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In a rapidly tightening labor market, employers across the country are considering workers they once might have turned away, while workforce boards continue to provide services to those who face barriers to employment.

In response, the National Association of Workforce Boards partnered with the Council of State Governments Justice Center to conduct a survey of state and local workforce boards to learn how they are using Workforce Innovation and Opportunity Act (WIOA) and other funding to provide training and employment services to formerly incarcerated individuals to help them succeed in the workforce.

Read the Workforce Board Re-entry Survey

Workforce Board Helps Re-entry Client Begin New Welding Career

Taylor Bailey, a 27-year old father and husband, sought the services of Oklahoma Works after being recently released from prison. He felt his record was inhibiting him from securing employment and could use assistance.

Taylor first contacted Cherokee Nation Career Services who, along with Oklahoma Works, connected him to the company Pelco Structural. Through collaboration between Pelco, Northeast Teach, Oklahoma Office of Workforce Development and the local workforce board, a custom apprenticeship program had been launched. Taylor was able to participate in their Welder Apprenticeship Program, which combined classroom study and on the job training.

Taylor was then able to work full time with Pelco as a welder and has consistently received raises throughout his employment and training as an apprentice. Taylor's wife was even able to obtain a position with Pelco. As a result, Taylor and his wife were able to rent a house, purchase a new car and support their four children.

Taylor's story reflects not only the positive impact workforce development boards can have people and families, but also how they can specifically assist the re-entry population in their employment challenges.

Read more about Taylor

Family Centered Employment Strategies

In 2017, NAWB and Innovate+Educate joined forces to advance two-generation (2GEN) approaches to workforce development with the support of the W. K. Kellogg Foundation. The Family Centered Employment initiative is focused on advancing new pathways to employment for parents and families with children while providing linkages between early childhood development and employment, leading to economic advancement.

As part of this initiative, NAWB staff attended the Innovate+Educate Close It Summit conference in Santa Fe, NM on October 16th. The two-day conference focused on the future of education, technology, work and innovation. Over 500 educators, technologists, entrepreneurs and work specialists attended for dozens of talks and sessions on topics ranging from the future of work to social entrepreneurship to work-based learning solutions.
There are 5 Key Components of the 2GEN approach:

1) Postsecondary Education and Employment Pathways;
2) Early Childhood Education and Development;
3) Economic Assets;
4) Health and Well-Being; and
5) Social Capital.

Learn more about NAWB's Family Centered Employment Initiative.

New Workforce Central Episodes

E85: Sheree Utash - Helping Careers Take Flight- Building a Regional Talent Pipeline

This episode features an interview with Sheree Utash, President of Wichita State University Tech Campus of Applied Sciences and Technology, and Vice President of Workforce Development for WSU. Sheree discusses the creation of the National Center for Aviation Training, and the need for the technical education system to prepare students for high demand jobs. She also reveals the education and workforce challenges and opportunities in her region, and what workforce boards need to think about when it comes to skill development.

WSU Tech has a strong partnership with both the local aviation industry and the local workforce board, Workforce Alliance of South Central Kansas, who hosted NAWB for its summer 2019 board meeting in Wichita. We would like to thank Workforce Alliance for being great hosts and for all their amazing work in developing Wichita's workforce.

Listen Here

Interested in workforce development issues in Canada? Listen to our new podcast, Workforce Central Canada, where NAWB President Ron Painter speaks to the workforce development experts on our neighbor to the north. Listen here.
Kevin Stolarick is a Visiting Researcher and Provocateur at OCAD University in Toronto, Canada and a Senior Research Associate at the Diversity Institute at Ryerson University. Dubbed the "Official Statistician of the Creative Class", Kevin combines expertise on cities, inclusion, urbanization, statistics, design, and economic development with an appreciation of the importance of finding and sharing the knowledge or "pearls of wisdom" gained from leveraging his research, writing, management and organizational skills.

In this episode of Workforce Central Canada, Kevin and Ron discuss micro-credentials, the future of work, the economics of diversity and inclusion in work, and more.

Highlights:

* Micro credentials are increasingly useful way to demonstrate to employers you have the skills they want. Credentials should be transferable to allow learners to transfer them from one employer to another.
* Post-secondary education may have a limited lifespan because there are other more efficient ways to gain skills.
* Not recognizing the prior learning of many Canadian immigrants greatly limits their employment opportunities.
* Kevin touches on the positive effects of diversity and inclusion on economic development.

Listen Here

Forum 2020 Early Bird Registration Ends November 15th!

Registration for the premiere workforce development conference, The Forum, is now open with the early bird rate ending November 15th. The Forum takes place at The Washington Hilton in Washington, D.C. from Saturday, March 21st, to Tuesday, March 24th.

