Welcome to #WIGSummerSummit2021!

Thursday, June 24, 2021

3:00 pm ET: Post-Secondary Education to Inclusive and Equitable Workforce Readiness
3:45 pm ET: Trends and Opportunities for State-Level Resilience
Women In Government
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Thank You To Our 2021 Summer Summit Series Sponsors!
Moderated by:

Virginia State Delegate
Kathy Tran
General Housekeeping Items:

• Please take a moment to introduce yourself in the Chat Box!

• For optimized viewing of this program, click ‘speaker view’ or ‘side by side’.

• We will have a Q&A period at the end of the presentation, be sure to use the Chat Box feature in the Zoom Toolbar to ask questions!

Let’s Stay Connected!

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Women In Government
Thursday, June 24, 2021 @ 3:00 pm ET: Post-Secondary Education to Inclusive and Equitable Workforce Readiness

Featuring:

Daniel Kuehn
Senior Research Associate
Benefits Policy Center
The Urban Institute

Bhavani Arabandi
Senior Research Associate
Center on Labor, Human Services, and Population
The Urban Institute

Julie Squire,
Vice President of Policy and General Counsel
National Association of State Workforce Agencies (NASWA)
Building an Apprenticeship Infrastructure for Youth Transitioning off Supplemental Security Income

Daniel Kuehn
Senior Research Associate
The Urban Institute
Purpose

- This report was one of twelve proposals produced as a part of the Office of Disability Employment Policy’s (ODEP) SSI Youth Solutions project.
- Youth transitioning off of SSI and other youth with disabilities have low employment and earnings rates.

- The report describes a proposal for grants for SSI youth apprenticeship “intermediaries”:
  - Youth apprenticeship is complicated, and intermediaries can help employers and educators set up inclusive youth apprenticeship programs.
  - Our experience with inclusive apprenticeship is limited and a grant program can provide critical insights into successful models and strategies.
Core Components of Registered Apprenticeship

<table>
<thead>
<tr>
<th>Component</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employer Involvement Is Integral</strong></td>
<td>Employer is the foundation for the RA program and must be directly involved and provider of OJT.</td>
</tr>
<tr>
<td><strong>Structured On-the-Job Training with Mentoring</strong></td>
<td>Minimum of 2,000 hours Structured and Supervised</td>
</tr>
<tr>
<td><strong>Related Training and Instruction</strong></td>
<td>144 hours recommended per year&lt;br&gt;Parallel</td>
</tr>
<tr>
<td><strong>Rewards for Skill Gains</strong></td>
<td>Increases in skills brings about increases in earnings</td>
</tr>
<tr>
<td><strong>National Occupational Credential</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Image: Urban Institute*
Rationale for the proposed intervention

• Apprenticeship is a training model that combines classroom-based instruction with paid, productive, on-the-job training. Apprenticeship improves participants' earnings and employment (Hollenbeck & Huang 2016; Reed & others 2012) and provides value to employers (Helper & others 2016).

• People with disabilities are underrepresented in registered apprenticeship, as are youth. A grant program could demonstrate new program models and establish partnerships.
## Apprentices with disabilities, 2017-2019

Table 1. Number of apprentices with disabilities identified in RAPIDS, by registration year, 2017 to 2019

<table>
<thead>
<tr>
<th>Registration year</th>
<th>All apprentices</th>
<th>All youth apprentices (18 or younger at start)</th>
<th>All youth apprentices (22 or younger at start)</th>
<th>Apprentices identified as having a disability (all ages)</th>
<th>Youth apprentices identified as having a disability (18 or younger at start)</th>
<th>Youth apprentices identified as having a disability (22 or younger at start)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>137,312</td>
<td>2,548</td>
<td>29,868</td>
<td>267</td>
<td>7</td>
<td>33</td>
</tr>
<tr>
<td>2018</td>
<td>145,564</td>
<td>3,363</td>
<td>32,950</td>
<td>639</td>
<td>9</td>
<td>92</td>
</tr>
<tr>
<td>2019</td>
<td>154,440</td>
<td>4,078</td>
<td>36,887</td>
<td>1,151</td>
<td>36</td>
<td>234</td>
</tr>
</tbody>
</table>

Source: Author’s calculations based on data from the Registered Apprenticeship Partners Information Data System (RAPIDS).
Completion rates of apprentices with disabilities

**TABLE 5**
Current Status of Registered Apprentices with and without Identified Disabilities, 2017
*Restricted to states that report data to the Registered Apprenticeship Partners Information Data System*

