

Reflections on Year One of American Rescue Plan Investments Supporting Workforce and Equity

PRESENTED BY: EDA Networks & Research, Jobs for the Future (JFF), University of Michigan Economic Growth Institute, New Growth Innovation Network (NGIN)

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EDA Networks & Research



Nancy Gilbert

Acting Networks Program
Manager



EDA's ARPA initiatives represent a generational investment in place-based economic policy *and* an opportunity to explore, document, and disseminate the **lessons, outcomes, and replicable models** – helping **amplify impact** of these initiatives beyond the regional coalitions awarded federal funding.

Geographies



Leveraging the power of research and networks to accelerate economic development and reach the communities that need it the most.



PEER-TO-PEER LEARNING

Our **Communities of Practice** partners facilitate peer learning and connections among economic developers confronting similar challenges across different places.



ON THE GROUND SUPPORT

Coaching, tools and guidance to help address issues regional coalitions face in standing up and building out their programs, and developing strategies to sustain efforts into the future



KNOWLEDGE & INSIGHTS

Ride-along research, case studies, tools and related efforts will capture information and data real-time at a local level to scale future-focused and equitable economic development practices across the industry.

EDA's Communities of Practice strengthen America's economic development infrastructure by improving systems and scaling practices nationally



Learn More at: <https://www.eda.gov/strategic-initiatives/communities-of-practice>

Real Time Research Partners

- Build Back Regional Challenge (BBBRC)
 - Purdue University Center for Regional Development (PCRD)
 - Brookings Metro
- Good Jobs Challenge (GJC)
 - Research Improving Peoples Lives (RIPL)
- **Equity and Inclusion in BBBRC and GJC**
 - University of Michigan Economic Growth Institute (EGI)
 - New Growth Innovation Network (NGIN)



More info is here: <https://www.eda.gov/research-award-information>

Findings from ARPA Research Projects will be posted here: <https://www.eda.gov/arpa-research-reports-publications>

Good Jobs Challenge Community of Practice



Nate Humphrey

*Director,
Workforce & Regional Economies
Jobs for the Future*



Genna Petrolla

*Senior Program Manager,
Workforce & Regional Economies
Jobs for the Future*

**BUILDING A FUTURE
THAT WORKS**

Vision

**A society in which
equitable economic
advancement is
attainable for all**

Mission

**JFF drives transformation of the American
workforce and education systems to achieve
equitable economic advancement for all.**



CoP OVERVIEW



PURPOSE: Share best practices, provide TA, extend professional networks, and support outreach to underserved populations and in disaggregating job seeker outcomes



JFF KEY PRIORITIES:

CREATE WORKER & LEARNER OPPORTUNITY

1. Guide institutions, employers, and public policy in breaking down outdated & biased practices
2. Design and scale high-quality equitable “skills-first” pathways, programs, and tools that lead to advancement and high-wage careers.



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DISCUSSION BOARD



CALENDAR



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HELP DESK

ABOUT THE GJC GRANTEES



GOOD JOBS CHALLENGE BY THE NUMBERS



AMERICAN
RESCUE PLAN

32
GRANTS AWARDED

\$500M
AWARDED

31+1
STATES AND
U.S. TERRITORIES SERVED

50,000+ PROJECTED JOB PLACEMENTS

INDUSTRY SUPPORT

15
INDUSTRIES

824
EMPLOYER LETTERS
OF COMMITMENT

40
UNION/UNION-AFFILIATED
LETTERS OF SUPPORT

EDA
U.S. ECONOMIC DEVELOPMENT ADMINISTRATION

JFF KEY PRIORITIES:

REIMAGINE EDUCATION & CAREER NAVIGATION

1. Identify and design innovative financing approaches for education and training
2. Change the narrative and promote tools to support a broader array of options for economic advancement along personalized lifelong pathways

