



social +  
economic  
vitality

## Training for Upward Mobility and Labor Market Value

February 11, 2020

Meeting Minutes

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**Attendees:** Dalia Place, Verna Best, Tangela Keaton, Dynasty Winters, Sterling Bowen, Vielka Maria Gabriel, Melanie Hemphill, Frances Bisby, Tanesha Jeffries, Christal Toodle

Wake Works Presentation –(attached)

- “Learn while you earn”
- There is a skills gap with the trade jobs
- SEV wants to help with this effort by making more people aware.
- Employers are rapidly signing on to be a part of this program.
- Tangela Keaton asked if there is a contract process? Do participants have to complete the program to receive funding? Yes, they must complete 144 hours and 200 hours of classroom time.
- Frances Bisby is concerned that during pre-apprenticeship when they meet employers, until they are chosen by an employer you are not being supported by income. The barrier becomes the 6-8 weeks where you don’t have a job. Their income is important to continue moving forward.
- Verna Best asked the group to consider how to help people get ‘out of the hole’? This speaks to that. The group responded that there must be both learning and opportunities to excel people forward. It can also be a mindset and a desire to “go there”. What are people willing to do to get to the next step?
- Tangela Keaton asked if there was a way to bring workforce development to TUM meetings? They’re aware of policy and procedure so they will have insight on how to move this work forward. A realignment of how business is done can help TUM with action steps.
- Christal Toodle asked why not pay these individuals a salary while they are in class and training? Why not pay them now? If you’re trying to help people you must change the dynamic. This can send the message that learning is just as important as working and paying people for their time. You must come at this from a different lens.
- A group member added that it may be hard to get buy-in for pre-apprenticeships but it’s a hard sell. Another group member added that maybe everyone doesn’t deserve to get paid, just to learn.
- Francis Bisby suggested aligning staffing with those occupations. We want to make sure apprenticeship phase is inclusive but has some level of stipulations.
- A group member asked if there are other organizations competing. No, the incentive is to invest because of shortage of workers.
- Verna Best added that the County has holes in workforce development that they cannot fill. So basically, both employers and workers are needed. What have been systems and cycles to help climb people out of the whole? How do we allow people to skill up while not continuing to fall behind?

- A group member added that people fall behind due to life such as childcare, health, etc. Perhaps if the focus is on external barriers that demotivate and impede people.
- The county is funding the apprenticeship program which means data and tracking is important. Smaller groups can allow more resources.
- Francis Bisby would like to focus on women and wants to connect with Lesley Brickhouse to do a large employment piece.
- Middle Class Express and Training for Upward Mobility team would like to align the whole coaching model.

**Adjourn**

Next Meeting: **March 10, 2020**