<table>
<thead>
<tr>
<th>Current status for apprentices in programs less than or equal to 2,000 hours</th>
<th>Active apprentices with an identified disability</th>
<th>Active apprentices with no identified disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Still registered</td>
<td>23.1%</td>
<td>27.0%</td>
</tr>
<tr>
<td>Completed</td>
<td>48.7%</td>
<td>37.5%</td>
</tr>
<tr>
<td>Canceled</td>
<td>25.6%</td>
<td>35.1%</td>
</tr>
<tr>
<td>Registration suspended</td>
<td>2.6%</td>
<td>0.4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Current status for apprentices in programs less than or equal to 4,000 hours</th>
<th>Active apprentices with an identified disability</th>
<th>Active apprentices with no identified disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Still registered</td>
<td>21.0%</td>
<td>25.1%</td>
</tr>
<tr>
<td>Completed</td>
<td>34.3%</td>
<td>27.3%</td>
</tr>
<tr>
<td>Canceled</td>
<td>26.7%</td>
<td>46.8%</td>
</tr>
<tr>
<td>Registration suspended</td>
<td>18.1%</td>
<td>0.7%</td>
</tr>
</tbody>
</table>

**Source:** Authors’ calculations from the Registered Apprenticeship Partners Information Data System (RAPIDS).

**Note:** Restricted to states that report to the RAPIDS database. Current status is reported as of the beginning of 2020.
Employment and SSI Benefits

SSI benefits are offset quickly by labor market earnings, so forging strong, durable connections to employment for transitioning youth is essential.

The Government Accountability Office (2017) found that parents of SSI youth often lack information on guidance for navigating benefit offsets, incentives, and supports.

Apprenticeship programs and strong intermediaries address both of these concerns:
• Training on the job helps cement strong paid employment relationships.
• Intermediaries coordinate benefits, information, and partnerships.
Potential Roles of an SSI Youth Intermediary

• Coordinating apprenticeship partners, including traditional registered apprenticeship partners, youth apprenticeship partners, and SSI youth and youth with disability partners.
• Managing or funding supportive services.
• Providing technical assistance and training to employers
  • Assistance on accommodation for apprentices
  • Proper reporting of disability status to the Office of Apprenticeship
  • Compliance with equal employment opportunity requirements
  • Intermediaries may also provide training for mentors on how to mentor apprentices, disability rights, and accommodation of apprentices with disabilities
Potential Roles of an SSI Youth Intermediary

Facilitating use of work incentives and rules waivers
- Student Earned Income Exclusion (SEIE) – apprentice can keep benefits
- Plan to Achieve Self-Support (PASS) – funding for RTI
- Individual Development Accounts (IDA) – funding for RTI
- Continuing disability reviews – apprentices can keep benefits

Evaluation of the Youth Transition Demonstration (YTD) project suggests that these incentives, benefits and rules waivers have a weak effect on employment and earnings, so they are not a substitute for outreach and recruitment. However, they can help to reward SSI youth apprentices for work.
Inclusive Apprenticeship: A Summary of What We Know About Apprentices With Disabilities

Bhavani Arabandi
Senior Research Associate
The Urban Institute
Purpose

• The purpose of our knowledge development was to synthesize information that can be useful for Partnership on Inclusive Apprenticeship implementation.

• The key research questions include:
  • What are the essential components of an inclusive apprenticeship?
  • What are the benefits and costs of inclusive apprenticeship for apprentices and employers?
  • What federal and state supports exist for inclusive apprenticeship?
  • What administrative data on apprentices with disabilities is available and what does it tell us?
  • What are the lessons for expanding inclusive apprenticeship?
Equal Employment Opportunity for Apprentices With Disabilities

- The EEO regulations for apprenticeships were originally published in 1978. Additional 2016 regulations add further protected bases—disability, age, sexual orientation, and genetic information.

- Apprenticeship sponsors are prohibited from discriminating on the basis of disability. As part of this requirement, all sponsors must provide reasonable accommodations, upon request, to applicants and apprentices with disabilities to allow them to perform critical job functions—consistent with the Americans with Disabilities Act (ADA) and ADA Amendments Act.

- Some examples of reasonable accommodations are making sure facilities are physically accessible, providing flexible work schedules, buying new or modifying existing tools and equipment, and providing personnel support as needed.
Equal Employment Opportunity for Apprentices With Disabilities

• Registered apprenticeship sponsors with five or more apprentices are required to develop Affirmative Action Programs and must invite all apprentices and applicants for apprenticeship to voluntarily self-identify whether they have a disability, established in Section 503 of the Rehabilitation Act of 1973.

