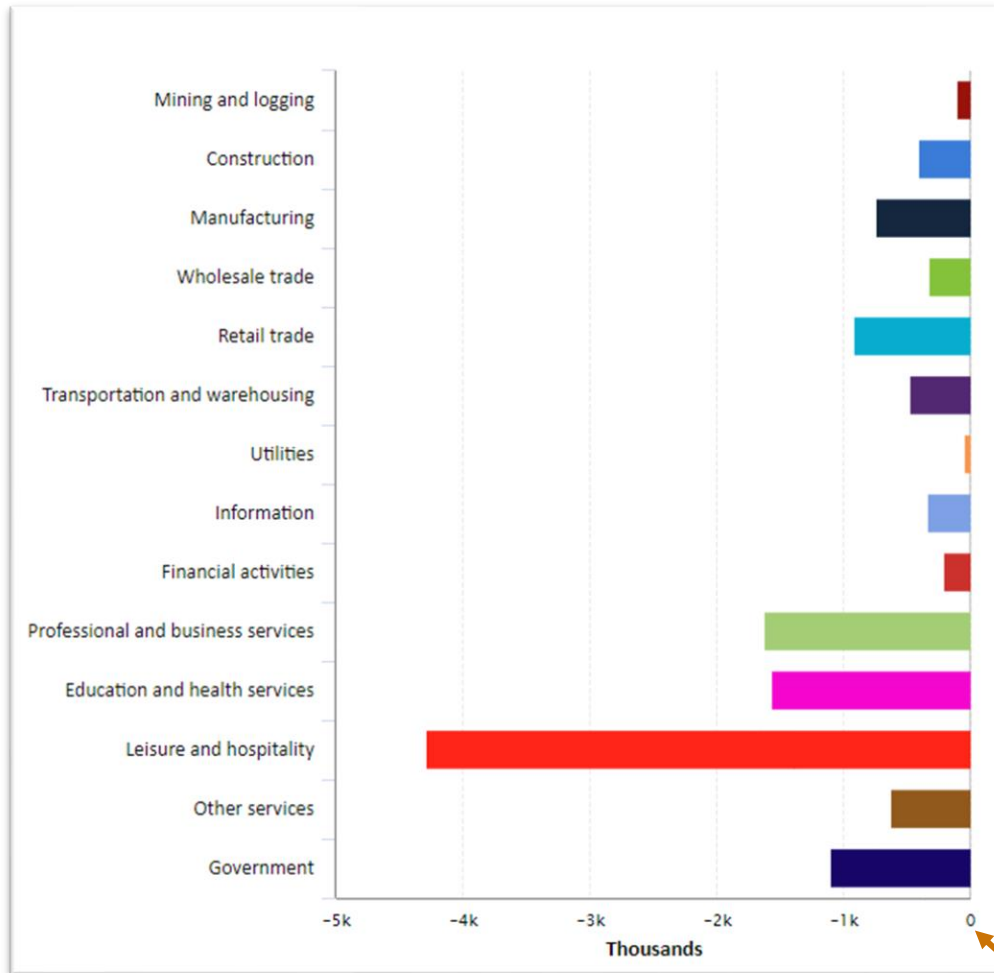


Zero

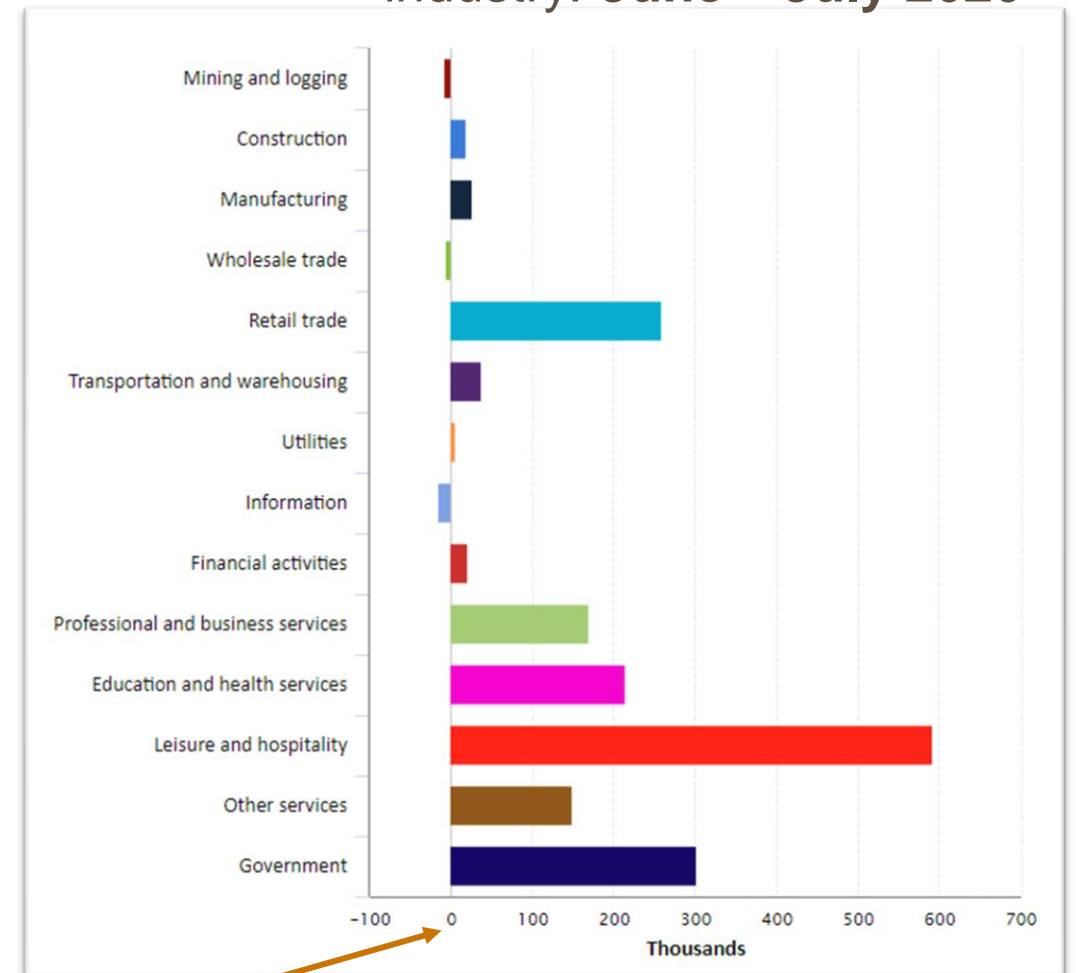
Source: Bureau of Labor Statistics

Industries are changing quickly – and will likely continue to do so

January – July 2020



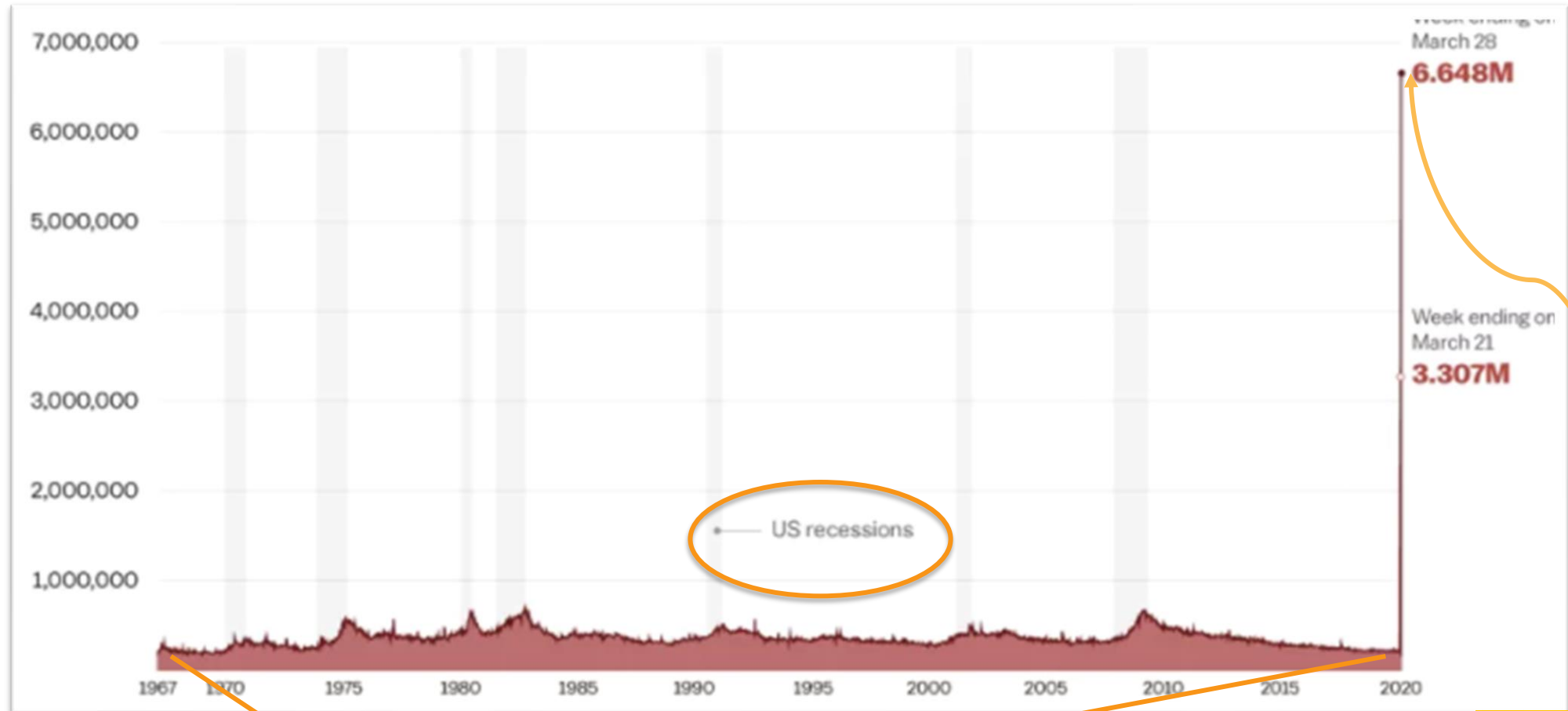
