

2018 NATIONAL READY to WORK GRANTEE CONVENING

ADVANCING THE IMPACT OF THE READY TO WORK GRANTS

March 14-15, 2018 - Washington D.C.

U.S. Department of Labor, Frances Perkins Building
 Visitor Entrance: 3rd and C Street, NW
 Washington, DC 20210

AGENDA

DAY 1 - WEDNESDAY, MARCH 14, 2018

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| ALL DAY | HUB HELP DESK: PERFORMANCE REPORTING | N-4437B |
| | <p>Sign-up for one-on-one performance reporting assistance! On a first-come, first-served basis, grantees can receive technical assistance on using the HUB system, resolving data file errors, and reviewing performance data for continuous process improvements. Sign-up sheet is located at the registration desk.</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Kevin Mauro, Performance Technical Assistance, High Impact Partners | |
| ALL DAY | GRANTEE WALK OF FAME: GRANTEE ACCOMPLISHMENTS | GREAT HALL |
| | <p>Visit the Ready to Work (RTW) Walk of Fame in the GREAT HALL. Explore some great promising practices and see how your fellow grantees have made an impact through their RTW grants.</p> | |
| 7:45 AM – 8:15 AM | REGISTRATION | GREAT HALL |
| 8:30 AM – 9:15 AM | <p>OPENING PLENARY: READY to WORK'S SUSTAINED IMPACT</p> <p>RTW Grants are entering the final year of the four-year grant cycle and made significant accomplishments. Robin Fernkas and Megan Baird will reflect on the overall impact of the RTW grant program, the trends and promising practices that were used to support the long-term unemployed, and how efforts can inform the future work of the larger workforce system.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Robin Fernkas, Division Director, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments • Megan Baird, Program Manager, H-1B Grants, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments | GREAT HALL |

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| 9:15 AM – 10:15 AM | <p>PLENARY SESSION: THE EMPLOYER'S PERSPECTIVE ON THE LONG-TERM UNEMPLOYED</p> <p>Employers are noticing a great increase in skill sets and competencies with complex programs in their industries. In light of these advances, and the rapidly shifting needs of industry, what does the future hold for long-term unemployed workers and how are RTW grantees positioned to address future workforce development challenges and opportunities? Hear from employer panelists during this session reflect and address current trends and future possibilities for continuing to increase the number of long-term unemployed workers who obtain credentials that lead to labor market success.</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Amanda Ahlstrand, Administrator, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment <p>Speakers:</p> <ul style="list-style-type: none"> • Barbara Bungy, Chief Operating Officer, Philadelphia FIGHT, representing District 1199C & Healthcare Industry • Brad Rhorer, Assistant Senior Manager, Subaru of Indiana Automotive, Inc., representing Tecumseh Area Partnership & Advanced Manufacturing Industry • Dan Farber, President/CEO of BrightLights Defense USA, representing New Jersey Council of Community Colleges & Advanced Manufacturing Industry • Deborah Carter, Director of Global Talent Development from Rackspace Hosting, representing Project Quest & IT Industry • Heather Terenzio, CEO, TechTonic Group, representing City and County of Denver & IT Industry | GREAT HALL |
| 10:15 AM – 10:30 AM | <p>NETWORKING BREAK</p> | |
| 10:30 AM – 11:30 AM | <p>CONCURRENT SESSIONS 1: STRATEGIES TO RE-EMPLOY LONG-TERM UNEMPLOYED WORKERS</p> <p>Learn how your RTW grant program peers are utilizing grant funds to create dynamic programs that sustain long after the RTW grant program ends. Sessions include topics on retention, job placement, apprenticeships and much more. Grantees can choose to join any session(s) and should feel free to move between sessions.</p> | N-5437 A, B, C, D |
| | <p>I. Work-Based Learning: On the Job Training (OJT) & Apprenticeship</p> <p>Implementing a successful OJT & apprenticeship program takes strong partnerships. Learn key elements of a successful OJT and apprenticeship program and how to maintain those strong partnerships well after the RTW grant program concludes.</p> <p>Speaker:</p> <ul style="list-style-type: none"> • Susan B Thomas, Director of Industry Partnerships, District 1199C Training & Upgrading Fund <p>Facilitator:</p> <ul style="list-style-type: none"> • Lyle Neumann TA Coach, High Impact Partners | N-5437A |
| | <p>II. Job Placement & Employer Engagement: Employer Relationships – Flip or Flop?</p> <p>Having trouble making contact with the right employers? Have you found yourself knocking on the door with no answer? Has an email message you sent shown a receipt showing read, but no reply? This presentation will showcase the best practices in building relationships with employers while ensuring that they return for additional services. Examples of a positive flip relationship and examples of a flop relationship will be explored. Learn the steps to create new relationships, and cement long lasting ones</p> | N-5437B |