• Most sponsors currently do not report disability status, although reporting compliance should increase.

• DOL has set an aspirational goal of 7 percent apprentices with disabilities. Our interview respondents reported that the aspirational nature of this goal is an obstacle to reporting.
Perspectives on Benefits and Costs

Some of the apprentices were coming on board making $12 an hour and then got their wages way up through the steps of the program and are making $70,000 as software engineers.

—Employer operating an inclusive apprenticeship

Employers need to understand that a reasonable accommodation doesn’t have to be an $18,000 a year interpreter.

—Staff member at a state agency
Existing Federal and State Supports for Inclusive Apprenticeship

• State activities to promote inclusive apprenticeship:
  • Some states have used existing state expansion and capacity grants from the federal government to develop programs to support apprentices with disabilities (MD, MI, OH, and WI are examples).

• State efforts to expand inclusive apprenticeship include:
  • Integrating stakeholders from the disability community into the apprenticeship development process.
  • Helping individuals with disabilities become aware of and prepare and skill up for entry into apprenticeship programs.
  • Helping people with disabilities navigate the apprenticeship hiring process and incentivizing employers that hire apprentices with disabilities.
  • Supporting apprentices by providing resources and protecting them from discrimination.
Lessons for Expanding Inclusive Apprenticeship

- Register existing unregistered apprenticeships and other work-based learning (WBL) programs:
  - Increases replicability and makes the programs more attractive to employers.
  - Registration opens opportunities to collaborate with Vocational Rehabilitation (VR) and other state/federal programs.
- Increase the knowledge of and familiarity with registered apprenticeship among VR staff.
- Engage businesses more effectively by focusing on employer needs, costs, and benefits:
  - VR agencies could gather positive testimonials from employers for marketing and outreach, and schools could leverage the public workforce system to link students to WBL programs.
  - A focus on business needs is associated with better outcomes for students with disabilities, because it improves the effective delivery of the program (Wehman et al., 2020).
Lessons for Expanding Inclusive Apprenticeship

• Cultivate and structure partnerships to support inclusive apprenticeships:
  • Effective partnerships have clear and shared understandings of expectations, responsibilities, and commitments.
  • Jointly developing outreach materials and meeting with employers helps strengthen the partnership and convey the coordination of the program to employers.
  • Disability-serving organizations should familiarize themselves with WBL, apprenticeship, and business needs.
Inclusive Apprenticeship Resource List

• The Workforce Innovation Technical Assistance Center (WINTAC), http://www.wintac.org/, provides technical assistance to state vocational rehabilitation agencies to effectively implement WIOA requirements. WINTAC provides trainings, reports, and updates from a Community of Practice.

• The Apprenticeship Inclusion Model (AIM) pilot program, https://www.spra.com/aim/, was a pilot effort by ODEP to expand inclusive apprenticeship. The AIM pilot website includes resources, research and practice briefs, and updates from a Community of Practice.

• The National Disability Institute (NDI) provides a resource page on apprenticeship, https://www.nationaldisabilityinstitute.org/employment/apprenticeships/, including training and resources on Ticket to Work, WIOA, and career pathways.

• The Workforce GPS Resources Page for Expanding Apprenticeship for Individuals with Disabilities, https://apprenticeshipusa.workforcegps.org/resources/2017/03/10/16/09/Expanding-Apprenticeship-for-Individuals-with-Disabilities, provides links to inclusive apprenticeship programs and federal resources on inclusive apprenticeship.


• The U.S. Department of Labor Office of Disability Employment Policy’s website on apprenticeship, https://www.dol.gov/agencies/odep/program-areas/apprenticeship, provides apprenticeship toolkits and resources on registered apprenticeship.
The National Association of State Workforce Agencies
Who is NASWA?

NASWA is a national nonpartisan association representing the workforce agencies in all 50 states, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands.

NASWA is the voice of state workforce agencies on workforce issues at the federal level.

Member services are central to our mission and NASWA provides a wide range of high quality and cost effective services, including the facilitation of peer-to-peer relationships, sharing of promising state practices, promoting state innovation, assisting states on technical and administrative issues.

NASWA’s overall approach is focused on helping improve your state’s workforce and economic development outcomes.
OUR STRATEGIC GOALS

Drive the national agenda for workforce policy by:
• Being the respected voice of state workforce systems;
• Defining national policy on workforce and related issues; and
• Aligning the work of our national partners.