National employment change by industry: June – July 2020

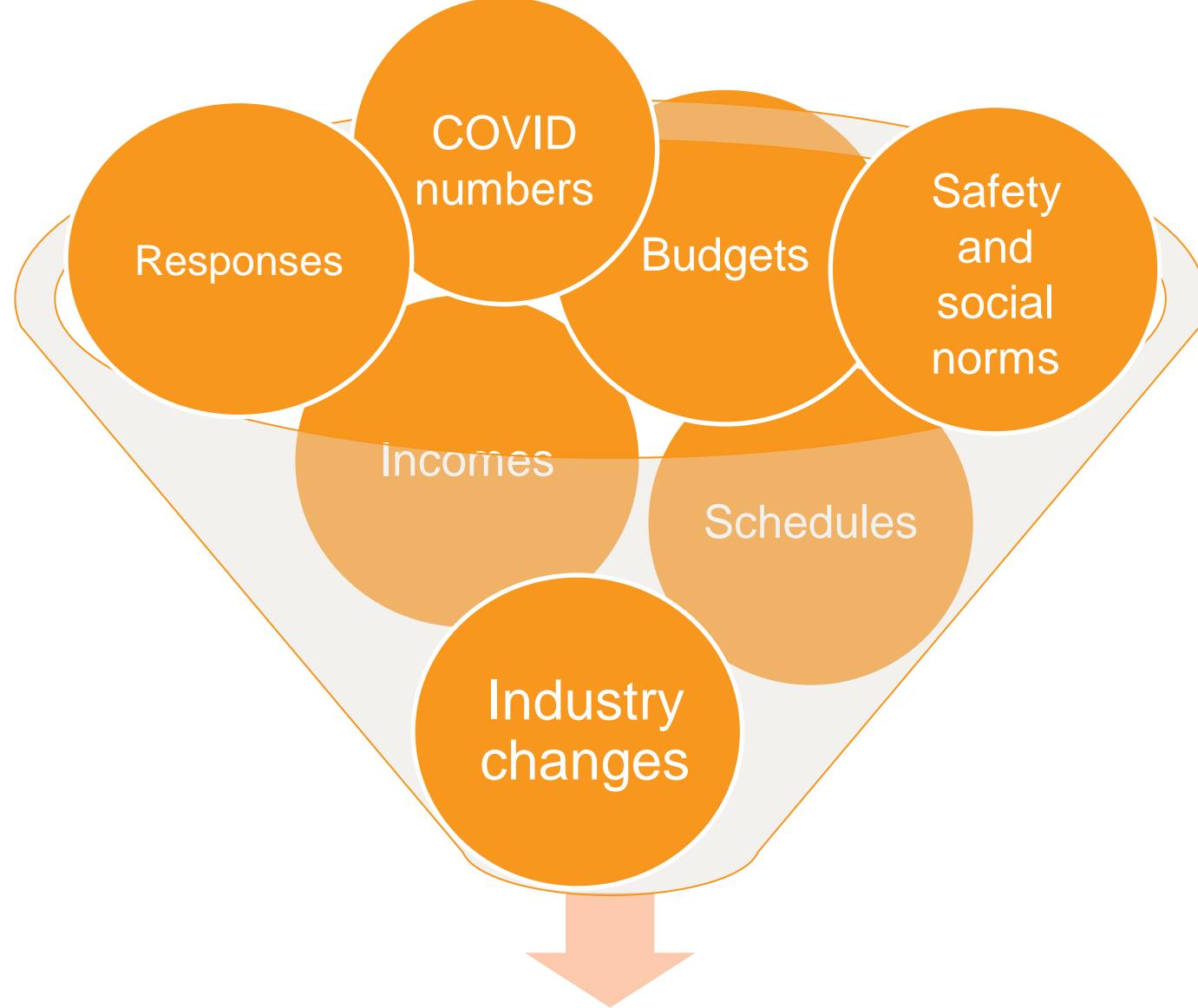


Zero

The scale of these fluctuations is extraordinary

Unemployment insurance claims by week, 1967 - 2020 Source: Bureau of Labor Statistics





