



OVC
Webinar Transcript

**The Path to Self-Sufficiency:
Innovative Partnerships to Assist Human Trafficking
Victims in Obtaining Employment**

May 14, 2015

Welcome



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The Path to Self-Sufficiency: Innovative Partnerships to Assist Human Trafficking Victims in Obtaining Employment

May 14, 2015
3:15-4:15 p.m. EST

Presenters:

Ben Seigel, Senior Policy Advisor, Office of the Assistant Secretary, Employment and Training Administration, U.S. Department of Labor

Alejandra Acevedo, Human Trafficking Training and Technical Assistance Specialist, OVC TTAC

The material presented during today's webinar session will be available on the Human Trafficking Learning Community.

The session will be recorded and will begin shortly.

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Alejandra Acevedo: Now, our presenter for today is Ben Seigel, Senior Policy Advisor, Office of the Assistant Secretary, Employment and Training Administration, at the U.S. Department of Labor (DOL).



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Tip of the Month

Scholarship Opportunities for Survivors

Tip of the Month: Scholarship Opportunities for Survivors

Alejandra Acevedo: Now, before we begin the main presentation with Ben, I will present our Tip of the Month on scholarship opportunities for survivors. Now, this Tip of the Month was prompted as a result of some grantees reaching out to us, asking if we had any information on scholarships for survivors. Now, as practitioners in the service provider field, we understand that education is one of the most vital parts of healing, empowerment, self-esteem, and independence. So we absolutely encourage you all to share with us, and with each other, any scholarships you know of, especially if the survivor was successful in applying to and receiving that scholarship.



OFFICE OF JUSTICE PROGRAMS

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Scholarships for Survivors of Crime

- **Horatio Alger Scholarship Programs**
 - <https://www.horatioalger.org/scholarships/index.cfm>

- **Catina Rose Memorial Scholarship**
 - http://www.cvucf.org/index.php?option=com_content&view=article&id=12&Itemid=13

Alejandra Acevedo: Now, the first scholarship that I am going to talk about is called the Horatio Alger Scholarship National Program. Now, this scholarship – the second one, excuse me, will be the Catina Rose Memorial Scholarship. Now, both of these are geared toward survivors of any crime, so that includes human trafficking. I will conclude the Tip of the Month by sharing with you information on the Sabre Passport to Freedom Survivor Scholarship Program.

Alejandra Acevedo: Now, the Horatio Alger National Scholarship Program is one of the largest college financial aid programs in the Nation, and it is available in every state. I do want to flag that it was created to specifically assist graduating high school students. So one of the requirements is that the survivor be enrolled in high school. Other than that, this program is for those who have faced and overcome great adversity in their young lives, including victimization. Each state has its own eligibility requirements, but, generally speaking, there must be a showing of a commitment to pursue a Bachelor's degree at an accredited non-profit public or private U.S. institution. There must be a demonstration of critical financial need. And the student must maintain a minimum GPA of 2.0 or higher. Now, again, as to how many and what types of scholarships are provided under this program, we encourage you to visit their website and look up your state.

Alejandra Acevedo: Now, the second scholarship is called the Catina Rose Memorial Scholarship, and this scholarship is sponsored by the Crime Victims United Charitable

Foundation. It is designed to assist survivors of crime in affording higher education. Now, some of the requirements are the applicants must be active in community service, be between the ages of 17 and 25, and have legal U.S. citizenship. Now, those are some of the eligibility requirements, they are not all of them, so again I encourage you to visit the website just to confirm all the other requirements.



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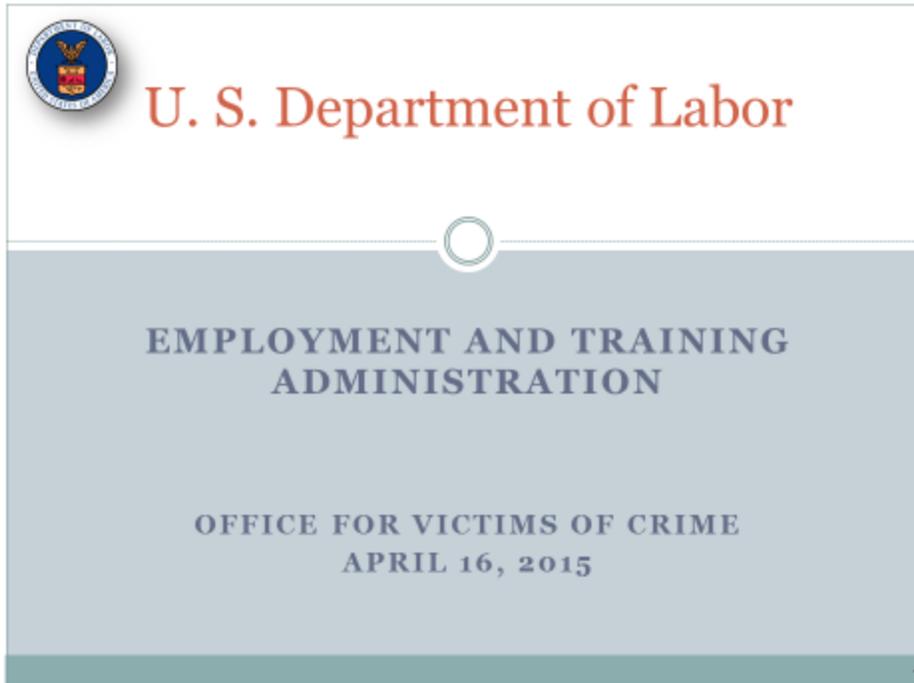
Passport to Freedom Survivor Scholarship Program