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| | <p>even after the grant's performance period. Cultivating the employer relationship even when no services are exchanged sets the foundation for future business.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Nancy Pierce, Program Director, San Jacinto Community College District • Oscar Trevino, Project Manager, San Jacinto Community College District <p>Facilitator:</p> <ul style="list-style-type: none"> • Angel Harlins, H-1B RTW TA Assistance Lead, Performance Excellence Partners | |
| | <p>III. Job Placement: Turning the Tables - Reverse Job Fairs</p> | N-5437C |
| | <p>Reverse job fairs are a simple concept which "turn the tables" on the traditional format. With business set as the customer, these job fairs help workers get into the entrepreneurial mindset learning how to sell their skills to businesses looking for their talents.</p> <p>Speaker:</p> <ul style="list-style-type: none"> • James Schindler, Business Services Manager, Alachua Bradford Re. Workforce Board dba CareerSource NCFL <p>Facilitator:</p> <ul style="list-style-type: none"> • Erika Humphrey, TA Coach Lead, High Impact Partners | |
| | <p>IV: Partnerships: Expanding Partnerships – Enhancing Outcomes</p> | N-5437D |
| | <p>Learn about the benefits and possibilities of expanding typical partnerships beyond the traditional workforce development realm to enhance recruitment opportunities, increase employment placements and expand "inclusiveness" in sectors which historically lack diversity.</p> <p>Speaker:</p> <ul style="list-style-type: none"> • Laura Lee Costello, Project Manager, Workforce Solutions of Providence/Cranston, City of Providence <p>Facilitator:</p> <ul style="list-style-type: none"> • Kisha Toppin, TA Coach, High Impact Partners | |
| 11:30 AM – 12:45 PM | <p>NETWORKING LUNCH</p> <p><i>See the lunch handout in your packet for nearby options.</i></p> | 6TH FLOOR CAFETERIA OR ON YOUR OWN |
| 12:45 PM – 2:00 PM | <p>PLENARY & BREAKOUT SESSION: SUSTAINABILITY PLANNING</p> <p>Projects across the country vary in myriad ways, but all strive toward a shared goal: sustaining their work beyond the initial grant period. Sustaining a program requires action and focusing on four sustainable strategies; <i>program evaluation; developing a succession plan; partnerships; and funding.</i></p> <p>In this session, participants will hear from their peers as they highlight their effective program innovations followed by small roundtable discussions, strategies and tips on moving individual grantee sustainability plans forward.</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Ayreen Cadwallader, Workforce Analyst, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments <p>Speakers:</p> <ul style="list-style-type: none"> • Elizabeth Ojeda, Project Administrator, City and County of Denver • Sandino Thompson, Executive Director, It's My Community Inc. <p>Facilitators:</p> <ul style="list-style-type: none"> • Angel Harlins, H-1B RTW Technical Assistance Project Lead, Performance Excellence Partners • Kisha Toppin, TA Coach, High Impact Partners • Erika Humphrey, TA Coach Lead, High Impact Partners | GREAT HALL |