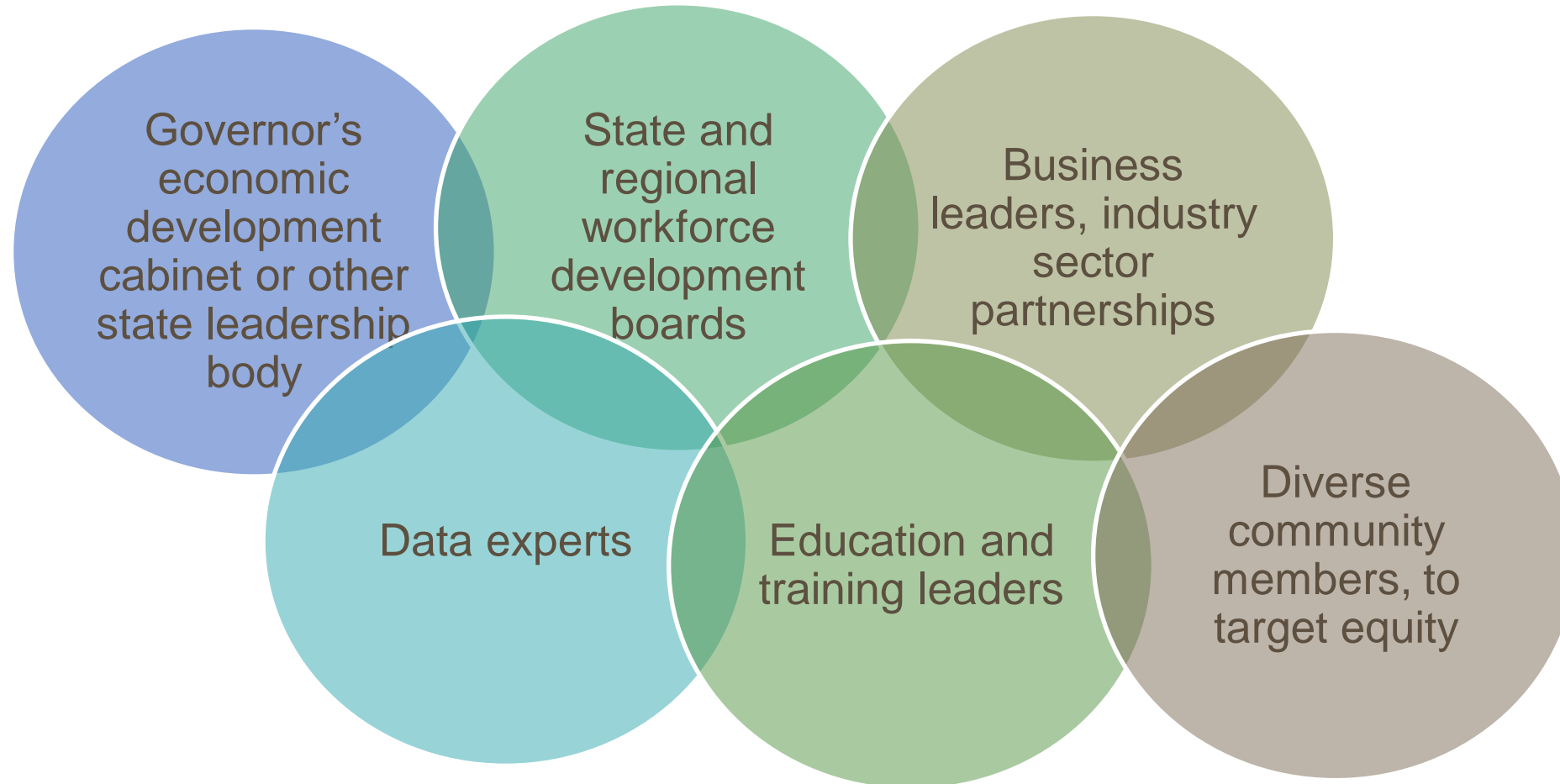
How can we calibrate our actions to respond to **targets that keep moving?**

ACTIONS to

Gauge Needs Frequently and Prioritize Action Together

- 1. Engage state leadership bodies and partners*
- 2. Analyze data in rapid cycles*
- 3. Prioritize and coordinate action*

Engage leadership bodies and partners



Analyze data more frequently than ever

Labor market information

- Unemployment insurance claims
- Job postings and wages
- In-demand skills
- Regional specifics
- Capacity of education entities
- Interest and readiness of communities/workforce
- Employer input
- Community input
- Context: COVID...

Equity and innovation focus

Rapid analysis cycles

Analyze data more frequently than ever

Labor market information

- Job postings, wages, unemployment insurance claims
- In-demand skills
- Industry and regional specifics
- Capacity of education entities
- Interest and readiness of community/workforce
- Employer input
- Community input
- Context: COVID...

Equity and innovation focus

- Voices at the table
- Trends
- Gaps, by
 - Geographical location
 - Demographics
 - Educational attainment
 - **COVID numbers**
 - **Access to technology**

Rapid analysis cycles

Analyze data more frequently than ever

Labor market information

- Job postings, wages, unemployment insurance claims
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Equity and innovation focus

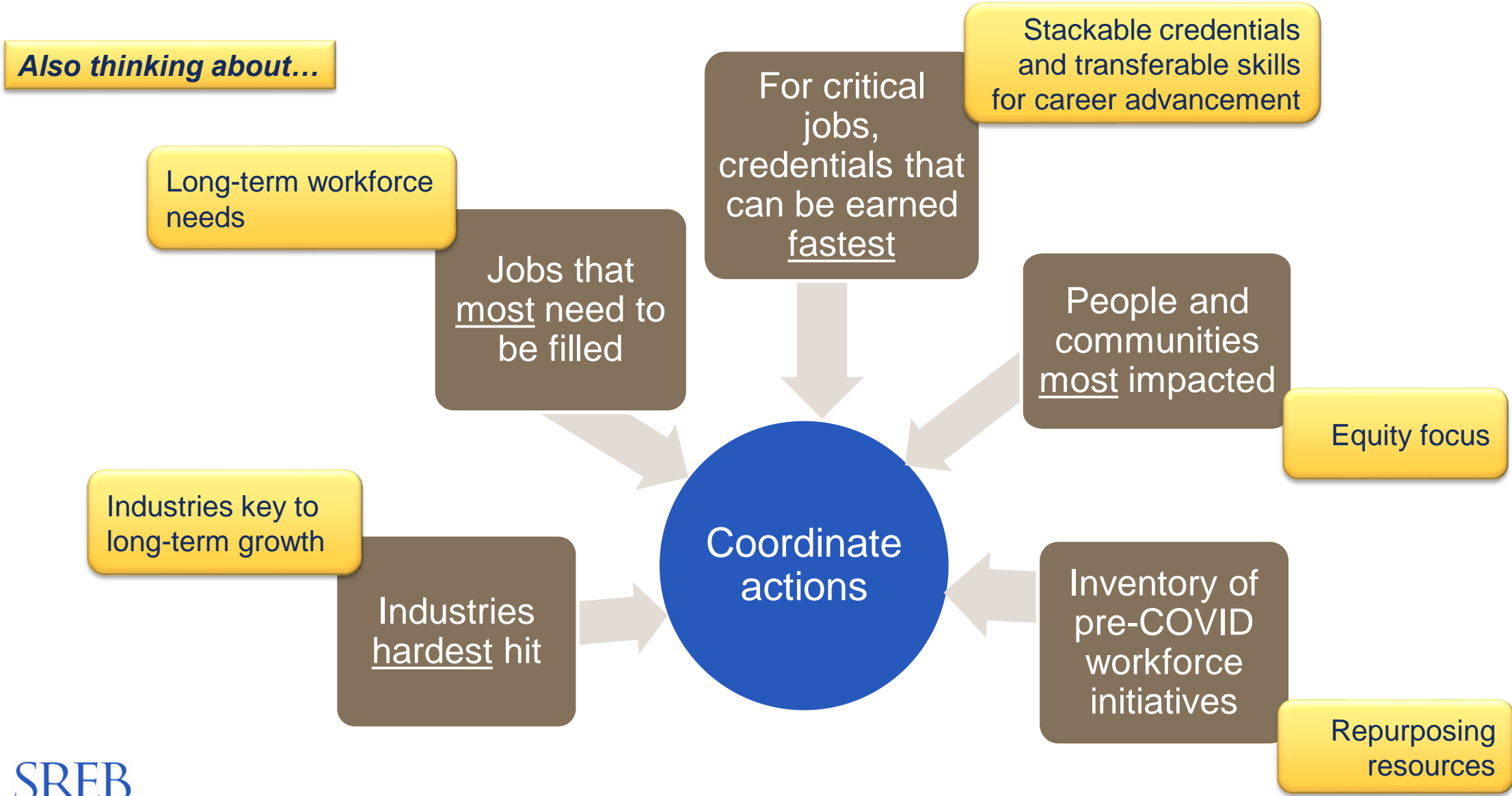
- Voices at the table
- Trends
- Gaps, by
 - Location
 - Demographics
 - Educational attainment
 - COVID numbers
 - Access to technology