ABOUT THE GJC GRANTEES

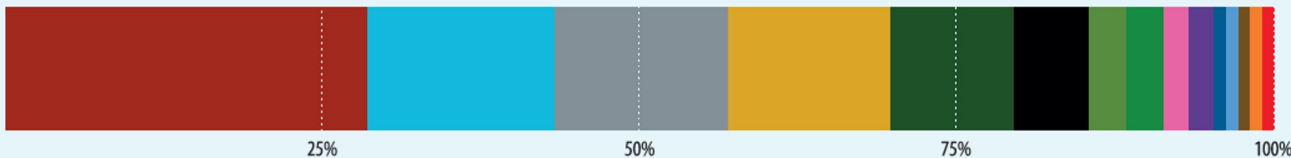


GOOD JOBS CHALLENGE PROJECTED JOB PLACEMENTS



AMERICAN
RESCUE PLAN

OVER 50,000 JOB PLACEMENTS ACROSS 15 INDUSTRIES



Job placement projections based on applicant estimates over the grant period.

EDA
U.S. ECONOMIC DEVELOPMENT ADMINISTRATION



OUR PROJECT PARTNERS



JFF KEY PRIORITIES:

ENSURE PROGRAM QUALITY & EFFICACY

1. Develop, vet, and promote frameworks for education and training provider quality
2. Define and design an accountability framework for job quality within and across industries and sectors

Guided Career
Pathways



CENTER FOR APPRENTICESHIP
& WORK-BASED LEARNING



Inclusive Regional
Economic
Development

CoP ACTIVITIES



NEEDS ASSESSMENT INFORMED ACTIVITIES:

- Annual Convenings (*Virtual & In Person*)
 - Extend Professional Networks
- Targeted Webinars & Workshops
 - Disaggregating job seeker outcomes
 - Outreach to underserved populations
 - Program data and evaluation
- Peer Learning Consultancies
 - Elevating best practices
 - Activating tactical implementations
- Technical Assistance
 - Individual Team Coaches
 - Subject Matter Experts



HELP DESK



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JFF KEY PRIORITIES:

INTEGRATE WORK & LEARNING

1. Advance apprenticeships and work-based learning opportunities, skills-first models, and credentials across industries and sectors
2. Design bold new models, institutions and systems, and approaches that seamlessly integrate and blend learning and work.

RECENT EVENTS



NATIONAL CONVENINGS:

Sharing best practices and technical assistance for equitable outcomes

- *Good Jobs Framework and Practices*
- *Regional Sector Partnerships & Registered Apprenticeships*
- *Harnessing the Insights & Influence of Workforce Development Boards*

NAWB Forum 2024 – Washington, D.C. – March 22-26, 2024



JFF KEY PRIORITIES:

BUILD STRONG REGIONAL ECONOMIES

1. Develop a holistic, inclusive regional economic development model in and with communities
2. Scale best practices and tailor proven solutions and models across regions

GJC Community of Practice

Early Observations

- **Organizational Types**
 - Significant Diversity
- **Key Focus Areas for RSPs**
 - Equity, Job Quality, Worker-Centered
- **Geographic Success**
 - Strong Regional Sector Partnerships
- **Common Challenges/TA Needs**
 - Employer Engagement
 - Diversity, Equity, & Inclusion
 - Outreach, Recruitment, & Retention
 - Holistic Support Delivery



Equity & Inclusion Research Team



Dr. Sarah Crane

Senior Research Manager
Economic Growth Institute
University of Michigan



Swati Ghosh

Vice President of Insights &
Innovations
New Growth Innovation Network



Companies

Programs and funding
relevant and proven resources



Communities, Government, & Nonprofits

Opportunities and technical
assistance



Research & Classes

Applied research and learning
opportunities





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POWERING INCLUSIVE ECONOMIES

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[WHY AND HOW](#)

[RESOURCES](#)

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INTRODUCING THE New Growth Innovation Network