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| 2:00 PM – 2:15 PM | NETWORKING BREAK | |
| 2:15 PM – 3:15 PM | <p>CONCURRENT SESSIONS 2: STRATEGIES TO RE-EMPLOY LONG-TERM UNEMPLOYED WORKERS</p> <p>Learn how your RTW grant program peers are utilizing grant funds to create dynamic programs that sustain long after the RTW grant program ends. Sessions include topics on career pathways, partnerships, job placement and much more. Join either session to attend.</p> | N-5437 A, B, C, D |
| | I. Career Pathways: Sharing the Impact of Technology Training Career Pathways in the Bay Area | N-5437A |
| | <p>Learn how the impact of this career pathway has led to new employers, community and training partnerships as well as continual evaluation of the labor market to adapt our programs to meet employer demand. We are leveraging our partnerships to provide us with strategic insights and validate our assumptions on program planning and evolution that will meet the needs of a swiftly changing labor market and client profile. As a result, our participants will obtain good living wage jobs with career potential and we can help employers close the technology skills gap.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Patty Kwok, Director, Technology Training Programs, Jewish Vocational Service • Sarah Jo Neubauer, Director, Job Search Accelerator, Jewish Vocational Service <p>Facilitator:</p> <ul style="list-style-type: none"> • Erika Humphrey, TA Coach Lead, High Impact Partners | |
| | II: Partnerships: Maximizing Workforce/Education Partnerships to Improve Outcomes for LTUs | N-5437B |
| | <p>Partnerships between post-secondary educational institutions and workforce development organizations are a critical part of developing regional talent pipelines and are central to many program designs. In this presentation, we will discuss strategies for maximizing these partnerships with the goal of improving outcomes for students and job seekers that are long-term unemployed or underemployed.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Daniel Garewski, Program Manager, Capital Workforce Partners • Katiria Delgado, Healthcare Coordinator, Capital Workforce Partners <p>Facilitator:</p> <ul style="list-style-type: none"> • Aaron Leson, TA Coach, High Impact Partners | |
| | III: Job Placement: The Evolution of Sector-Driven Efforts to Support Career Exploration and Job Placement | N-5437C |
| | <p>Learn about innovations that lead with target sectors, including: Integrated Placement connects talent with businesses; www.CareersNW.org connects job seekers with job centers & RTW; Reboot Network helps job seekers network and builds business partnerships; and Cohorts improve enrollments and strengthen business partnerships</p> <p>Speaker:</p> <ul style="list-style-type: none"> • Nick Knudsen, Business Service Manager, Worksystems, Inc. • Gayle Armstrong, Career Specialist, Portland Community College <p>Facilitator:</p> <ul style="list-style-type: none"> • Kisha Toppin, TA Coach, High Impact Partners | |
| | IV: Training Design: Using our "Training On-Demand" Model for Effective Job Placement Results | N-5437D |

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| | <p>New Jersey Council of County Colleges has developed four essential points to help strengthen employer engagement. Learn those points and how you can still apply them to your grant program.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Sivaraman Anbarasan, Executive Director / CEO, New Jersey Council of County Colleges • Daniel Lim, Director, New Jersey Council of County Colleges <p>Facilitator:</p> <ul style="list-style-type: none"> • Lyle Neumann, TA Coach, High Impact Partners | |
| <p>3:15 PM – 3:30 PM</p> | <p>NETWORKING BREAK</p> | |
| <p>3:30 PM – 4:30 PM</p> | <p>PROGRAM EVALUATION: BUILDING EVIDENCE- THE EVALUATION OF THE READY to WORK PARTNERSHIP GRANT PROGRAM</p> <p>The RTW Evaluation will examine research questions that address expected outputs, short-term outcomes, and long-term outcomes to determine the effect of program education and training services and the range of supportive services on impacts for individual participation. A recently released implementation report examines how the grantees utilize resources and guidance to operationalize the RTW program and highlights key findings for serving the long-term unemployed. DOL evaluation leads and team members will discuss the need for evidence, what is now known about the evidence, what the RTW evaluation measures, and findings from the implementation study.</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Monica A. Evans, Ph.D., Workforce Analyst, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments <p>Speakers:</p> <ul style="list-style-type: none"> • Molly Irwin, Ph.D., Chief Evaluation Officer, Chief Evaluation Office, U.S. Department of Labor • Gloria Salas-Kos, MPAff., Senior Program Analyst, Division of Research and Evaluation, U.S. Department of Labor, Employment and Training Administration • Elizabeth Copson, MCP, Associate, RTW Evaluation Task Lead, Abt Associates • Megan Lizik, MHRIR, Senior Evaluation Specialist, Chief Evaluation Office, U.S. Department of Labor | <p>GREAT HALL</p> |
| <p>4:45 PM – 6:45 PM</p> | <p>NETWORKING EVENT</p> <p>Network with your fellow grantees over happy hour at the Alibi, 237 2nd Street, NW, Washington D.C. This is an optional event, but we hope you join!</p> | <p>The ALIBI (Next to DOL)</p> |