Rapid analysis cycles

- Bi-annually
- Quarterly
- Monthly

- even*
- Weekly

Prioritize



RESOURCES for Getting This Done

Resources to support data-based planning and industry partnerships

ESSA	Perkins V	WIOA	CARES Act	State funds	Other

Enter in the **CHAT BOX** one source of funding that you are familiar with

Resources to support data-based planning and industry partnerships

ESSA	Perkins V	WIOA	CARES Act	State funds	Other
<p>Title I: Academic and technical instruction in disciplines important for in-demand industries</p> <p>Title IV: Well-rounded education and 21st century community learning centers can include career and technical ed.</p>	<p>State reserve funds</p> <p>Plans must address how career pathways meet industry needs</p> <p>Comprehensive local needs assessments</p>	<p>Governors' statewide reserve funds</p> <p>Title I: Requires workforce development boards and industry partnerships</p> <p>Expanded <i>Dislocated Worker Grants</i> to states</p>	<p>K-12 and postsecondary education and governor's emergency funds</p> <p><i>Reimagine Workforce Preparation</i> grants for state workforce boards</p> <p><i>Rethink K-12 Education Models</i> grants to states</p> <p><i>Economic Recovery Assistance</i> grants to state and local governments, institutes of higher education, non-profits and Indian tribes</p>	<p>General funds</p> <p>Repurposed dollars from pre-COVID initiatives that do not address evolving needs</p>	<p>Business and industry contribution</p> <p>Community support</p> <p>Philanthropic grants</p>
<p><i>Require coordinated planning and programs, equity focus</i></p>					

STATE EXEMPLAR: **Indiana**

Weekly labor market reports for state
Rapid Recovery initiative

Chris R. Lowery, Senior Vice President, Workforce
Alignment, Ivy Tech Community College

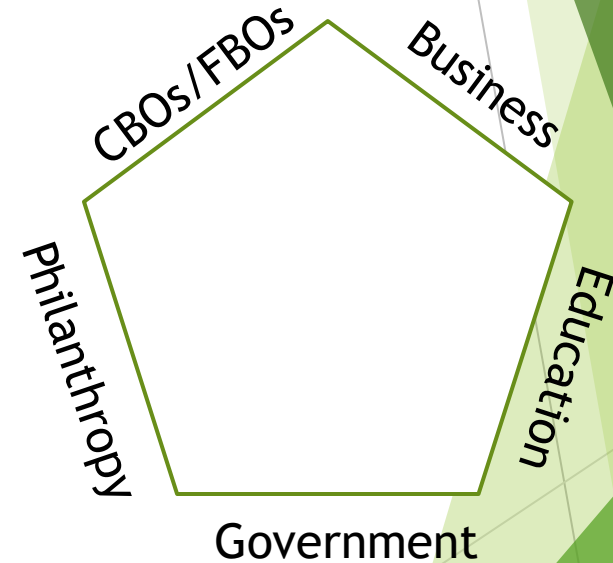
Rapid Recovery and the Post COVID-19 Ecosystem in Indiana

August 2020

Rapid Recovery and the Post COVID-19 Ecosystem

▶ State's Rapid Recovery Committee

- ▶ Formed quickly in early April, developed strategy and implementation plan for aligning and optimizing information and resources to support unemployed and underemployed Hoosiers.
- ▶ Governor's Workforce Cabinet, Commission for Higher Education, Department of Workforce Development, Office of Career Connections and Talent, Strada Education, Indiana Philanthropy Alliance, Ivy Tech Community College, Vincennes University, Indiana Chamber of Commerce, Indiana Talent Network and CBOs/FBOs
- ▶ Emphasis on:
 - ▶ Training and education opportunities
 - ▶ Career coaching
 - ▶ Collaborative resource sharing
 - ▶ Labor market demand



Rapid Recovery and the Post COVID-19 Ecosystem

- ▶ **Situation Assessment conducted**
 - ▶ **Dynamic shifts** were already occurring in the **labor market**
 - ▶ Some sectors were hard hit and facing difficult recovery
 - ▶ Labor market supply and demand were misaligned; required more analysis (**quantitative and qualitative**) to determine actions needed within the ecosystem
 - ▶ A rapidly, thoughtfully developed approach was necessary to undergird the livelihoods of **individuals, employers, sectors, and communities** across the Hoosier state
 - ▶ A proposed **ecosystem** focused on the livelihoods that are at risk for lower skilled workers, including those who will have lost a job, will be underemployed, or whose job will change

Rapid Recovery and the Post COVID-19 Ecosystem

- ▶ Supply and Demand have been assessed as follows:
 - ▶ Real time **state unemployment data** for labor market impact
 - ▶ **Emsi, a Strada company**, for key quantitative data aggregated from multiple sources
 - ▶ **Brookings, AEI** and other reports for additional contextual analysis gleaned from various sources
 - ▶ Ivy Tech's Chancellors/**campuses and economic sector VPs** and teams for community and sector quantitative and qualitative weekly input from employers
 - ▶ **Strada/Gallup** ongoing surveys for consumer/learner understanding of training and educational goals and needs
- ▶ A weekly Economic and Workforce Situation Report produced by Ivy Tech for hundreds of stakeholders across the state via government, education, business, philanthropy, and CBOs/FBOs



Rapid Recovery Report - R3

Economic and Workforce Situation Report

- ▶ Economic and Workforce Situation Report - Weekly
 - ▶ https://www.ivytech.edu/files/RapidRecoveryReport_071320.pdf