Throughout our intensive workshops, collaborative roundtables, and thoughtful dialogue from main stage speakers, we will explore the next chapter in workforce development, giving Forum attendees a chance to be part of a national conversation on the future of work.

NAWB is pleased to offer an early bird registration discount to all attendees that register by Friday, November 15th. NAWB members receive an additional, significant discount on registration. Now is the best time to become a member!

Register now for Forum 2020!
NAWB members can submit and view full career postings from other members.

Recent Job Postings:

<table>
<thead>
<tr>
<th>Position</th>
<th>Organization</th>
<th>Date Posted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Executive Officer (CEO) El Paso, Texas</td>
<td>Non-Profit Workforce Solutions Borderplex</td>
<td>10/17/2019</td>
</tr>
<tr>
<td>Career Center Manager Hampton, Virginia</td>
<td>Non-Profit The WorkPlace</td>
<td>10/16/2019</td>
</tr>
<tr>
<td>Center Coordinator Newport News, VA 23607, Virginia</td>
<td>Non-Profit The WorkPlace</td>
<td>10/15/2019</td>
</tr>
<tr>
<td>Family Centered Employment and Consumer Services Coordinator Ashland, Wisconsin</td>
<td>Non-Profit Northwest Wisconsin Workforce Investment Board</td>
<td>10/15/2019</td>
</tr>
</tbody>
</table>

NAWB members can post their open positions for free, non-members for a small fee.

Visit Our Career Center (click Search Openings)

NAWB Member RFPs

**Tri-City Council for the Lower Shore of Eastern Maryland**

Lower Shore One Stop Operator  
Division: Lower Shore Workforce Alliance

This RFP is to solicit a qualified One Stop Operator for the American Job Center.  

To view more RFPs or if you are a NAWB member and would like to submit your RFP, click here.

Workforce News

**October 10th**

**The Virginian-Pilot** (T: @virginianpilot) (F: @virginianpilot) (Hampton Roads, Virginia)

*Jobs and awards announced for Hampton Roads' combined workforce boards*

By Linda Lamm English

The Southeastern Virginia Regional Workforce Collaborative held its first joint annual
meeting and which highlighted a new job initiative and announced workforce development awards. The collaborative is a partnership between the Hampton Roads Workforce Council and the Greater Peninsula Workforce Board. Together, the collaborative served a total of 14,903 customers at Virginia Career Works locations, as well as 8,762 youth and young adults via emerging workforce programs in the last year. Also, the President and CEO of the Hampton Roads Workforce Council, Shawn Avery announced a new initiative to help underserved and under-skilled workers find better jobs through skilled trade education - the Connecting Opportunities Program.


October 14th

Moonpark Patch (T: @MoorparkPatch) (F: @MoorparkPatch) (Ventura, California)

Workforce Development Board Adds 2 New Board Members

By Diane Rumbaugh

The Ventura County Board of Supervisors approved the Workforce Development Board (WDB) Membership Committee's recommendation to appoint Laura Martinez and Captain Kirk Lagerquist as new members. Martinez is the human resource director with over 15 years of experience in her field. Lagerquist is chief staff officer with the United States Navy and has served over 25 years to his country.

"Both new members represent important industry segments in our county-agriculture and military," says WDB Executive Director Rebecca Evans. "Laura and Kirk come with the skills and experience that will enable the WDB to continue to support employers and workers alike throughout Ventura County."

Members of the WDB include leaders from business, economic development, education, labor, government, and community-based organizations.


Mountain Xpress (T: @mxnews) (F: @mountainx) (Waynesville, North Carolina)

Construction Career Day to be held at Haywood County Fairgrounds

By Community Bulletin

The Mountain Area Workforce Development Board has co-sponsored construction day for school districts in western North Carolina and the surrounding communities. The goals of the event aim to raise awareness of the industry's numerous careers and show the benefits and career mobility that exists within the industry; connect with local talent to focus on recruitment and retention, and promote the current job openings in the industry.

This was a free event that also connected local employers offering construction career opportunities with job seekers. The widely anticipated event will have over 10 public school systems from Western North Carolina participating.

https://mountainx.com/blogwire/construction-career-day-to-be-held-at-haywood-county-fairgrounds/

October 15th

Fox 5 San Diego (T: @fox5sandiego) (F: @fox5sandiego) (San Diego, California)

Microsoft workshops develop tech-savvy border workforce

By Fox 5 Reporting Team

Microsoft President Brad Smith made the announcement on Monday during a meeting with regional business and political leaders that the tech giant is adding 15 public schools to its computer skills program and investing $1.5 million in a binational business accelerator. By this move, Microsoft is doubling down on its workforce development investment in the City of El Paso.