Provide high value member services by:
• Building an active network for state administrators;
• Sharing best practices to successfully advance the national and state workforce system, improve the business climate and economic opportunities for employers and job seekers; and
• Providing workforce program and technology solutions.
Board Executive Committee 2020-21

The Executive Committee along with 10 regional directors from the states manage the affairs and direction of NASWA.

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**NASWA 2021 Legislative Priorities**
Developed by members.

**Scale up apprenticeships**

- Support expansion and sustainability of state apprenticeship efforts by providing enhanced investments through line-item formula funding. Provide states technical assistance to foster stronger cross-sector partnerships between workforce and apprenticeship entities. Develop a data infrastructure for the apprenticeship programs that enables state-driven research to inform policy and practice, in addition to accountability, that does not cause disproportionate administrative burdens for states or businesses.

**Support for the Relaunching America's Workforce Act**

- Includes $500 million for Registered Apprenticeships
NASWA 2021 Legislative Priorities

Reduce systemic barriers to successful outcomes and promote economic mobility.

• Increase access to and availability of childcare and other supportive services.
• Expand high speed internet access.
• Better align policies, eligibility and benefit structures, regulations, state plan requirements, performance metrics, and evidence building efforts across federal workforce, human services, housing and education agencies.
• Invest in supporting technologies for integrated service delivery.

These reforms will ensure states and their local partners can more successfully support economic mobility for a broad range of Americans—recently unemployed jobseekers, historically marginalized communities, people with disabilities, TANF and SNAP recipients, youth transitioning out of foster care, veterans, formerly incarcerated individuals, individuals who have been out of the labor market, and individuals in need of career readiness skills.
NASWA Policy Focus: Workforce and Apprenticeship

- **NASWA Letter to Congress on Workforce Initiatives and Funding**
- **Meetings with Senate Committee on Health, Education, Labor & Pensions and House Education and Labor Committee**
- **NASWA Principles for Expanding and Enhancing Apprenticeship Programs**
- **NASWA Employment & Training Committee/Apprenticeship Affinity Group**
- **NASWA Equal Opportunity Committee**
National Apprenticeship Act of 2021 (HR 447)

• Passed House on February 5; Being considered in Senate
• Would create 1 million new Registered Apprenticeships
• $3.5 billion authorized over five years
• Specifically requires promoting diversity in the national apprenticeship system including supporting the recruitment, employment, and retention of nontraditional apprenticeship populations including individuals with disabilities.
• Provides for intermediary grants to establish or expand sector-based partnerships with intermediaries focused on serving individuals with disabilities.
FY 22 Federal Budget Timeline

• President’s Budget includes $100 million increase for Registered Apprenticeships
• House Appropriations Committee will begin markups on June 24th with floor consideration in July
Inclusive Apprenticeship Resources

• USDOL ODEP Disability-Inclusion Guides and Resources

• Social Policy Research Associates AIM Resource Library

• Partnership on Employment & Accessible Technology (PEAT) Information on Inclusive Apprenticeship Programs

• Partnership on Inclusive Apprenticeship
State Examples – Apprenticeship

- Ohio Vocational Apprentice Program
- California Apprenticeship Initiative
- Washington State Pre-Apprenticeship & Supportive Program
- Maryland State Apprenticeship Expansion Grants
- Wisconsin Youth Apprenticeship
NASWA STATE OF THE WORKFORCE REPORT

2021 STATE OF THE WORKFORCE REPORT
Responding to the Pandemic

STATES RESPONDING TO THE PANDEMIC
QUESTIONS?

Julie Squire
jsquire@naswa.org
Thursday, June 24, 2021 @ 3:00 pm ET: Post-Secondary Education to Inclusive and Equitable Workforce Readiness

Questions and Answers:

Daniel Kuehn
Senior Research Associate
Benefits Policy Center
The Urban Institute

Bhavani Arabandi
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Center on Labor, Human Services, and Population
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Julie Squire,
Vice President of Policy and General Counsel
National Association of State Workforce Agencies (NASWA)
Thursday, June 24, 2021 @ 3:45 pm ET: *Trends and Opportunities for State-Level Resilience*

**Moderated by:**

South Carolina State Representative Heather Crawford  
Southern Regional Director  
WIG Board of Directors
Thursday, June 24, 2021 @ 3:45 pm ET: *Trends and Opportunities for State-Level Resilience*

**Featuring:**

Laura Lightbody  
Project Director  
Flood-Prepared Communities  
The Pew Charitable Trusts
Women In Government Summer Summit
Trends and Opportunities for State-Level Resilience

Laura Lightbody
Project Director, Flood-Prepared Communities
We use data to make a difference.