RAPID RECOVERY REPORT

IVY TECH COMMUNITY COLLEGE • AUGUST 3, 2020

SUMMARY

EMPLOYMENT AND WORKFORCE/EDUCATION DATA TRENDS

- Just over 20,000 Hoosiers filed first-time unemployment claims the week ending July 25, the lowest level in more than four months, prior to the COVID-19 pandemic.
- The U.S. economy contracted at a record rate in the second quarter of 2020. The Commerce Department's estimate of U.S. gross domestic product fell by a 32.9 % annual rate, the sharpest decline in over 70 years.
- Pew Research Center analysis of Census Bureau data indicates that the "disconnection rate" of young adults aged 16-24 who were neither enrolled in school nor employed more than doubled between February and June.
- Strada Education Network's latest Public Viewpoint research suggests at least one-third of

Rapid Recovery Report - R3

Economic and Workforce Situation Report

EMPLOYMENT DATA AND TRENDS

- The latest Indiana Employment Report indicates the **state's unemployment rate dropped to 11.2%** for June, slightly above the national rate of 11.1% and third highest in the region (see chart below). The unemployment rate reflects the number of unemployed people seeking employment within the prior four weeks as a percentage of the labor force. The state's labor force participation rate of 64.3%, above the national rate of 61.5%. Private sector employment saw gains across industries over last month, including Leisure and Hospitality and Manufacturing.

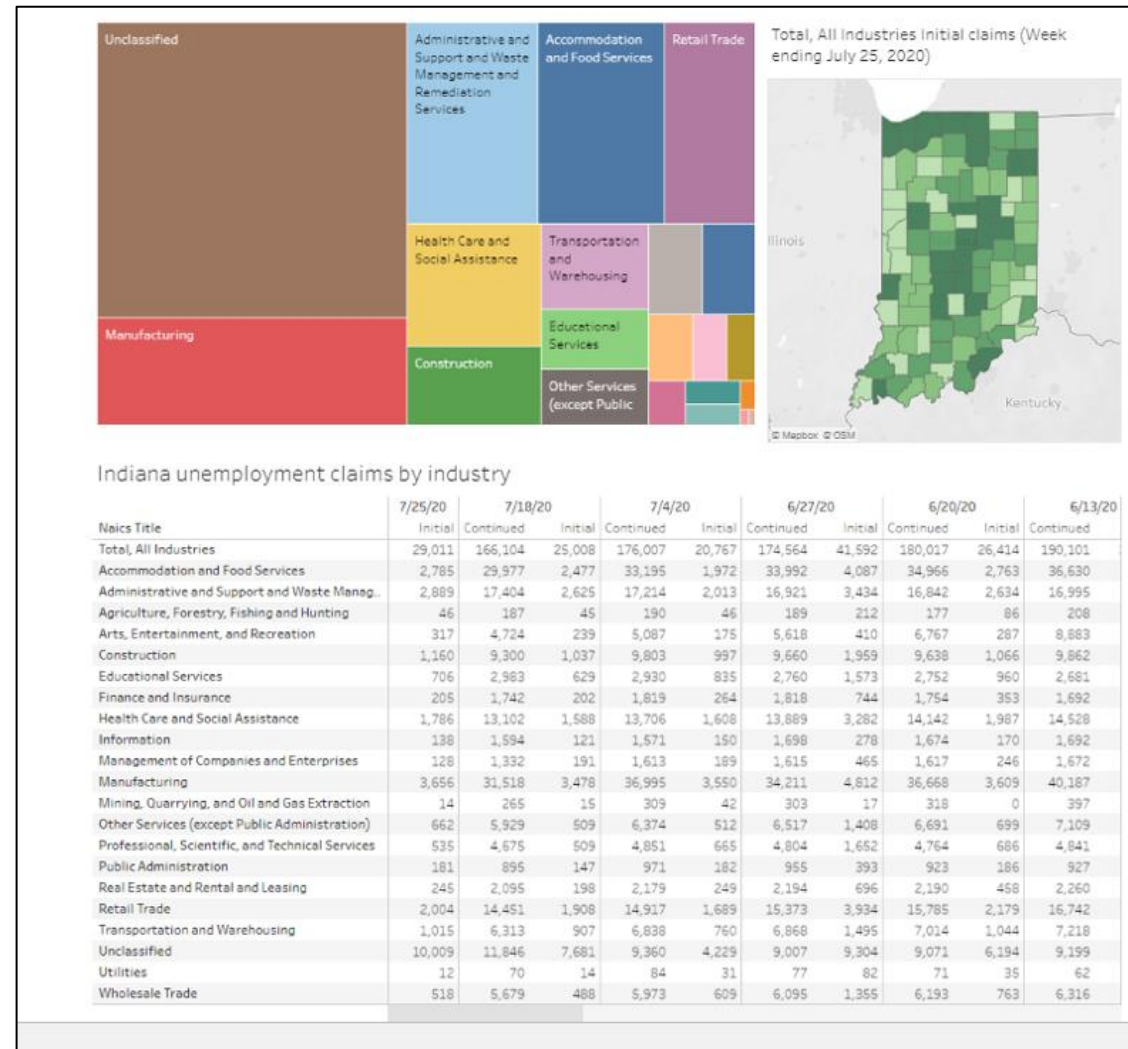
Midwest Unemployment Rates

	June 2019	May 2020	June 2020	Monthly change	Yearly change
Indiana	3.3%	12.3%	11.2%	-1.1%	+7.9%
U.S.	3.7%	13.3%	11.1%	-2.2%	+7.4%
Illinois	4.0%	15.3%	14.6%	-0.7%	+10.6%
Kentucky	4.3%	10.9%	4.3%	-6.6%	+0.0%