Just last year Microsoft sponsored technology classes in four El Paso schools, bringing in experts to work with math and science teachers in developing technology courses. The Technology Education and Literacy in Schools (TEALS) program. This move by Microsoft is sure to be a highlight for businesses in El Paso giving them the much needed trained workers they need to run a successful enterprise.

https://fox5sandiego.com/2019/10/15/microsoft-workshops-develop-tech-savvy-border-workforce/
TechEd experts from around the world gather to discuss Innovation

By Julia Goldberg (@votergirl)

Experts from around the world gathered to discuss the need to innovate for an uncertain future in Santa Fe for the Close it Summit. This widely attended event brought 500 educators, technologists, entrepreneurs and work specialists for dozens of talks and sessions on topics ranging from the future of work to social entrepreneurship to work-based learning solutions for students. National Association of Workforce Board, Ron Painter was a speaker at one of the events and shared a conversation on how income sharing agreements are leading the shift for equity.

The article also provided a highlight to the Family-Centered Employment initiative, a joint effort by Innovate + Educate and the National Association of Workforce Boards which intended to redesign the ways in which employers approach work to take into account both the needs of parents and children.


October 16th

Center for American Progress (T: @amprog) (F: @americanprogress)
(Washington D.C.)

A Design for Workforce Equity

By Livia Lam

This article outlines how rapid technological advancement, globalization, climate change, and demographic shifts fuel an incomplete narrative of needing to prepare workers for a changing world. It brings an important point that reliance on smart systems and robots is expected to only increase with the growing adoption of automation, well-intentioned observers worry that the future demand for skilled workers will vastly exceed the supply.

The leading point in the article calls for a workforce redesign and proposes building a new future-proof Workforce Equity Trust Fund (WETF) that will enshrine fundamental workforce protections into law. If the workforce system is redesigned in the right way, every individual looking for a new job, pathways to promotions, or a career change, as well as individuals in between jobs or juggling multiple jobs, will be entitled to high-quality skills training and employment services that guarantee equality of treatment in the workforce.

https://www.americanprogress.org/issues/economy/reports/2019/10/16/475875/design-workforce-equity/

Industry Partner Spotlights

National Coalition of Certification Centers

NC3 and Snap-on, Inc. Launch New Certification

NC3 and Snap-on are proud to introduce the new Tire Pressure Monitoring System (TPMS) Certification.

In partnership with NC3, Snap-on debuted the certification during the July 2019 Train-the-Trainer at Gateway Technical College, Kenosha, WI. The new TPMS certification includes training on the problem-solving capabilities and programming of tire pressure monitoring sensors. Training covers the description, diagnostics, servicing, and programming of TPMS systems. A unique design of the class allows students the ability to pressurize and activate sensors within a classroom environment without a wheel and tire assembly.

Learn More

National Association of Landscape Professionals

National Association of Landscape Professionals Launches Women in Landscape Network

NALP announced the creation of its Women in Landscape Network to establish a community within the landscape and lawn care industry for female professionals and those committed to issues impacting women in the field.
**Associated Builders and Contractors**

**Nonresidential Construction Employment Rises in September, Says ABC**

The construction industry added 7,000 net new jobs in September, according to an Associated Builders and Contractors analysis of data released today by the U.S. Bureau of Labor Statistics. On a year-over-year basis, industry employment has expanded by 156,000 jobs, an increase of 2.1%.

**National Retail Federation Foundation**

**Workforce boards are critical to filling retail job openings**

In today's tight labor market, retailers are focused on tapping into new sources of talent and training to fill more than 800,000 open positions in the industry. That's why NRF Foundation hosted its first Retail Works Summit: a two-day conference that brought together retailers and almost 100 workforce development boards from communities across the country to learn more about the careers retail has to offer, the skills needed to be successful and the potential for long-term partnerships on shared goals.

**American Hotel and Lodging Educational Foundation**

**AHELF Program Graduate Achieves Dream**

AHELF is very proud of Jessica, one of their DC Empowering Youth graduates, who achieved her lifelong dream of becoming a hotelier. Read more about her amazing story here.

**CompTIA**

**Growth of Canada's Technology Industry and Workforce Detailed in New Cyberprovinces™ Report from CompTIA**

More than 61,000 new workers joined Canada's technology workforce in 2018, according to a new report from CompTIA, the leading trade association for the global tech industry. CompTIA's "Cyberprovinces™ 2019" reveals that net tech employment across Canada totaled an estimated 1.66 million workers at the end of 2018, a 3.8 percent increase over the prior year. Since 2010 net tech employment has increased by an estimated 249,000 new jobs.
Learn More About The NAWB Business and Industry Partnership Here

Exclusive NAWB Member Tools and Resources

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National Association of Workforce Boards

Take your workforce board to the next level.
Renew or begin your NAWB membership today.

Go Nats!

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