Established in 1948, The Pew Charitable Trusts is a global nongovernmental organization that seeks to improve public policy, inform the public, and invigorate civic life.

MISSION & VALUES


HISTORY

Our founders believed in innovation based on data, science, and facts, all to serve the public good.

IMPACT

Making state and national government more responsive with 40+ active projects
Mission:
Reduce the impact of weather-related catastrophes, such as floods and hurricanes, on the U.S. taxpayer and environment by better preparing communities through federal and state policy
**Approach**

**Federal**
- Pre-disaster mitigation
- NFIP reform
- ‘Flood-ready’ infrastructure

**State**
- Legislative mandates, executive orders
- Multi-sectoral, multi-disciplinary statewide planning

**Research**
- Subject-matter specific issue areas
- Planning at appropriate scale
State Level

- Central entity between federal resources and local needs
- Increasing pressure on states to reduce rising cost of flooding
- Flooding exceeds capacity and jurisdiction of localities
- Adaptable scale for varying needs and priorities
- Risk and solutions are multi-sectoral
States Making Progress

New Washington Law Requires Plan for Statewide Disaster Resilience

May 14, 2019

THE TEXAS TRIBUNE

Gov. Greg Abbott signs disaster relief and preparedness bills in Houston

The legislation includes framework that provides more than $1.6 billion for flood control projects and repairs across the state.

The Post and Courier

Proposed state fund would help facilitate flood buyouts in SC
State Resilience Planning Group (SRPG)

Peer network of state practitioners responsible for developing and implementing comprehensive resilience plans
Mission:

• Advance resilience initiatives
• Educate government officials
• Develop and promote research
• Support state efforts
State Policy Development

- Identifying unique **needs and priorities** and pathways for solutions
- Driving policy changes through **technical assistance and advocacy**
- Prioritizing the **role of nature** and community co-benefits
- Encouraging **community engagement** and capacity building
Features of Recent Mitigation Programs

**Disaster Relief and Resilience Act**
- Creates state resilience office to conduct planning
- Authorizes revolving loan fund for voluntary buyouts of flood-prone properties
- Floodplain restoration

**Community Flood Preparedness Fund**
- Prioritizes nature-based and watershed-scale solutions
- Addresses historically under-resourced and marginalized communities
- Statewide eligibility
- Projects guided by resilience planning

**State Planning and Flood Infrastructure Fund**
- Creates watershed-based regional planning effort to identify risks and prioritize projects
- Eligibility for non-structural projects
The Urban Institute is researching state-level flood resilience planning across the country.

A report will synthesize transferable learnings and evidence-based recommendations.

**Overview**

- National census of state flood plans - Census of every state and territory’s current flood mitigation plans
- State deep dives - Deeper analysis on approx. five states, covering plan development, in-state expertise and technical capacity, governance, project prioritization, among others

**Sample research components**
Questions?

Continue the conversation

Laura Lightbody
Flood-prepared communities
LLightbody@pewtrusts.org
Pewtrusts.org/floods
Questions and Answers:

Laura Lightbody
Project Director
Flood-Prepared Communities
The Pew Charitable Trusts
Check out WIG’s most recent toolkit: 
*Advancing Policies for Quality Malnutrition Care in Older Adults*

This toolkit helps raise awareness of the growing issue of malnutrition and provides examples of policy actions to prevent and treat malnutrition among older adults.

Check it out here:

#WIGSummerSummit2021 is taking place on 6/22, 6/23, 6/24, 6/29, & 7/1 @ 3:00 pm ET

(2:00pm CT / 1:00pm MT / 12:00pm PT / 11am Alaska / 9:00am Hawaii)

We look forward to seeing you next week to discuss:

Tuesday, June 29, 2021 @ 3:00 pm - 3:30 pm ET: Advanced Recycling: Fact vs. Fiction
Tuesday, June 29, 2021 @ 3:30 pm - 4:00 pm ET: Beyond the Prep Act: Ensuring Pharmacists Can Continue to Support Community Health

Thursday, July 1, 2021 @ 3:00 pm - 3:30 pm ET: Empowering Customers and Small Businesses
Thursday, July 1, 2021 @ 3:30 pm - 4:00 pm ET: MAGIC - Make a Great Impression on Constituents, Customers, and Let’s Not Forget Compliance

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Thank you for attending today’s #WIGSummerSummit session!

2021 Summer Summit Series

REGISTER NOW!

June 22  June 23  June 24
June 29  July 1