Rapid Recovery Report - R3

Economic and Workforce Situation Report

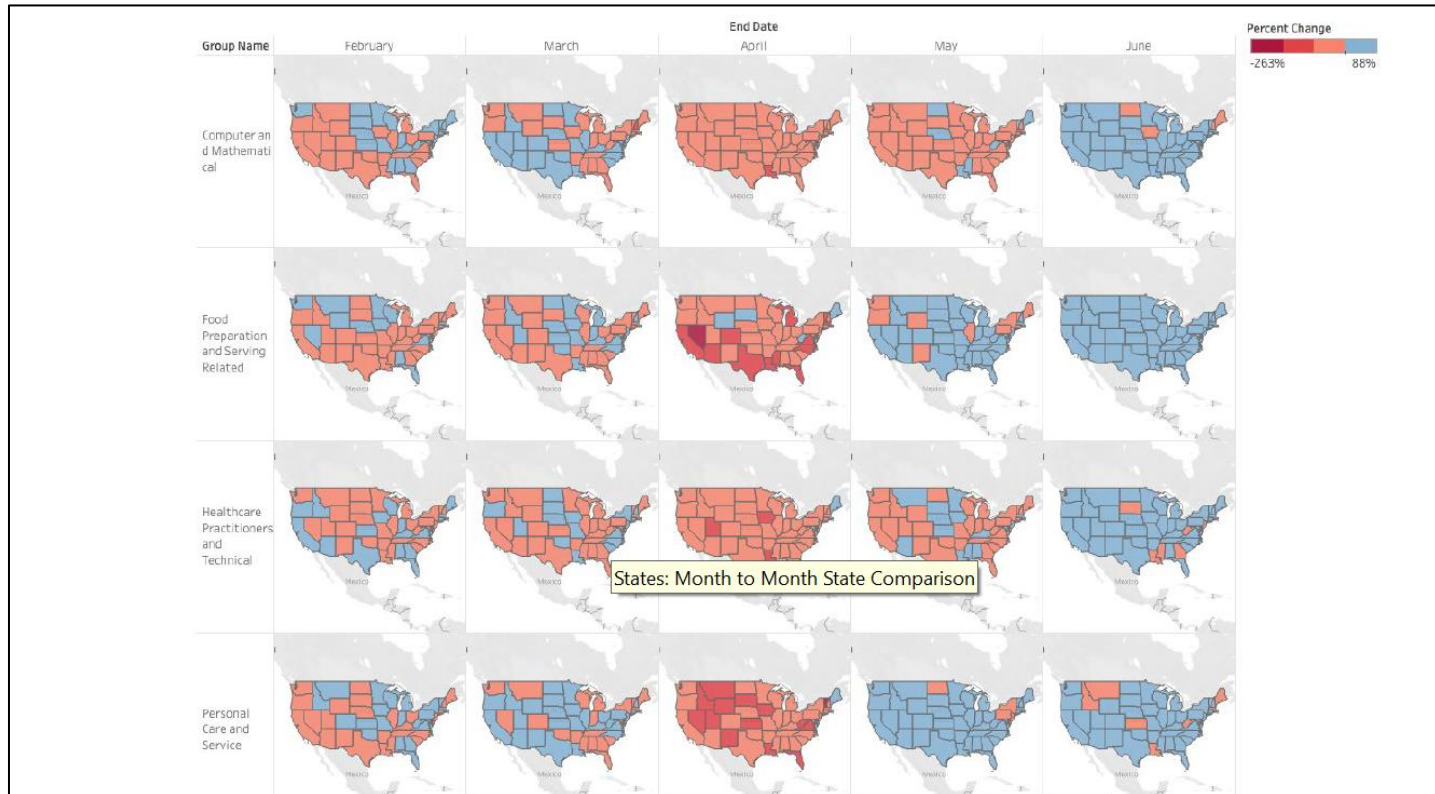
Some sectors were hard hit and facing difficult recovery, such as **manufacturing, administrative support, food service, and retail trade**



Rapid Recovery Report - R3

Economic and Workforce Situation Report

Some sectors are experiencing a mix of decline and improvement by month



Rapid Recovery Report - R3

Economic and Workforce Situation Report

Some rebounds have been seen in high-wage areas, such as with **business, construction, and computer and information technology**

Occupation Group Name	Feb to March % Change	Jan to Feb % Change	March to April % Change	May to June % Change
Architecture and Engineering	-3%	1%	-41%	18%
Arts, Design, Entertainment, Sports, and Media	-6%	1%	-42%	22%
Building and Grounds Cleaning and Maintenance	10%	3%	-42%	24%
Business and Financial Operations	-6%	3%	-58%	19%
Community and Social Service	2%	2%	-39%	16%
Computer and Mathematical	1%	0%	-33%	17%
Construction and Extraction	-3%	9%	-28%	20%
Education, Training, and Library	2%	10%	-39%	5%
Farming, Fishing, and Forestry	5%	-22%	-38%	17%
Food Preparation and Serving Related	-7%	-7%	-78%	33%
Healthcare Practitioners and Technical	-2%	-3%	-29%	12%
Healthcare Support	1%	-9%	-46%	27%
Installation, Maintenance, and Repair	-4%	-1%	-54%	29%
Legal	-18%	5%	-64%	18%
Life, Physical, and Social Science	0%	3%	-25%	8%
Management	-6%	1%	-51%	22%
Military Specific	19%	-17%	-2%	56%
Office and Administrative Support	-3%	-2%	-80%	26%

Rapid Recovery Report - R3

Economic and Workforce Situation Report

Digging into specific areas, some rebounds have been amplified in high-wage areas, such as with logistics and supply chain, advanced manufacturing, and, again, information technology

SECTOR AND REGIONAL INSIGHTS

ADVANCED MANUFACTURING

- New technologies are driving change in the agriculture supply chain, including the use of advanced data analytics and robotics to improve efficiency and streamline the supply chain.
- Manufacturers share lessons learned from COVID 19, including the need to automate communications and streamline supply chains.

BUSINESS LOGISTICS/SUPPLY CHAIN

- FedEx is opening a new location in Greenwood, creating 500 jobs that will include 100 full-time employees with an average salary of \$54,000 and 400 part-time employees with an average wage of \$15/hour. The site should be open before the end of the year.

HEALTHCARE

- According to the Indiana Hospital Association (IHA), the COVID-19 financial impact, such as steep price increases by suppliers, is causing significant challenges for Hoosier hospitals. The impact of increased PPE costs, suspended elective procedures, and patients avoiding care are causing hospitals to operate at a significant loss, down 8.3% overall for the month of April and down nearly 28% for rural hospitals. The IHA hopes Indiana will consider using some of its federal relief to establish a stabilization fund for rural and urban safety net hospitals which are especially vulnerable.

INFORMATION TECHNOLOGY

- National and international government agencies warn about active cyber attacks targeting biomedical organizations that are involved in the development of a COVID-19 vaccine. BitSight researchers shared the results of a study that looked for detectable security issues at a number of companies who play a big role in the global search for a vaccine, and found compromised systems, open ports, vulnerabilities and web application security issues.
- Purdue University and Naval Surface Warfare Center Crane Division are collaborating to offer the Cyber Apprenticeship Program to align with the Department of Defense cybersecurity staff guidelines. Crane will become an apprenticeship provider and have access to P-CAP candidates from across the nation. Purdue received federal funding to develop an avenue to higher education for 5,000 cybersecurity apprentices by 2023. This program offers online degree programs, certifications, a leadership academy and on-the-job-training for U.S. citizens and green card holders.

Rapid Recovery Report - R3

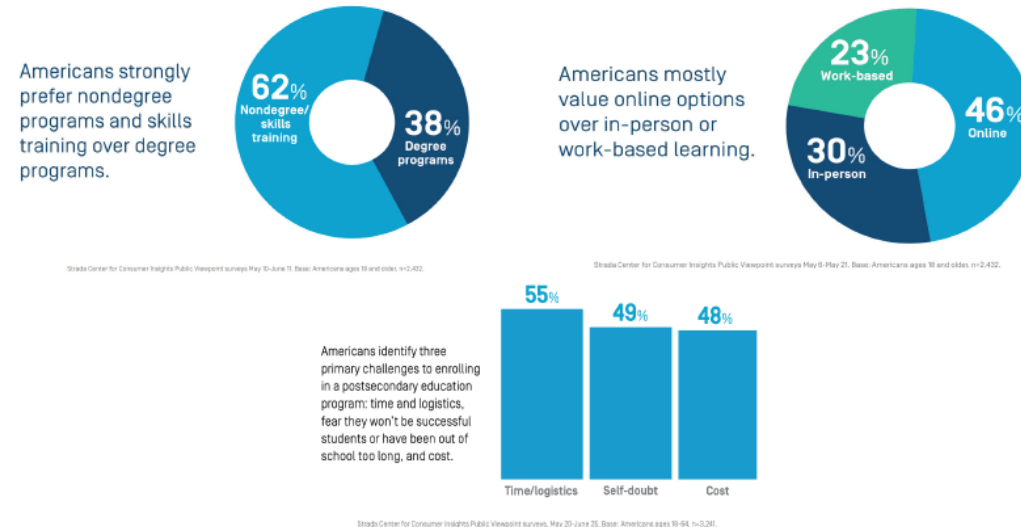
Economic and Workforce Situation Report

Key consumer findings show: strong interest in nondegree programs; preference for online training and education options; and adults are facing barriers like time and logistics

EDUCATION AND WORKFORCE POLLING

Strada Education Network summarizes key findings of their ongoing Work and Education survey, providing insights on American adult learner motivations, barriers, and expectations regarding education. (See Strada's summary charts below.)