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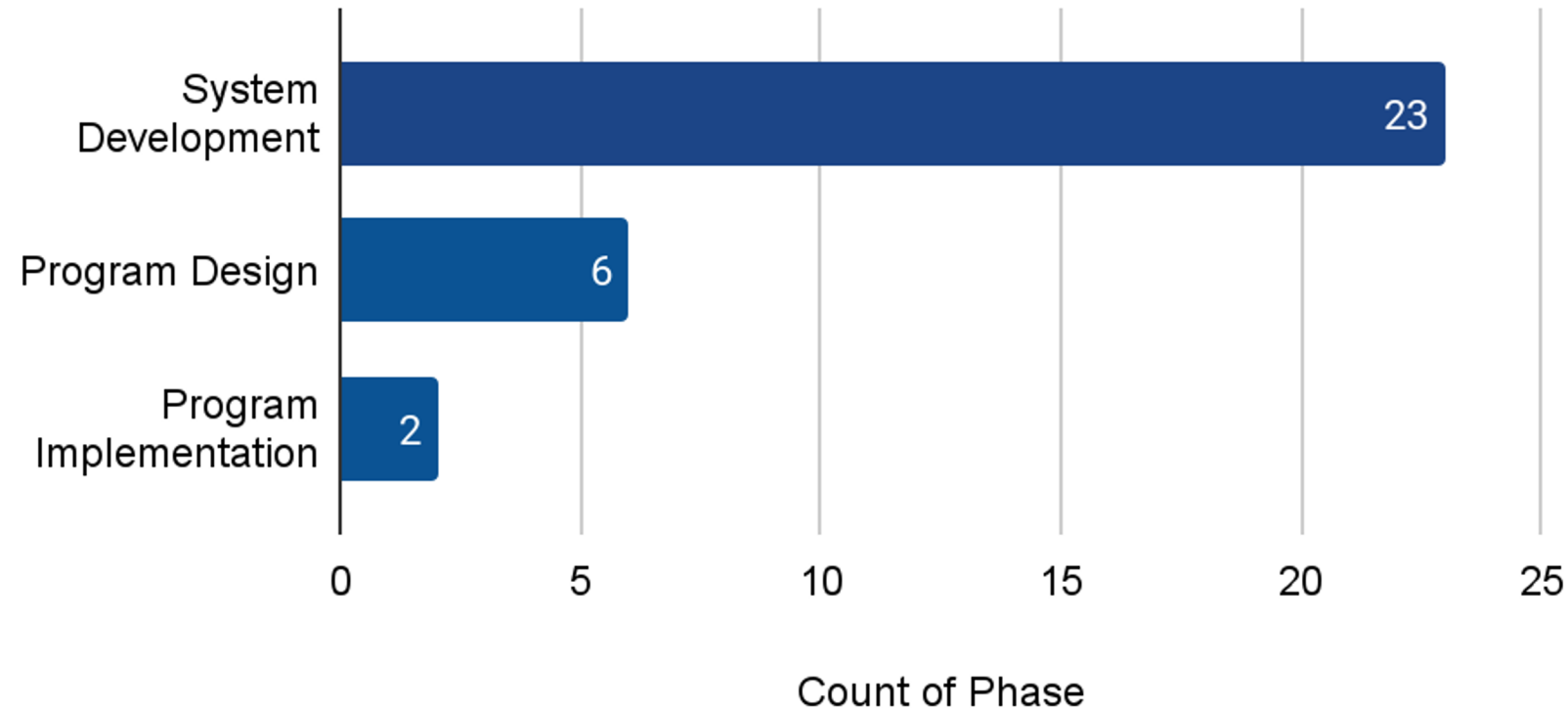
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Overarching Equity Practices in Workforce Development Projects