- Sabre is a technology solutions provider to the global travel and tourism industry.
- *About the Scholarship: Dedicated to making post-secondary education and vocational training attainable for trafficking survivors.*
 - *Award: Up to 5, one-time and renewable scholarships per academic year.*
 - *Selection Process: Awards will be determined by a scholarship selection committee comprised of non-profit partners, hotel and airlines partners, and Sabre employees.*
 - *Selection Criteria: Financial need, academic potential, qualities of character, with special consideration given to students pursuing travel, tourism, hospitality, or technology related programs*
 - *Key Dates: Application period begins January 5 and the deadline for application submission is March 12.*

Scholarship Website: <http://www.sabre.com/index.php/about/corporate-responsibility/passport-to-freedom/scholarships>

Alejandra Acevedo: Now, the last scholarship that I am going to talk about is the Passport to Freedom Survivor Scholarship Program, and this, again is awarded by Sabre, which is a technology solutions provider to the travel and tourism industry. This specific scholarship is for human trafficking survivors, and can be used for college or vocational training. They award up to five one-time and renewable scholarships per year, and their selection requirements include demonstrating a financial need, academic potential, qualities of character. And they often give special consideration to students who are pursuing travel, tourism, hospitality, or technology-related programs.

Alejandra Acevedo: So this concludes the Tip of the Month. We hope that by providing some information about these scholarships, you can better assist survivors in pursuing college or vocational training. Again, thank you all again for attending, and now I am going to pass it over to Ben who will begin his presentation.



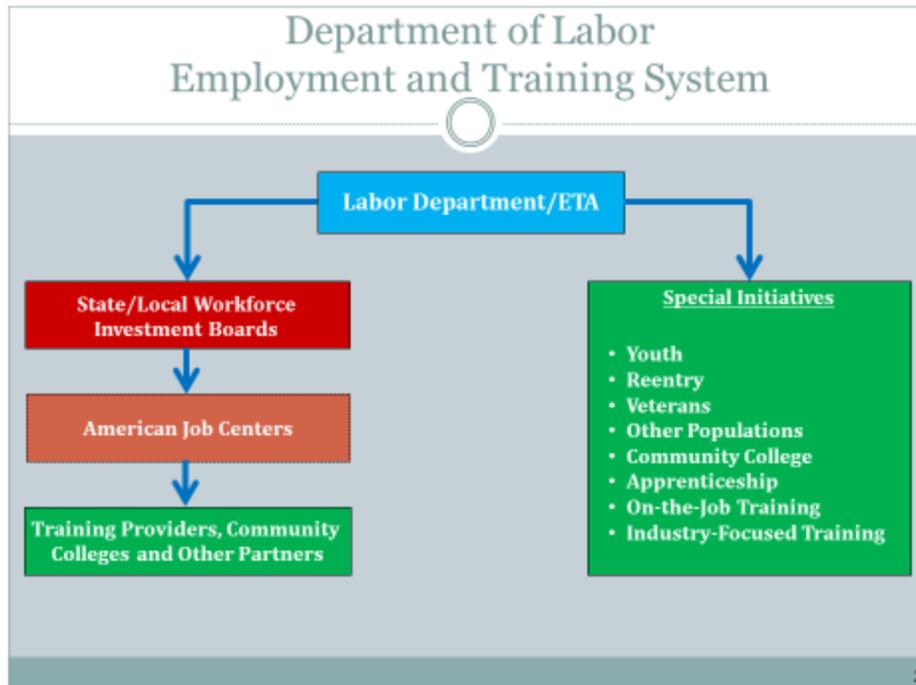
U.S. Department of Labor – Employment and Training Administration

Ben Seigel: Great. Thank you so much, Alejandra, and good afternoon, everyone. Thanks for having me on your monthly technical assistance call. So, as introduced, my name is Ben Seigel, and I actually have recently shifted positions. So in the last month I have moved into our Secretary's office where I am a Senior Policy Advisor, and I continue to focus on our workforce development and skills work with our Employment and Training Administration.

Ben Seigel: I am actually joined here with my colleague, Ernesto Archila, who is in our policy shop here at the Department of Labor, and is our expert and point person on human trafficking within DOL.

Ben Seigel: So, for today's Webinar, I want to walk through a couple of things as it relates to our workforce system. I want to give a quick overview of the workforce system and how our system works at the state and local level through the Department of Labor. I want to share some of the promising models that we have been focusing on in the past couple of years, and especially highlight some models that could be especially effective with victims of human trafficking. And I, finally, want to talk a little bit about our new legislation, the Workforce Innovation and Opportunity Act (WIOA), and highlight some of the new provisions in that law that goes into effect in just a couple of weeks here, on July 1.

Ben Seigel: And, as we go through, I really want to hear from you and answer questions. I know that we have got a broad group of organizations and folks on the line representing, you know, a diverse clientele, with a range of workforce needs and aspirations. And so, I want to make sure that we can address some of your specific questions or concerns or ideas. So, with that, I will jump into it.



Department of Labor – Employment and Training System

Ben Seigel: So, this first slide here is just an overview of how our system works. You know, we, within our workforce system, have a very localized implementation. So a lot of the actions for how our system works takes place at the state and local level where there is a lot of flexibility in how our programs can be implemented.

Ben Seigel: But, just to kind of break down this chart a little, so kind of up at the top there in blue, the Labor Department, ETA is the Employment and Training Administration, and that is the agency within the Department of Labor that funds, administers, and oversees the public workforce system.

Ben Seigel: And if we start on kind of the left side here, the kind of way that I divided this chart up here is really by looking at our formula programs and our discretionary programs. And so, on the left side there, our formula funding goes through state and local Workforce Investment Boards. And so, we have formula dollars that are primarily in three categories. There is adults, dislocated workers, and youth. And so, all populations we serve will fit into one of those categories. And so, the formula goes out to the states, you know, based on population, based on employment levels, and then the states send those resources to their local areas based on similar formulas.