AGENDA

DAY 2 – THURSDAY, MARCH 15, 2018

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| All DAY | <p>GRANTEE WALK OF FAME: GRANTEE ACCOMPLISHMENTS</p> <p>Visit the RTW Grant Accomplishments Walk of Fame in the GREAT HALL. Explore some great promising practices and see how your peers have made an impact through the RTW grant.</p> | GREAT HALL |
| 8:00 AM – 8:30 AM | <p>REGISTRATION</p> <p>Conference attendees should arrive at the Frances Perkins Building no later than 8:15 AM and go through security to gain entrance to the building. Attendees must use the Visitor's Entrance, referred to as the Fountain Entrance, located at 3rd and C Streets NW, one block north of Constitution Avenue, NW. Participants must display their government ID or photo ID (i.e., driver's license) to gain entrance. Registration will take place outside the GREAT HALL on the first floor of the Frances Perkins Building. <i>Breakfast options are available in the 6th floor cafeteria of the Frances Perkins Building.</i></p> | GREAT HALL |
| 8:30 AM- 9:00 AM | <p>PLENARY SESSION: YEARS 1-3 IN REVIEW</p> <p>We know that your performance outcomes have made significant impacts to regions across the country! Learn how your performance data reflects the success of your program design, service delivery and employer demand of the RTW grant program.</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Danielle Kittrell, Ph.D., Workforce Analyst, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments <p>Speaker:</p> <ul style="list-style-type: none"> • Kevin Mauro, Performance Technical Assistance, High Impact Partners | GREAT HALL |
| 9:00 AM – 9:45 AM | <p>PLENARY SESSION: CUSTOMER CENTERED DESIGN OVERVIEW</p> <p>Unleashing creativity and putting the people you serve at the center of your design process to explore new answers to difficult problems can often be a challenge. So how creative is your thinking? Hear from industry leader Virginia Hamilton as she illustrates the discovery-based journey and methods of Customer Center Design (CCD), and how grantees can use the approach with their partners and stakeholders. Virginia will provide an overview of tools to help grantees shift from a mindset of compliance to a focus on customer outcomes. This session will prepare grantees for the day two case study activities on how to incorporate CCD into their program design.</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Monica A. Evans, Ph.D., Workforce Analyst, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments <p>Speaker:</p> <ul style="list-style-type: none"> • Virginia Hamilton, Senior Consultant, Workforce Development and Human Capital Solutions, American Institutes for Research | GREAT HALL |
| 9:45 AM– 10:00 AM | <p>NETWORKING BREAK</p> | |
| 10:00 AM– 11:00 AM | <p>PLENARY SESSION: CUSTOMER CENTERED DESIGN WORKSHOP</p> | GREAT HALL |