- Two out of every three young adults report they have changed or canceled their education plans
- Adults' fears about their ability to succeed are a significant barrier to enrolling
- Nondegree programs have the strongest interest
- Americans prefer online programs over in-person
- People of color are most likely to experience disruption



Rapid Recovery Report - R3

Economic and Workforce Situation Report

Community economic and workforce dynamics differ across the state, as would be expected, and warrant close attention

COMMUNITY PARTNER PERSPECTIVES AND RESOURCES

Some area employers continue to face workforce challenges for different reasons. Campuses report, for example:

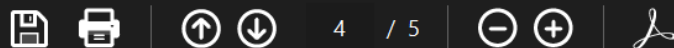
- Madison: One of our largest manufacturing companies in Jefferson County is now conducting layoffs (15 this week). Additionally, the largest employer in Switzerland County is now firing a large number of employees after an extended furlough. This employer is in the casino industry and has faced many barriers due to COVID19.
- Columbus: The largest manufacturer in our area is extending work from home orders beyond September. January appears to be the new target date.
- Anderson: Employer sentiment in the area seems to be that there are available positions (demand for employees), but few applicants.

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COMMUNITY ENGAGEMENT AND EDUCATION/TRAINING HIGHLIGHTS

Campuses report various ongoing community coalition efforts, including:

- Terre Haute: [Launch Terre Haute](#) is expanding its partnerships and services to the business community, by joining forces with the Terre Haute Chamber of Commerce.
- Fort Wayne: Non-profit Joshua's Hands has been meeting with the Ivy Tech Office of Apprenticeships about providing pre-apprenticeship training that could lead into the College's Building Trades program. As highlighted by an [Inside Indiana Business article](#), Joshua's Hands announced a workforce development initiative to recruit, cultivate and train a viable workforce to address unemployment opportunities among

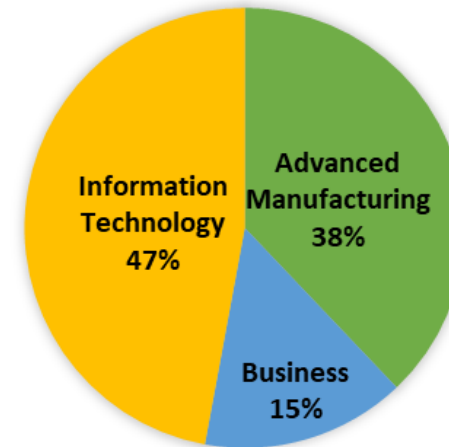


Rapid Recovery and the Post COVID-19 Ecosystem - Ivy Tech

- ▶ **10,000 Free Classes/Training**
 - ▶ Ivy Tech offering free classes and trainings to 10,000 participants as way to support Hoosiers seeking next-step job and career solutions.
 - ▶ **Approximately 7,500 participants to date**
 - ▶ Initiative late May; landing page www.ivytech.edu/10kclasses/. Focus on classes and training related to high demand fields and career exploration.
 - ▶ Offerings include:
 - ▶ **Advanced Manufacturing**
 - ▶ **Information Technology**
 - ▶ **Business and Cross-Sector**
- ▶ **Employer Resource Link**
 - ▶ <https://www.ivytech.edu/employerresources/>
- ▶ **Economic and Workforce Situation Report - Weekly**
 - ▶ https://www.ivytech.edu/files/RapidRecoveryReport_071320.pdf

Rapid Recovery: 10,000 Free Classes/Training Initiative

- Ivy Tech offering free classes and trainings to 10,000 participants as way to support Hoosiers seeking next-step job and career solutions.
 - ▶ Approximately 7,500 participants to date; inquiries 5,000+
 - ▶ Initiative late May; landing page www.ivytech.edu/10kclasses
 - ▶ Focus on classes and training related to **high-demand fields**
 - ▶ Plurality (**47%**) registrations in IT



So What

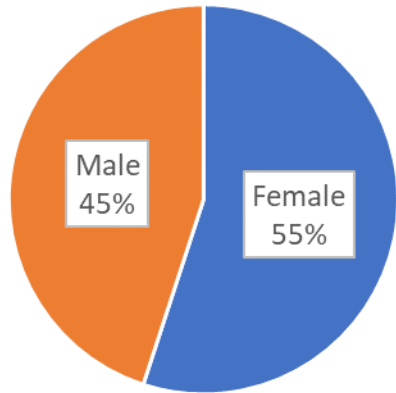
- ▶ Initiative reached **wide range of Hoosiers** across the state, including strong representation by women and people of color
- ▶ Illustrated high demand for valuable online training; social media key driver of registrations

Now What

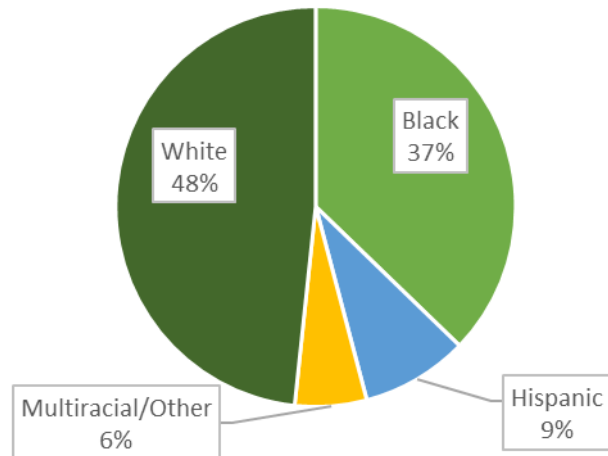
- ▶ Campuses following up with 10K participants and inquiries for fall enrollment conversion
- ▶ Some 10K trainings (e.g., SACA Industry 4.0 certifications) **now eligible for Next Level Jobs/WRG funding**