Ben Seigel: The backbone of our workforce system is what we call our American Job Centers, and we have about 2,500 American Job Centers across the country, and these are One-Stop shops where they provide universal access. Individuals can walk in and receive a range of employment services, from job search assistance to career counseling to workshops to pre-vocational training, and access to occupational skills training.

Ben Seigel: A key part of our system, and, you know, we often like to refer to our system as a workforce ecosystem because it has got many partners and many pieces to it, because, as everyone knows, employment, you know, is kind of a multifaceted and a comprehensive issue. We have a number of providers and partners who we work with, so our workforce system works closely with community colleges, other training providers, community-based organizations, and a range of other types of specialized service partners.

Ben Seigel: And, the final thing I would just note on this side is that we also work closely with other agencies, federal agencies and system. So, you know, in our American Job Centers, we have partnerships with the Supplemental Nutrition Assistance Program (SNAP), Food Stamps, with HUD (Housing and Urban Development) housing programs, with Health and Human Services (HHS) programs, and with a range of other programs and partners.

Ben Seigel: On the right-hand side of this chart are what we just refer to here as our Special Initiatives. So these are often initiatives that we invest in through our competitive discretionary grants. We have a range of grant programs that focus on different types of populations, or they might focus on different types of models, or they might focus on different types of institutions. And so, I can get into a little bit more detail on some of our specific grant programs that we compete directly from the federal level.



2,500 American Job Centers

Ben Seigel: Jumping ahead here, so this is just a map of those 2,500 American Job Centers that I mentioned. So, as you can see, the states in dark blue have the most – the bigger states, California and Texas. And so, you know, every state has American Job Centers. You know, within every one of our local Workforce Investment areas we have at least one comprehensive center. And then we have got a range of satellite and other types of partner centers.

America Job Center Services to Job Seekers



American Job Center Services to Job Seekers

Ben Seigel: Okay, and just to give you a sense of what happens, you know, who do we serve and what happens when people come through the door. So, on an annual basis, we might serve upwards of 19 to 20 million job seekers coming through our doors at the 2,500 American Job Centers. And you can see the long list of services offered there that I mentioned before. And so, our Job Centers have – are very, you know, intensively tracked and, you know, provide a focus on achieving performance targets. And, overall, our system does very well in terms of helping people enter employment and retain that employment for 6 months and a year, and then increase in wages, which are some of our key performance indicators.

Ben Seigel: Let me pause there to see if anyone has any questions before I get into some of our highlighted initiatives. Are there any questions at this point?

[silence]

Highlighted DOL Initiatives

- **Youth Programs**
Targeted programs for young people.
- **Foreign Nationals**
Eligibility and promising practices.
- **Career Pathways & Registered Apprenticeship**
Proven work-based training models that develop workers' skills and experience while meeting employers' needs.
- **Workforce Innovation and Opportunity Act**
New legislation that overhauls the federal workforce system.

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Highlighted DOL Initiatives

Ben Seigel: Okay, so let me walk through a couple of our initiatives here, and as I do so, you know, point out some of the, you know, features of these initiatives that, you know, could be a good fit for some of the populations that you are working with.

Ben Seigel: So, this slide here just shows the four initiatives that I am going to – or the next four things I am going to walk through. So, I am going to talk a little bit about our youth programs, which I had referenced previously. I want to talk about some of the promising models for foreign nationals and for new immigrants that we see in our system. I want to talk about Career Pathways and Registered Apprenticeship, which are initiatives that we are doing a lot with these days. And then, finally, as I had mentioned, I will talk a little bit about our new law, the Workforce Innovation and Opportunity Act.

Youth Programs

- **Youth Formula Programs**

Targeted programs for young people managed by local Workforce Investment Boards; includes in-school and out-of-school youth programming; focus on summer jobs, educational attainment, and career development.

- **YouthBuild**

Education and training model for 16 to 24 year-olds to help them acquire GED, job training, and work experience. Grants awarded to nonprofit organizations on a competitive basis.

- **Job Corps**

Residential-based centers for 16 to 24 year olds to attain education, build skills, and work experience.

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Youth Programs

Ben Seigel: So, let us talk about our youth programs. So, as I had mentioned at the outset, the way that our system works is that we have three primary funding streams or kind of formula programs, and that is adults, dislocated workers, and youth. And so, when we talk about youth, we generally talk about young people in the kind of 16-to-24 year age group. And we have got a couple of things that I want to point out here.

Youth Formula Programs

Ben Seigel: So, our Youth Formula programs, on an annual basis, the Youth Formula programs are funded at about \$850 million. So that \$850 million goes out to the states in the forms of formula, as I talked about before, and then goes to local areas, to counties, to cities, and local jurisdictions. And those Youth Formula funds support both in-school and out-of-school youth employment programs. So many local areas – so local areas have a lot of discretion on how they use those funds.

Ben Seigel: In many local areas, a lot of those funds are used to support summer job initiatives. Those funds might also be used to support afterschool career enrichment activities. And then, you know, for out-of-school youth they might focus on basic education, GED prep, as well as, you know, work experience programming, and other job training efforts. And so, there is a lot of latitude and a lot of flexibility at the local area. In many instances, these Youth Formula funds are going out to nonprofits and community-based organizations who are sub-grantees or contractors of the local Workforce agencies. And so, it is possible that some of you or some of your partners have some of these contracts for our Youth Formula programs.

YouthBuild

Ben Seigel: The second program I want to point out is our YouthBuild program. YouthBuild is a program that has been around for many years. On an annual basis, we have about \$75 million in competitive grants that we award through YouthBuild. And we do approximately a million dollars per grant, and we have got about 70 to 80 organizations at any one point who are new YouthBuild grantees.