An early analysis of equity within the Good Jobs Challenge projects

Context: Program Phases & Data

GJC Grantee Starting Program Phase

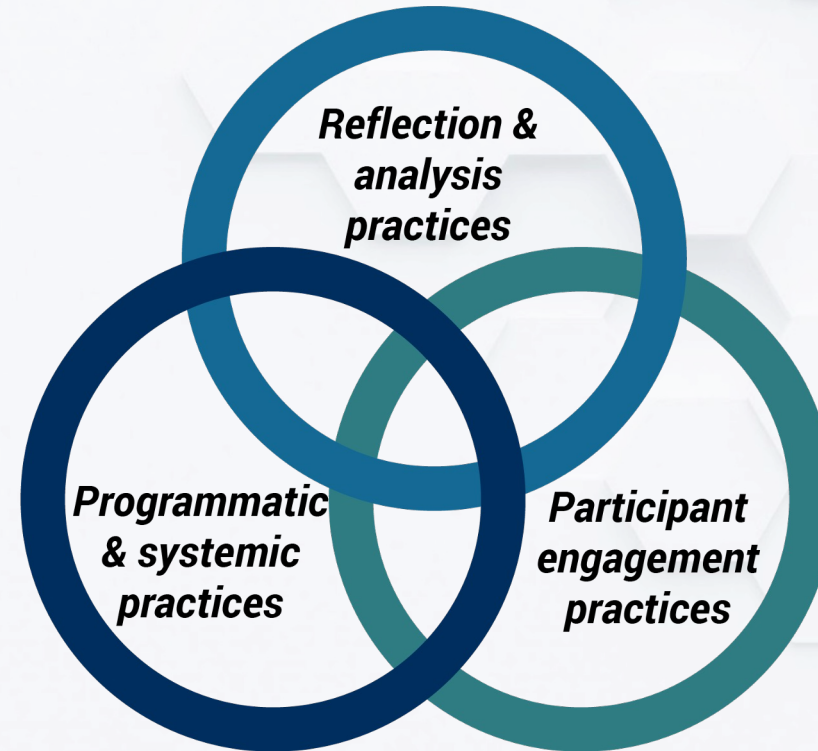


Data Sources

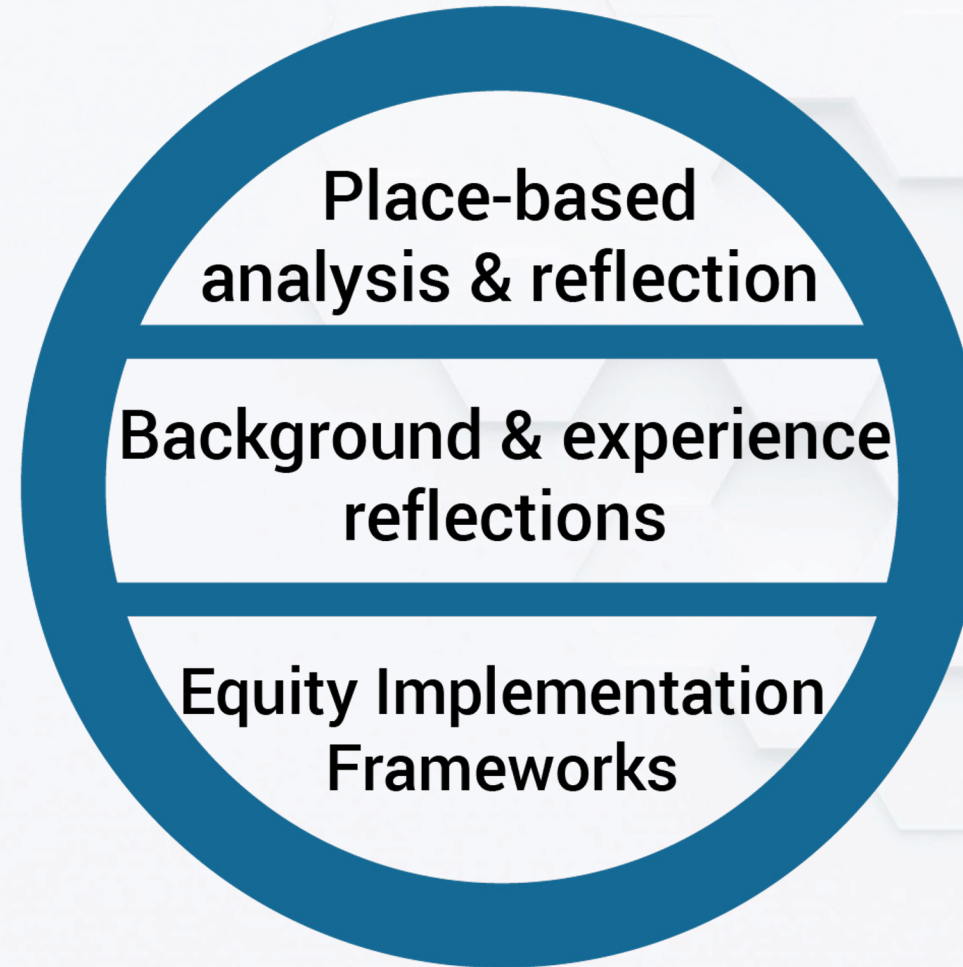
- Interviews with 63 leaders
- Program application narrative
- Progress reports
- Implementation Plans

