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

Promising economic development strategies are constantly being tested across regions and organizations.

But practitioners often struggle to connect with peers to learn about innovative approaches to shared challenges.

Transform previously disconnected groups into integrated learning communities.

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](https://www.eda.gov/research-award-information)

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

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

OVER 50,000 JOB PLACEMENTS ACROSS 15 INDUSTRIES

HEALTHCARE 29%
ENERGY and RESILIENCE 13%
INFORMATION TECHNOLOGY 15%
MANUFACTURING 14%
BUILDING and CONSTRUCTION 6%
FINANCIAL and PROFESSIONAL SERVICES 3%
TRANSPORTATION, DISTRIBUTION, and LOGISTICS 10%
FORESTRY and FIRE SAFETY 3%
CHILDCARE 2%
EDUCATION 1%
AGRICULTURE and FOOD PRODUCTION 1%
AEROSPACE and DEFENSE 1%
FILM, ARTS, and MEDIA 1%

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

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

CoP ACTIVITIES
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

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

RECENT EVENTS
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
INTRODUCING THE
New Growth Innovation Network
Overarching Equity Practices in Workforce Development Projects

An early analysis of equity within the Good Jobs Challenge projects
Context: Program Phases & Data

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

GJC Grantee Starting Program Phase

<table>
<thead>
<tr>
<th>Phase</th>
<th>Count</th>
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<tbody>
<tr>
<td>System Development</td>
<td>23</td>
</tr>
<tr>
<td>Program Design</td>
<td>6</td>
</tr>
<tr>
<td>Program Implementation</td>
<td>2</td>
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</table>

Count of Phase
Early Findings: Overarching Practices

OVERARCHING EQUITY PRACTICES

- Reflection & analysis practices
- Programmatic & systemic practices
- Participant engagement practices
Reflection & analysis practices

- Place-based analysis & reflection
- Background & experience reflections
- Equity Implementation Frameworks
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

OVERARCHING EQUITY PRACTICES

- Reflection & analysis practices
- Programmatic & systemic practices
- Participant engagement practices

New Growth Innovation Network
POWERING INCLUSIVE ECONOMIES

ECONOMIC GROWTH INSTITUTE
UNIVERSITY OF MICHIGAN
Sign up to receive the report!
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.
Table Discussion:

Three Options:

- Regional Economic Development Strategy
- Regional Sectoral Partnerships
- Equity & Inclusion
<table>
<thead>
<tr>
<th>5 minutes</th>
<th>INTRODUCTIONS</th>
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<tbody>
<tr>
<td></td>
<td>● Name</td>
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<tr>
<td></td>
<td>● Organization</td>
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<tr>
<td></td>
<td>● Organization Type (i.e., EDO, Workforce Board, CBO)</td>
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<table>
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<tr>
<th>15 minutes</th>
<th>ROUND ROBIN DISCUSSION</th>
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<tbody>
<tr>
<td></td>
<td><strong>Regional Economic Development</strong></td>
</tr>
<tr>
<td></td>
<td>● Are you developing new coalitions/partnerships, evaluating existing ones, or looking to build?</td>
</tr>
<tr>
<td></td>
<td>● How are you working to include diverse voices and experiences in the development of your regional economic development strategy?</td>
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|            | **Regional Sector Partnerships** |
|            | ● 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** |
|            | ● 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? |

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<thead>
<tr>
<th>2 minutes</th>
<th>REPORT OUT</th>
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<tbody>
<tr>
<td></td>
<td>● How is your region thinking about this?</td>
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<tr>
<td></td>
<td>● What are the challenges?</td>
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<tr>
<td></td>
<td>● What are the opportunities/lessons learned?</td>
</tr>
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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