Ben Seigel: We...just a couple of things to point out. Because YouthBuild has been around for so long, 40-plus years, you know, there is a community of organizations out there across the country that specialize in and focus on YouthBuild. So there are, you know, there are names of organizations out there called YouthBuild USA or, you know, YouthBuild Ohio. So there are specific organizations that have YouthBuild in their name, you know, and they were really started, you know, through this program and they have since leveraged other resources, and they might not even have our grant funds anymore.

Ben Seigel: But YouthBuild is really a two-part program. One is that it is focused on serving, you know, low income and otherwise at-risk youth who, you know, typically do not have a high school education. And it focuses on helping them access a GED or high school equivalency, as well as provide job training and work experience in the affordable housing and construction field. So the way that the model works is that there is classroom time where individuals are, you know, getting GED prep, and then there is job training and on-the-job time. And that on-the-job period is, you know, working on an affordable housing development. Now, we have modified YouthBuild in the last couple of years where the training piece, the job training piece, can focus on other in-demand industries in a local area or region. So grantees do not have to solely focus on construction training. They still have to do the on-the-job piece for affordable housing construction, but they can provide training in healthcare, in IT, and in other industries.

Ben Seigel: As I mentioned, YouthBuild grants are awarded on a competitive basis. And we have recently – given that this program has been around so long and there are many groups that historically have gotten these resources, we have recently built in some criteria to the competitive grants, where every year we have a set aside where a certain percentage of grants have to go to organizations that have not previously received YouthBuild grants.

Job Corps

Ben Seigel: And then, finally, Job Corps. The Department of Labor oversees the Job Corps program. This is a national program that consists of 125 Job Corps centers across the country. There is a Job Corps center in every state. And Job Corps are residential – although they also take some non-residential students – centers that are, for lack of a better term, kind of mini vocational college campuses. So, you know, they can have, you know, upwards of, you know, on average 300 students enrolled in Job Corps at a time. It is typically a 2-year program, although folks can get through in 1 year. And the program focuses on individuals, primarily without a high school diploma, to help them get their GED and also to get a certification or a credential in an in-demand field. So, in many cases, the Job Corps centers will focus on specific industry or sector training in their, you know, that is in demand in their region.

Ben Seigel: And I should just note before jumping on, in many cases we, you know, have Job Corps centers that specifically have recruitment strategies, you know, where they are reaching out and engaging specific targeted populations. So, in some cases, we have had Job Corps centers that will focus on bringing in refugee populations within their community. And so those can be good partnerships for some of your organizations.

Foreign Nationals

- **Eligibility**

Foreign nationals eligible to work in the U.S. are eligible to participate in DOL workforce programs and received services at AJCs, including adult education and ESOL training.

- **Refugee Resettlement Partnerships**

Linkages between refugee resettlement programs and the workforce system.

- **Promising Practices**

New Immigrant Networks, Welcome Back Center model, Worker Centers, Career Pathways

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Foreign Nationals

Ben Seigel: Jumping to the next category. Foreign nationals is a term that we use in our system often, and a couple of things that I would want to point out there.

Eligibility

Ben Seigel: So, one is around eligibility. You know, we make it very clear that foreign eligible – foreign nationals who are eligible to work in the U.S. are eligible to participate in all of our Department of Labor workforce programs. And that includes the American Job Centers, and through our various grant programs. And so, you know, we do a lot, you know, in terms of making sure that our staff – and, again, these are not federal staff, it is typically state, local, or, you know, private sector nonprofit staff at our American Job Centers who are aware of eligibility for our services. And so that is a key point and, you know, that is an area where we would love to make sure we are partnering with you to get the word out and make sure, you know, that our partners and our workforce system is aware of this eligibility.

Refugee Resettlement Partnerships

Ben Seigel: Secondly is that we have a number of promising models and good examples of refugee resettlement programs partnering with the workforce system, and specifically serving refugee populations and other new immigrant populations.

Ben Seigel: And so, for example, you know, one model that I really like out there is in the State of New Hampshire. In New Hampshire, the refugee resettlement contractor for the State, a nonprofit organization, is also one of the State's workforce development providers. So they operate a couple of the American Job Centers. And so, in this – in this example, this organization does a lot of kind of cross-pollination of their refugee resettlement programming with their workforce programming. And where they have done some really nice work is around On-the-Job

Training (OJT). So, On-the-Job Training is a model that, you know, it is one of the tools that we have in our toolbox within our workforce system where local Workforce areas can partner with employers to provide workers who receive – who are hired by that employer and then are trained on the job for a certain period of time, 3 months, 6 months, 9 months. And our system, our funds, can support the training costs including the wages for that individual while they are being trained on the job. And so, that is a model that has really worked. We have got a couple of employers in New Hampshire that have specifically focused on, you know, hiring new immigrants through that On-the-Job Training program.

Ben Seigel: And there are other examples. Houston has done some interesting work with some Somali populations and some other organizations.

Promising Practices

Ben Seigel: In terms of just kind of highlighting a couple of promising practices and places where we have seen some good partnerships, so the Office of Refugee Resettlement and the NINA, the New Immigrant Network initiative, have had some nice initial partnerships across workforce systems. One of the areas that we have been excited about and looking at is in the State of Ohio, where there is some interesting partnership with the Idaho Department of Labor as part of the New Immigrant Network there.

Ben Seigel: Another model that has been emerging and that has recently competed on Department of Labor grants has been the Welcome Back Center model. Again, this tends to focus on foreign nationals in the healthcare industry. We recently awarded some grants through states to the Welcome Back Centers in the State of Washington and in Maryland.