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| | <p>Virginia Hamilton will lead the follow-up CCD activity related to job placement. Grantees will engage in roundtable discussions focused on team challenge learnings.</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Monica A. Evans, Ph.D., Workforce Analyst, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments <p>Speaker:</p> <ul style="list-style-type: none"> • Virginia Hamilton, Senior Consultant, Workforce Development and Human Capital Solutions, American Institutes for Research <p>Facilitators:</p> <ul style="list-style-type: none"> • Angel Harlins, H-1B RTW Technical Assistance Project Lead, Performance Excellence Partners • Erika Humphrey, TA Coach Lead, High Impact Partners | |
| 11:00 AM– 11:30 AM | <p>GRANTS MANAGEMENT: GRANT PROGRAM CLOSE- OUT</p> <p>The end is near! Learn how to successfully close out your RTW grant and leave a lasting impression with the U.S. Department of Labor.</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Ayreen Cadwallader, Workforce Analyst, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments <p>Speaker:</p> <ul style="list-style-type: none"> • Kevin Brumback, Audit Resolution Specialist, U.S. Department of Labor, Employment and Training Administration, Office of Management and Administrative Services, Office of Grants Management | GREAT HALL |
| 11:30 AM– 12:45 PM | <p>NETWORKING LUNCH</p> <p><i>See the lunch handout in your packet for nearby options.</i></p> | 6TH FLOOR CAFETERIA OR ON YOUR OWN |
| 12:45 PM– 1:45 PM | <p>BREAKOUT WORKSHOPS: PEER CONSULTANCIES-“BRAIN GAMES”</p> <p>Like the popular TV show “Brain Games”, this workshop will focus on real-world dilemmas RTW grantees experience. The grantees will present their “dilemmas” focusing on areas in which they are struggling, or having a nagging hunch that they should be doing things differently; or an issue that is problematic or not as effective as they would like it to be.</p> <p>Three selected grantees will discuss challenges pertaining to their grant program and will be given 8 minutes to discuss their challenge with their RTW peers. Peers will provide strategies or solutions related to their challenge.</p> <p>I: Job Placements: National Urban League</p> <p>National Urban League’s (NUL) portfolio of affiliates struggles with establishing meaningful relationships with employers with tech jobs. NUL has hosted 3-4 webinars with affiliates on the types of partnerships and the mechanics of partnership development, which has included sharing of best practices within the portfolio. NUL has recommended that affiliates attend WFGPS’s webinars on tech- specific workshops. NUL has also offered a 2-hour workshop, conducted by a subject matter expert, on job placement. What are some strategies that can be put in place as Year 3 of the grantee lifecycle approaches?</p> <p>II: Partner Performance: Memphis Bio Works</p> <p>Responding to and managing grant partners that are not meeting performance metrics due to internal issues such as changes in or lack of leadership and major staff turnover has been a major issue with Memphis Biowork’s grant program. What processes do grantees have in place to prevent or rectify this issue?</p> <p>III: Participant Retention: Tecumseh Area Partnerships</p> <p>Long-term unemployed are no longer use to a rigid schedule, and for a multitude of reasons, struggle to meet the demands of employment in a manufacturing facility. Retaining participants after they complete</p> | GREAT HALL Great Hall |

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| | training and begin internships has been a major challenge. What are other grantees with an advanced manufacturing pathway doing to address retention of long-term unemployed participants? | |
| 1:45 PM – 2:00 PM | NETWORKING BREAK | |
| 2:00 PM – 3:00 PM | <p>BREAKOUT WORKSHOPS: TECHNICAL ASSISTANCE COACHING</p> <p>Join your H-1B RTW coach for a group session on planning your last year RTW grant program. Ask questions and get answers from experts on how you can implement last minute strategies in order to be successful in your specific program. Help identify your current needs and project future needs in technical assistance with your TA coach during this time. Join session by TA Coach.</p> <p>Group Session with TA Coach - Erika Humphrey Room S-4215 B & C</p> <p>Grantees:</p> <ul style="list-style-type: none"> Alachua Bradford Re. Workforce Board dba CareerSource NCFL Denver, City and County of Florida State College at Jacksonville Jewish Vocational Service NOVA Workforce Development - City of Sunnyvale Worksystems, Inc. Puerto Rico Technoeconomic Corridor <p>Group Session with TA Coach - Kisha Toppin Great Hall</p> <p>Grantees:</p> <ul style="list-style-type: none"> Anne Arundel Workforce Development Corporation City of Providence It's My Community Initiative, Inc. Memphis Bioworks Foundation National Urban League San Jacinto Community College District <p>Group Session with TA Coach - Lyle Neumann Room S-4215 B & C</p> <p>Grantees:</p> <ul style="list-style-type: none"> District 1199C Training & Upgrading Fund Indianapolis Private Industry Council, Inc. d/b/a EmployIndy Nebraska Department of Labor Project QUEST, Inc. Tecumseh Area Partnership, Inc. d/b/a Region 4 Workforce Boa <p>Group Session with TA Coach - Aaron Leson Great Hall</p> <p>Grantees:</p> <ul style="list-style-type: none"> Capital Workforce Partners County of Westchester New Jersey Council of County Colleges RochesterWorks, Inc. Workforce Alliance, Inc. WSOS Community Action Commission, Inc. | S- 4215 B & C, GREAT HALL |
| 3:00 PM – 3:30 PM | <p>CLOSING PLENARY: NEXT STEPS ACTION PLANNING AND WRAP UP</p> <p>This session will provide an opportunity to share important findings and takeaways from the convening, and identify key upcoming technical assistance activities that will help support grantees. There will also be a brief awards ceremony for grantees.</p> <p>Moderator:</p> <ul style="list-style-type: none"> Megan Baird, Program Manager H-1B Grants, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments | GREAT HALL |
| 3:30 PM | CONVENING ADJOURNS | |