10K Initiative – Demographic Snapshot

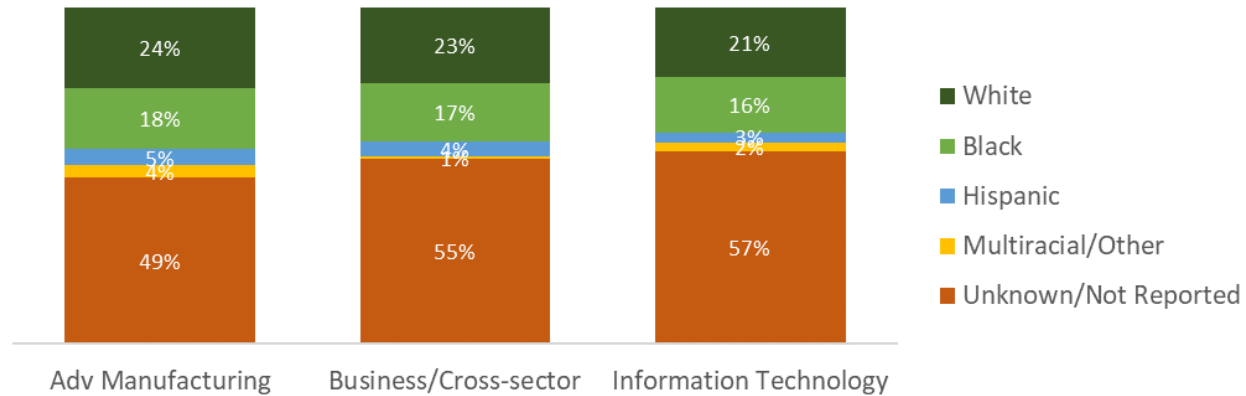
Of those reporting gender, more than half are female



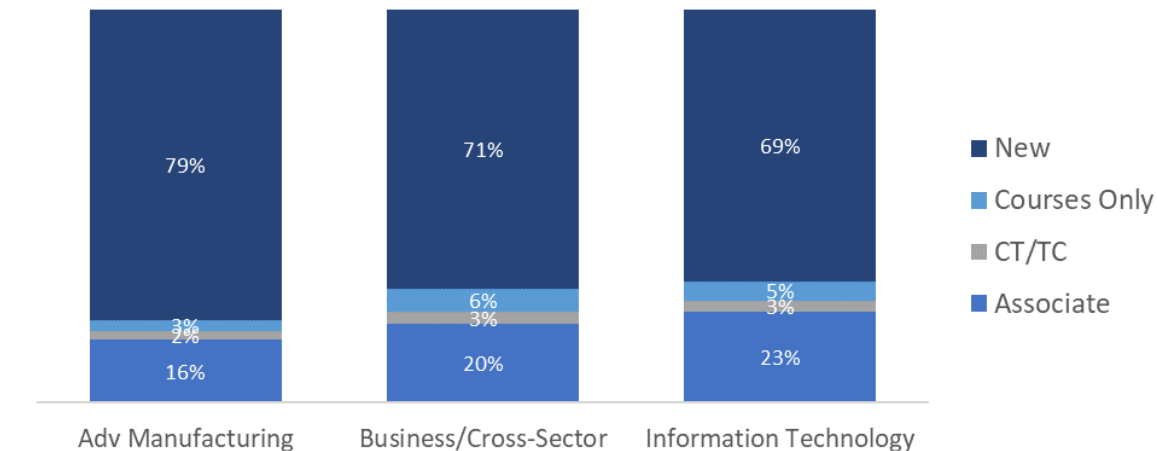
Of those reporting race/ethnicity, Black participants strongly represented



See consistency of % share by race/ethnicity of 10K participants across course sector categories



Most 10K registrants new students, with about one-third previous degree/certificate enrollment at Ivy Tech



The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a modern, layered effect.


Chris R Lowery

crlowery@ivytech.edu

DISCUSSION

Three topics

1. What **STANDS OUT** the most to us
2. **QUESTIONS** we have
3. **ACTIONS** we should take next



IN THE CHAT BOX:
Efforts in your state?

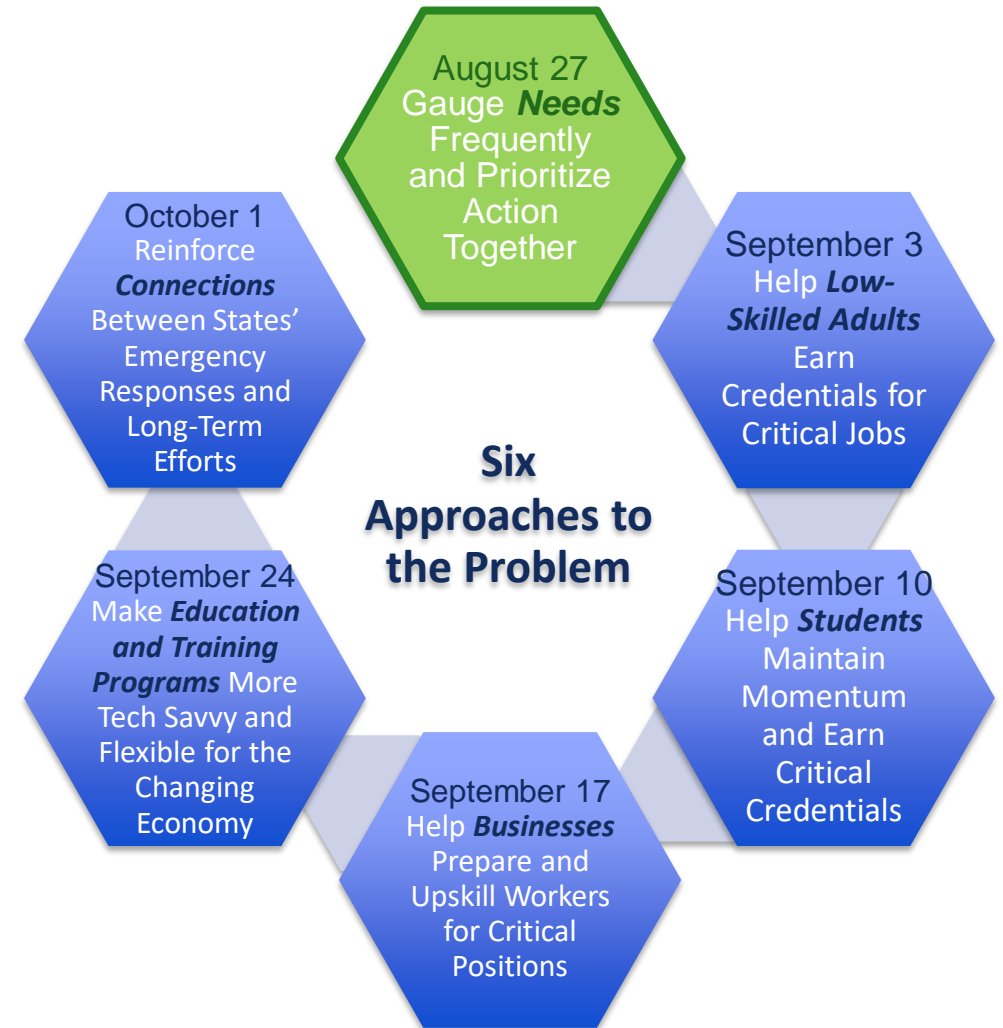
POLLS

Join us for the whole series

REGISTER

AND ACCESS MATERIALS:

sreb.org/WorkforceRecovery



Let us know how we can support you

Kim Anderson kim.anderson@sreb.org

Stephen Pruitt stephen.pruitt@sreb.org

Dale Winkler dale.winkler@sreb.org



Thank you!

Discussion in brief

1

What **STANDS OUT** to you today?

2

What **QUESTIONS** do you have?

3

Based on what you've learned today, what **ACTION** will you take?

4

What efforts in **YOUR STATE** should we know about?



Share one
of these in
the **CHAT
BOX**