Ben Seigel: And then, we partner with a number of Worker Center organizations, specifically we have done a lot of work on the worker safety training side. But organizations like CASA De Maryland and others are doing more in terms of partnerships with community colleges through our local workforce system.

Questions

Ben Seigel: So let me pause there. It looks like we might have a couple of questions. Ernesto is here with me. I do not know if you have anything to add while I look up these questions, Ernesto.

Ernesto Archila: Sure, Ben. Thank you. I did want to sort of add one point to the question of eligibility, which is sort of building off of what you said. In the case of survivors of trafficking, there is actually a provision under the law for them to have access to the system. For individuals that are over 18 years of age, they need to have a letter of certification from Health and Human Services that certifies that they were a victim of a severe form of trafficking. And for children under 18, they need to have a letter of eligibility. So that provision does exist specifically for survivors of trafficking, in addition to other foreign nationals that have work eligibility.

Ben Seigel: Great. Thanks, Ernesto. We have this in the form of guidance that is on our website. We can make sure to get that out to Alejandra, and maybe later in the call while we are doing some questions, I can type it into the chat room. I do not know if you [inaudible/faint]. But that is on our www.doleta.gov website, so we will get that.

Ben Seigel: So let me address a couple of questions that came in. So one question was: How do you find out which organizations in your area receive our grants? Good question. So I would say

two things. One is on the Department of Labor website we do have a couple of places where you can look up our grantees. I am going to type into the chat box one of the sites right now, it is www.dol.gov/grantees, and this website you can go in and you can click on a state, and then we have listed all of the grantees since 2010 in your state. And that is just for our competitive programs. That is not for the formula programs, the Youth Formula programs I was talking about.

Ben Seigel: So the second way to do that is to reach out to your local Workforce area. So, again, every county or city, or if you are in a rural area, a state or a conglomeration of counties has a local Workforce Investment area. So you would want to reach out to that local area and, from there, you would want to contact them to find out who their grantees are.

Ben Seigel: Now, I am going to put another website on which is called Service Locator, and if you go to the Service Locator you can do a search for our One-Stop Centers, as well as for the Workforce Investment Board. And that is www.servicelocator.org. And so if you check out Service Locator you can search by Workforce Investment Board, and then you would want to, you know, so you can go in, you can type in, you know, Topeka, Kansas, you can see the Workforce Investment Board, and then you can reach out and inquire with them who their local Youth Formula grantees are.

Ben Seigel: The other question was about the residential-based comment that I made. That is our Job Corps centers. So the 125 Job Corps centers are residential-based, which means that the individuals live on the centers just like, you know, a college campus or something like that. And so, it is not a shelter. The Job Corps centers are like mini college campuses and they have dormitories. So the eligible individuals who are enrolled in Job Corps can live on the campus there. And, again, if you want to learn more about Job Corps, the website I will type in. Okay, so there is the Job Corps website and that shows you a list of all the centers, and each center has their own individual web page.

Ben Seigel: And I will also, in a minute here I will type in the direct link to the guidance that Ernesto was just talking through.

Ben Seigel: Okay, so let me jump to the next slide.



Career Pathways Framework

Ben Seigel: Okay, so now I want to talk a little bit about Career Pathways. So, for the past couple of years, the Department of Labor, in partnership with the Department of Education and the Department of Health and Human Services, has been working hard to develop a federal framework for Career Pathways initiatives. And, you know, Career Pathways, it has been around for a while, but we are especially focused on these models as a good comprehensive approach for helping individuals enter the workforce and then advance along a career path.

Ben Seigel: And a Career Pathway model, when it works well, has multiple on-ramps and off-ramps, as we like to call them. So that means that someone can, you know, get onto, you know, get onto, you know, get onto a training program, get into a job, you know, get off the, you know, get off the training highway in a specific job, get back on to access more training. And it is a way to, you know, help individuals, you know, achieve mobility throughout a career.

Ben Seigel: And so, we have got this website here, the partnership between DOL, HHS, and Ed. We have developed a framework for Career Pathways programs and systems. It has got six parts to it. I am not going to walk through them all but I encourage you to take a look at our website.

Ben Seigel: And so, the key element that I will just highlight is that, for these programs to work well, they really require partnerships across Education, Workforce, and Health and Human Services systems. You know, they require leveraging of a range of resources, and there is a lot of focus on, you know, measuring performance and outcomes. And a number of states have instituted their own Career Pathways legislation, which often goes through the community college and technical career system, or through the education system. And the Career Pathway legislation, you know, often focuses on using higher education resources to connect to workforce development resources to provide training over a long period of time.

Ben Seigel: And so, you can access this website that is listed here to see the, you know, the states that are involved, some of the promising practices, and kind of some of the models out there that are really doing well.

Career Pathways Example

Latoya Henderson
23 years old



YOUTH MENTOR

Grew up in high-poverty, high crime neighborhood.

Lost family members to street violence.

At age 10, connected with a **mentor in after-school program** who gave Latoya the idea to become a nurse.

WORK READINESS

Graduated **high school** in 2009 (first in family to graduate).

In 2010, **enrolled in HCC 12-week work-readiness program** at suggestion of her same youth mentor. Latoya received **essential life skills and supportive services**, as well as a **full assessment** for pursuing a nursing career.

ENTRY LEVEL CREDENTIAL & JOB

Referred to HCC **Health Professions Academy** program.

At the academy, Latoya completed the State Tested Nursing Assistant (STNA) and Patient Care Assistant (PCA) programs and received **entry-level credentials**.

She landed her **first job** as an evening/weekend personal care attendant for a developmentally disabled client.

JOB UPGRADE & HIGHER EDUCATION

In April 2012, HCC placed Latoya into a **new job** a rung up from the personal care assistant position as a **PCA at UC Health hospital**.