Early Findings: Overarching Practices

OVERARCHING EQUITY PRACTICES



Reflection & analysis practices



Poll!



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👤 1

Building Trust

- **What is my/our privilege?**
 - Personal
 - Team/organization/coalition
 - Community
- **Who is NOT at the table and why?**
- **Collaboration and partnerships as a model for progress**
 - Shared values
 - Collective vision
 - Data
 - Community leaders as decision makers

Commitment



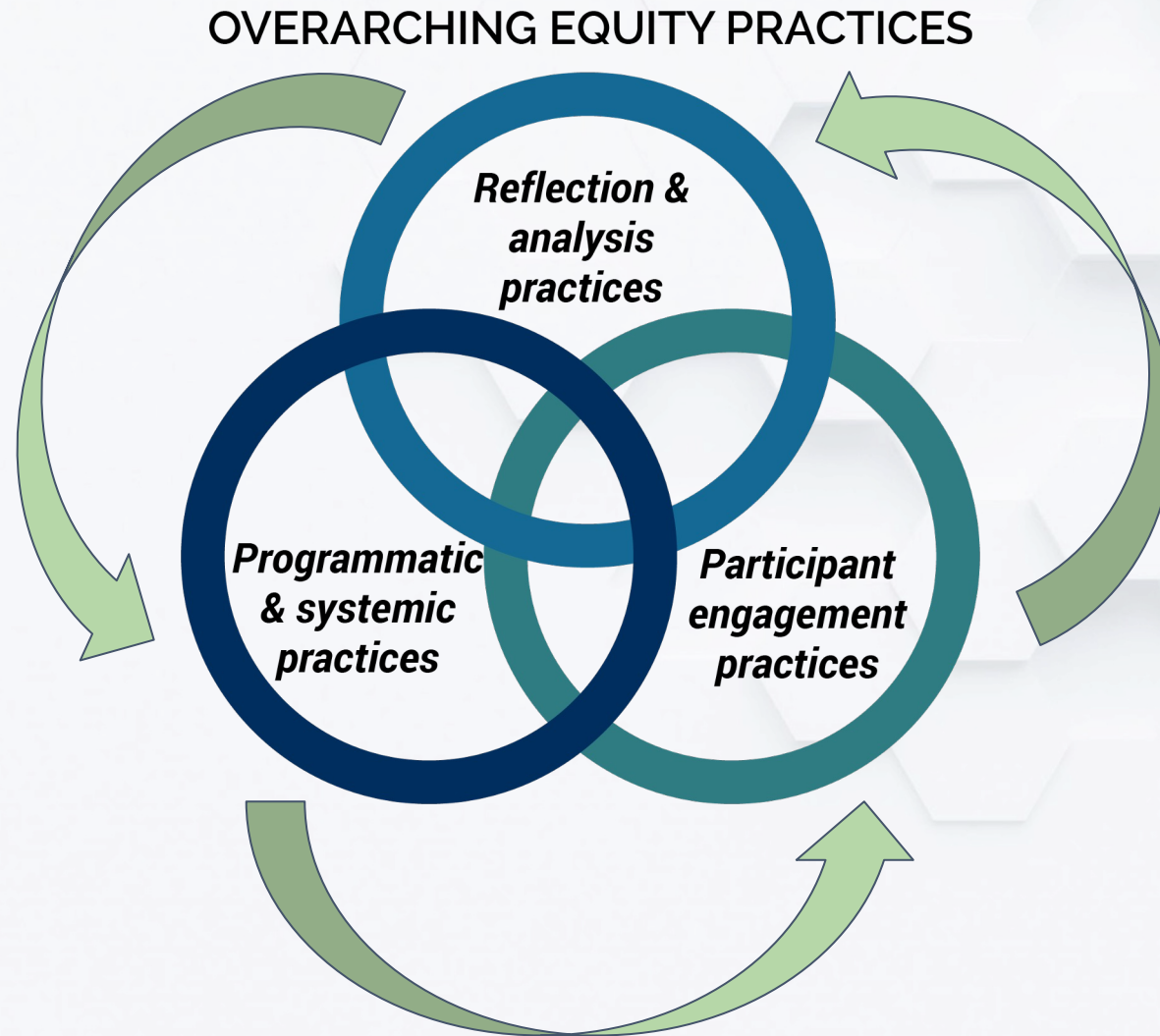
Capacity



Capital



Equity Journey



Sign up to receive the report!





Equity Impact Investments

Igniting Partnerships for Inclusive Prosperity

Calling all Community and Economic Leaders!

Equity Impact Investments is uniting Economic Development and Community-Based Organizations to advance inclusive economies.

- ☒ Co-create innovative projects that directly address your community's unique challenges.
- ☒ Increase representation of Community-Based Organizations in economic strategies and funding coalitions.
- ☒ Gain access to various funding sources to expand beyond federal investments and secure diverse capital for your initiatives.



Receive 3 months of virtual training and 12 months of in-person partnership support.



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U.S. ECONOMIC DEVELOPMENT ADMINISTRATION



Community Development Action Coalition



INTERNATIONAL
ECONOMIC DEVELOPMENT
COUNCIL

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Table Discussion:

Three Options:

- **Regional Economic Development Strategy**
- **Regional Sectoral Partnerships**
- **Equity & Inclusion**

TABLE DISCUSSION

5 minutes	<u>INTRODUCTIONS</u> <ul style="list-style-type: none">• Name• Organization• Organization Type (i.e., EDO, Workforce Board, CBO)
