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Training for Upward Mobility and Labor Market Value

December 10, 2019

900 S Wilmington St. Raleigh NC

Meeting Minutes

Attendees: Clif Lavenhouse, Christal Toodle, Dalia Place, Cathey Ector-Cox, Richard Moore, Tangela Keaton, Vielka Gabriel

- Welcome & Acknowledgement of Member Present
- Approval of November Minutes
- 2020 Action Plan and Proposed Timeline: **TOPICS**
 - Engaging local opportunity youth for workforce development trainings and job/career opportunities
 - Partnering with Wake county school system for increased vocational/trade education
 - Developing a workforce development database (SharePoint System model)
- The group would like to share information on one topic per month (January through March) and develop a strategic plan for accomplishing each topic as well as explore speakers to develop the 3 topics. It would be best to invite the speakers ahead of time in order to be able to publicize to other teams.
- WCPSS (Wake County Public School System) is represented in the Training for Upward Mobility Action team by Lesley Brickhouse, the CDC (Career Development Coordinator) for regional Wake County Public Schools involved in career and workforce development opportunities.
- Youth can be defined as anyone 16-32 years old. Most programs end around age 24/26.
- The trade industry is desperate for workers.
- TUM (Training for Upward Mobility) would also like to be more intentional about engaging opportunity youth and increased vocational and trade education.
 - Are there other mechanisms TUM can use to approach schools?
 - A committee member suggested the BA (Business Alliance) and the school board.
- Vielka mentioned that perhaps students aren't aware of vocational and trade education; this information can be communicated much better. This can also be a systemic issue of how info is communicated.
- Students must have a GPA to qualify for dual enrollment however 9th graders don't have a GPA until the end of their school year. Usually only students with cars can access dual enrollment.
- TUM would also like to be intentional about developing a workforce development real time directory to find resources or, if there is already a directory in place, ways to enhance or increase the effectiveness.

- The committee wants to invite My Brother's Keeper, a mentorship program for young men of color, to these action team meetings and wants to explore ways to engage with the community.
 - Action Item: Invite Joy Franco, who oversees the CTE (Career technical education) model for WCPSS.
 - Clif Lavenhouse suggests inviting Joy Franco in January to talk about barriers to increasing vocational trade and education. We can invite MBK in February and then begin developing a strategic plan in March
- This will help better communicate this to CAG. Also, planning for WFD month will begin shortly thereafter.
- There is a need for more CTE instructors due to the barriers with pay and training.
- Christal Toodle said that the committee might be taking on too much. A partnership with WCPSS will be a big fight to take to the school board and superintendent. Perhaps we could explore an option for students to receive credit without having to be in school. If we can connect this with ongoing issues and present them with a solution rather than a problem, this may move the work forward. It's also very important to have parent support. The committee should only focus on two of the three and the workforce development database data will come from that.
- Christal also suggested promoting trade opportunities as entrepreneurship. She mentioned that there is a man in Durham who trains truck drivers.
- There is also a huge need for Amazon positions to be filled.
- Christal Toodle noted that perhaps the integrity of the company is very important to employees, sometimes it is more than just money that attracts or distracts employees.
- A committee member mentioned an upcoming initiative, Wake Works, a Wake Tech and Wake County partnership to offer a first-of-its-kind "earn as you learn" approach with on-the-job training. Students will earn money while working toward a degree.
- The county has set aside \$1million. The program is for youth ages of 16- 32. The county is looking to have 300 apprenticeship by Fall 2020 and looking to target opportunity youth. There is some WIOA criteria. The official launch will be in February.
- It was pointed out that funds need to be allocated for employer education as well. Often site supervisors don't know how to work with youth. There must be training on both ends.

Adjourn

Next Meeting: January 14, 11:30 AM