Latoya enrolled in HCC's School at Work program at the hospital that offers **bridge courses for nursing**.

Latoya started coursework at Cincinnati State and Technical College in January and will enroll in the **nursing program this fall**.

REACHING THE MIDDLE CLASS

Through her steady work and pay checks, Latoya maintains her **own apartment** and purchased a car.

Latoya has served as a **role model** to her **younger sister** who will graduate from high school this month.

HCC is a partner site of the National Fund for Workforce Solutions with funding from the Greater Cincinnati Workforce Network, the United Way of Greater Cincinnati, and employer partners. In March 2010, HCC received a \$4.9 million grant from the U.S. Department of Labor under the Recovery Act.

Through HCC, Latoya receives ongoing **supportive services, coaching, and mentoring** to help her advance along her path.

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Career Pathways Example

Ben Seigel: And just to kind of put this in kind of people terms, here is an example on this next slide of what a Career Pathway might look like. You know, we have an example of a young person here, you know, where the activities really started out in high school, and even before. But it does not have to be this way. The whole point behind Career Pathways, again, with the multiple on-ramps and off-ramps, is that Career Pathways can engage people whether they are in their teens, 20s, 30s, and beyond.

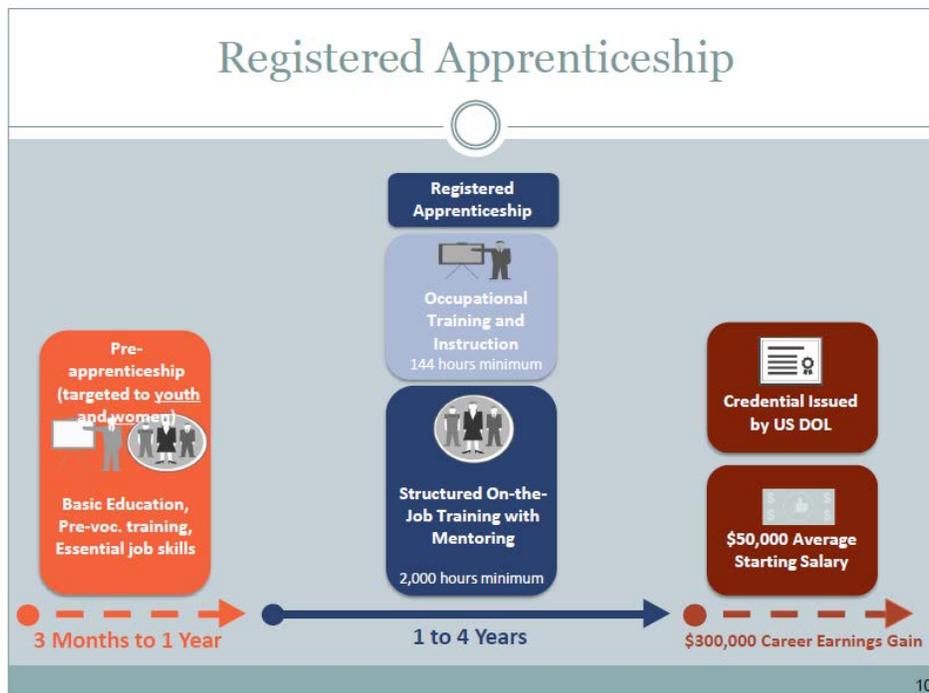
Ben Seigel: And so, you know, generally, to look at this example, you know, some of the key components with this example of Latoya Henderson was that, you know, she had a mentor at a young age who, you know, helped her in an afterschool program, and she learned some, you know, career readiness and got some career enrichment. And then, you know, she was able to enroll upon graduating high school in a work-readiness training program. You know, the work-readiness training program provides, you know, training in essential skills and offers supportive services, you know, and she was kind of put on a track on various careers that might be of interest, and nursing was one that was of interest to her. And then she moved on to an entry-level job and, you know, got a training credential to get that first job as a personal care attendant (PCA). And then, while on the job as a PCA at a hospital, she was able to access a bridge program for nursing that enabled her to eventually enroll in a full-time nursing program that her employer helped to pay for. And then, really, that nursing program is her pathway to the middle class.

Ben Seigel: And so, you know, what was a quick walkthrough of it, but, you know, really these models can take years and, you know, the key is maintaining that engagement throughout. So

kind of across the bottom here, all throughout, Latoya had the supportive services and the coaching and the mentoring along the way. And, you know, those types of services cannot be emphasized enough because, you know, in order to really kind of make it through the pathway, you know, you need that consistent and constant support along the way.

Ben Seigel: So, you know, Career Pathways can come in many different, you know, forms and, you know, can look, you know, in kind of different approaches and different models. But generally the idea is, you know, kind of entering into an entry-level job that, you know, maybe just requires a high school degree, maybe a certification or credential, and then while on that job, you know, being able to access training programs and, you know, if necessary, Associates degree, other higher education level programs where you can balance both work and education, and then move up into the next occupation along that career [inaudible/faint].

Ben Seigel: I am putting one more link into the chat box, and that is the link that Ernesto was discussing in terms of the eligibility in our system for victims of human trafficking.



Registered Apprenticeship

Ben Seigel: So let me jump to Registered Apprenticeship. Apprenticeship is another model that we are really doing a lot of focus on these days. The Department of Labor, within our Employment and Training Administration, has an Office of Apprenticeship. It has been around for 75 years, and the Office of Apprenticeship registers apprenticeship programs. And I am sure when you hear the words Registered Apprenticeship, typically what people think of are electricians and plumbers and construction workers and skilled trades. And historically, this has been the model for apprenticeship. You know, apprenticeship is proven to be one of the most effective earn-and-learn, work-based models. We have amazing results with apprenticeship, where the average starting salary for an apprenticeship graduate is \$50,000. Or as Secretary Perez often likes to say, "Registered Apprenticeship is the golden ticket to the middle class, and it is also a little bit like the other college but without the debt."