15 minutes	<u>ROUND ROBIN DISCUSSION</u> Regional Economic Development <ul style="list-style-type: none">• Are you developing new coalitions/ partnerships, evaluating existing ones, or looking to build?• How are you working to include diverse voices and experiences in the development of your regional economic development strategy? Regional Sector Partnerships <ul style="list-style-type: none">• How, if at all, are you working across sectors and organizations to drive your regional economic development strategy forward?• What challenges are coming up? What opportunities?• How do these relate to what has been observed in the programs covered today? Equitable Work <ul style="list-style-type: none">• If you think of equity as stages of human development (infant, adolescent, early adult, retired adult), what stage is your region in?• What about your equity journey has surprised you the most?• What opportunities do you see for your equity work in the next six months?
2 minutes	<u>REPORT OUT</u> <ul style="list-style-type: none">• How is your region thinking about this?• What are the challenges?• What are the opportunities/ lessons learned?

Helpful Links

- [Learn more about the Good Jobs Challenge Grantees](#)
- [Learn more about the Build Back Better Regional Challenge](#)
- [DOL/ DOC Job Quality Toolkit](#)
- [“Need Help Achieving Equity in Workforce Development? You May Not Need to Look Outside your Community.”](#)
IEDC, October 2023
- [JFF Quality Jobs Framework](#)
- [Sign up to receive the EDA Equity Research Report from the University of Michigan Economic Growth Institute](#)



QUESTIONS or want to connect with one of our panelists?

Reach out to gpetrolla@jff.org