Ben Seigel: This is a model that the President has asked us to really focus in on, and he set a goal of us to double the number of registered apprentices over the next 5 years. We are currently at about 400,000 registered apprentices in the country. We want to get to about 800,000. And our path for expansion, while it will include, you know, focusing in on and expanding those strong models in electricians and plumbers and construction and skilled trades, we also want to expand into new industries. So we are focusing on IT and we are focusing on advanced manufacturing, and we are focusing on other sectors and industries where apprenticeship could be a good fit, but where employers in those industries have not typically taken on the model.

Ben Seigel: And this chart just gives you a general sense of what the key features of apprenticeship are. You know, in many cases, apprenticeships might have a pre-apprenticeship program, you know, which is especially good for youth who need to shore up some basic skills.

Ben Seigel: And then the apprenticeship itself, the Registered Apprenticeship, has to have two basic parts to it. It has to have an occupational classroom training and obstruction piece, which must be at least 144 hours. And then there has to be an on-the-job training portion, which would have to be at least 2,000 hours, which is about 1 year at full-time. So, you know, your typical apprenticeship program, you know, you can do it in as short as a year, and it can be up to 4 years, even some programs are longer than that.

Ben Seigel: And when you come out of the apprenticeship program, you have got a portable national credential. And then, as I mentioned, the \$50,000 annual starting salary.

Ben Seigel: So, you know, apprenticeship is a great model for employers to bring in talented and a high-skilled workforce, and it is obviously a model that works for workers in terms of, you know, receiving training while receiving wages and being on the job.

Ben Seigel: And so, we currently have a grant program that we are reviewing, it is a grant competition that we are reviewing the applications on. It is a \$100 million grant competition for the expansion of apprenticeship programs. The competition ended April 30, so we are not taking any new applications. But we received a couple hundred applications and we will be awarding those grants sometime this fall. And so, we are really excited to expand this model.

Ben Seigel: And just to give you a couple of examples where we have seen growth. Healthcare is obviously one industry. One of the new Registered Apprenticeship programs out there is a Registered Apprenticeship for home health aides, and it is being operated by the SEIU (Service Employees International Union) Northwest Partnership in the State of Washington. And they are working with primarily a female immigrant population who are home health aides, and providing them training and increased wages in that field. And so, we are excited to see apprenticeship expand into other occupations, you know, that employ immigrants and that employ women, because that is another goal for apprenticeship is to increase the diversity of it. And so, especially among women and people of color.

Ben Seigel: So, you know, we are very much open to exploring models if any of your organizations are partnering with employers or others on kind of on-the-job type of training programs that could turn into Registered Apprenticeship, we would love to follow up and talk more about that.

Underrepresented Groups in Apprenticeship

- \$100 million competitive grant program to expand innovative apprenticeship models.
- Adapt Registered Apprenticeship model to occupations with large concentrations of women and people of color, such as a new, union apprenticeship program for home care aides, 85% of whom are women, many of whom are immigrants.
- Targeted grant program to support promising practices for increasing number of women in male-dominated occupations and apprenticeships.

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Underrepresented Groups in Apprenticeship

Ben Seigel: And just to kind of point out, this is, you know, just to kind of continue what I have been talking about. The grant competition is out there. This is the SEIU Partnership I had mentioned. And, again, you know, we are interested in focusing on, you know, apprenticeships that, you know, both target occupations where, you know there are a number of, you know, women employed, as well as getting women into more kind of quote/unquote “non-traditional” occupations.

Ben Seigel: So let me pause and take a breath there before I go into the Workforce Innovation and Opportunity Act. Were there any other questions that came in?

[silence]

Workforce Innovation and Opportunity Act

- Signed into law July 22, 2014. Provision begin to go into effect July 1, 2015.
- Increased emphasis on planning and partnerships among core programs and with other programs.
- Increased focus on Out-of-School youth: age expanded to 16 to 24; minimum formula funds increased to 75%; at least 20% of funds for work experience activities.
- Increased flexibility for service and training offerings.
- Review and comment on proposed regulations:
<http://www.doleta.gov/wioa>

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Workforce Innovation and Opportunity Act

Ben Seigel: Okay, let me hit on a couple of high points for WIOA, the Workforce Innovation and Opportunity Act. The Act was signed into law last July by the President. It was, you know, very bipartisan legislation. It was something, you know, passed something like 95 to 3 in the Senate, and, you know, similar proportions in the House. And, you know, it is a great piece of legislation that, you know, kind of keeps intact the main tenets of our workforce system, but adds some important new provisions. And I just want to walk through a couple of those here.

Ben Seigel: So, one of the key added pieces on the new law is that there is increased emphasis on planning and on partnerships among our core workforce programs, as well as a range of other programs. And so, just to give you a sense. The core programs within our legislation include our adult, dislocated worker, and youth programs that I have been talking about earlier, as well as the adult education programs that the Department of Education runs. And I think those are of special interest to this group because those adult education programs include English for speakers of other languages, ESOL, training and vocational ESOL training programs. And a third program in here is the Wagner-Peyser Employment Services program, which is run by the Department of Labor and also implemented through our One-Stop Centers. And then the fourth core program run by the Department of Education is the Voc Rehab, the Vocational Rehabilitation program for individuals with disabilities and others. And so, those four programs are now directly connected and must have common outcome measures as part of this new law.

Ben Seigel: And then other programs are being included as mandated partners. So one of those programs is the TANF program, Temporary Assistance for Needy Families, overseen by Health and Human Services. We have other programs, like HUD programs are part of this. I had mentioned before the USDA, the SNAP employment and training program is a partner. And so, the new law is really intended to better coordinate and bring together all of these various programs and funding streams focused on workforce development.

Ben Seigel: And another, kind of one of the ways it is going to happen is that states are required to develop combined plans. And so states will have to come up with plans that incorporate all of these various programs into them.

Ben Seigel: And then, there is also a big focus on states identifying economic regions within their states, and kind of making sure that, you know, larger regions that might be inclusive of multiple Workforce areas kind of develop their own comprehensive plan. So that is a big focus.

Ben Seigel: But I would say, before kind of jumping into the next bullet on the planning side, our new law has a lot of emphasis on Career Pathways, so it is very much in line with what I was talking about earlier, as well as sector strategies. And so, local areas and states are required to develop Career Pathways strategies as part of their local plans, and so we are really looking to this law to further drive Career Pathways systems and programs nationwide.

Ben Seigel: One of the major changes in the new law from our old law is in the area of youth. So I talked earlier about our Youth Formula programs. I mentioned that we serve both out-of-school youth and in-school youth. With the new law, our funding formulas have basically reversed themselves. So under the old law, most of the funding for youth went to in-school youth. And so, under the new law, that is reversed. So a minimum of 75 percent of the Formula Youth money must be used for out-of-school youth. And the other key change is that out-of-school youth used to go up to age 21, and now it goes up to age 24. So that is all to say that, you know, where our law is really going to be changed now is with this focus on out-of-school youth ages 16 to 24.

Ben Seigel: And, again, I had mentioned that in most cases those programs are implemented by nonprofit and community-based organizations, so in many cases local areas are going to have a need for, you know, developing partnerships with these organizations, if they are not already.

Ben Seigel: Give me one second. Hold on.

[silence]

Ben Seigel: Okay, sorry about that. So that is the big game changer for our system to focus on out-of-school youth.

Ben Seigel: Another part that I would mention is increased flexibility for service and training offerings. You know, one of the specific areas on the youth side is that, of the youth funding, up to – or at least 20 percent must be used for work experience activities. So, again, a big focus on, you know, on jobs [unclear] or employment strategies.

Ben Seigel: And then our system also, under the new law, has increased flexibility for additional on-the-job training and training for incumbent workers. So these are workers who are already employed, to help them upskill, as well as models for transitional jobs, which is a model that has been recognized as helping, especially chronically-unemployed people, move into the workforce through subsidized employment. And so states and local areas will all be developing plans for implementing these types of models.

Ben Seigel: And so, in terms of where we are with WIOA, first of all, let me just point out the website. This is kind of our central headquarters for all things WIOA. I encourage you to look at this website. We currently have proposed rules that you can access through this website. We have

a number of guidance documents that might be of interest to you, including on our new youth provisions.

Ben Seigel: And one of the key things here is that the law – most of the provisions begin to go into effect on July 1, but we have proposed rules out right now that we encourage all stakeholders to review and to provide comments on. So those rules have been out for about a month. They will be out – the proposed rules will be out for another month until June 15, which is the deadline for receiving comments on the rules. So I really encourage, you know, you all to take a look at the rules. They are long, they are about 1,300 pages, and there are actually five different rules for various programs, between us and the Department of Education. I encourage you to take a look at those and, you know, you probably do not have time to read all, you know, 1,300 pages, but, you know, look at the sections that, you know, specifically relate to your populations and the work that you are doing, and please share comments with us. And there are instructions on how you can submit comments via e-mail on this website here. So that is a very important part for us.

Ben Seigel: You know, the proposed rules have some open-ended questions as part of them. We have not solved everything yet. And so we are really looking for input from stakeholders and from the field on the implementation effort. So, the comments are due by June 15, and then we will be working diligently to finalize the rules. And the final rules will be out in early 2016. So we encourage you to take a look at that. So, with that, I think that is my last slide.

The slide features a white header with the word "Questions" in a light blue font. Below the header is a light blue background with a white circle icon. The contact information is listed in black text, with the email address in blue and underlined.

Questions

- **Ben Seigel**
U.S. Department of Labor
seigel.benjamin@dol.gov
202-693-6032

Questions

Ben Seigel: Here is my contact information. Feel free to followup and reach out to me if you have any specific questions, or if you are trying to connect with any specific workforce agencies or organizations in your local area, and I would be more than happy to help connect you there.

Ben Seigel: I will hand it back to Alejandra, if you have any questions, or unless there were any other specific questions from folks in the chat room.

Alejandra Acevedo: Thanks so much, Ben. We really appreciate both you and Ernesto for being on the call today. Our next Webinar, everyone, is scheduled for Thursday, June 18, and it is entitled *TIMS Webinar: Best Practices, Troubleshooting, and Q and A*. I want to now turn it over to Teresa who will share with you an announcement regarding TIMS resources. Thank you.

Rissa Obcemea: Hi, everyone. So earlier this week, we e-mailed everyone about new materials that are available on the HT Learning Community, and I just wanted to briefly mention it today. The TIMS Online tutorials are now available on the TIMS Online tab. These are six short videos that provide a basic walkthrough of data entry and reporting for clients and other grant activities. So these clips should be a good resource for new grantees that will have their first GMS (Grants Management System) deadline in July, and also for those who need a refresher. Since we are covering TIMS best practices in our June Webinar, it would be really helpful if you could view the clips beforehand. And if you have any additional questions about what was or was not covered, please e-mail us and we will try to cover them during the Webinar.

Alejandra Acevedo: When you end today's session, you will see a pop-up box and an evaluation form. Please take the time to fill out the evaluation so we can learn and improve our Webinar series. That is it for today, everyone.

[End.]