

CAN Board of Directors Meeting Minutes, 04/08/16

Austin City Hall, 301 W 2nd Street, Room 1101, 1-3 p.m. DRAFT

Present: **Tamara Atkinson**, Deputy Executive Director, Workforce Solutions-Capital Area, **Marina Bhargava**, Executive Director, Greater Austin Asian Chamber of Commerce; **Cristina Bordin**, St. Edward's University (proxy for Bill Clabby, VP Global Initiates, St. Edward's University); **Dominique Bowman**, Director of Community Engagement and Public Health Initiatives, Huston-Tillotson University; **Kelly Crook**, Superintendent, Del Valle ISD; **Ashton Cumberbatch**, VP of Advocacy & Community Relations, Seton Healthcare Family; **Jerry Davis**, President & CEO, Goodwill Industries Central Texas; **David Escamilla**, Travis County Attorney, Community Justice Council; **David Evans**, CEO, Integral Care; **Sherri Fleming**, County Executive (for Margaret Gomez, Precinct 4 Travis County Commissioner); **Trey Fletcher**, Assistant City Manager, City of Pflugerville; **Christie Garbe**, VP & Chief Strategy Officer, Central Health; **Stephanie Hawley**, Associate V.P. for College Access, ACC; **Ora Houston**, Council Member, District 1, City of Austin; **Ann Howard**, Past-Chair, One Voice Central Texas; **Jeremy Martin**, Senior VP, Greater Austin Chamber of Commerce; **Becky Pastner**, Program Officer, St. David's Foundation; **Brigid Shea**, Precinct 2 Commissioner, Travis County;); **David Smith**, Chief Executive Officer, United Way for Greater Austin; **Nick Solorzano**, (for Sabino Renteria, Council Member, District 3, City of Austin); **Simone Talma Flowers**, Executive Director, Interfaith Action Central Texas; **Yasmin Wagner**, District 7, AISD Board of Trustees.

Partners not represented Manor ISD; Capital Metro; Greater Austin Black Chamber; Greater Austin Hispanic Chamber; CAN Community Council.

CAN staff in attendance: Raul Alvarez and Carlos Soto.

Call to order and introductions: Board Chair Jeremy Martin called the meeting to order at 1:09 p.m. Members introduced themselves and shared announcements.

Approval of minutes: The of 3/11/16 meeting minutes were approved as presented.

Executive Director's Report: Raul Alvarez reminded board members that their meetings this year will focus on "bridging the economic divide" and each month will consider a new topic. Today's meeting will look at how workforce development help to bridge the economic divide. The May meeting will focus on K-12 education.

CAN has hired a new research analyst. Carlos Soto, who began working for CAN on March 21st, grew up in Puerto Rico, went to college at MIT, and brings a uniquely diverse background and skillset to CAN.

The Language Access Workgroup met for the first time in February, with good response and attendance. Interest has grown since then, and the next meeting is scheduled for Thursday, April 21 at the Allan Center. The first Kettering Foundation Learning Exchange Community Dialogue on Bridging the Economic Divide will take place on Tuesday, May 17, 2016 at the First United Methodist Church Family Life Center at 1300 Lavaca St. More dates and locations are also in the works, including one on the North side of town and another on the South as a way of providing more coverage in the community and cut down on travel time for attendees. Jerry Davis offered Goodwill of Central Texas as a possible location for the North meeting.

Ashton Cumberbatch asked whether these conversations were a continuation of the regional conversation they had in Bastrop last year. Jeremy Martin explained how the conversations are aligned and designed to build on each other. Álvarez replied how he was planning on reporting in May on the first conference call to plan for the fall regional summit. This topic connects well with the discussion topics for that meeting.

The plan is to build on that information and feedback we received. The Kettering partnership fits-in as the grassroots arm, enlarging the circle of people involved in addressing this challenge.

Raul Álvarez followed with a discussion of the Bridging the Economic Divide board discussion topics. Upcoming topics were Education, Housing, Transportation, Health, and Social Services. For May's education discussion, CAN will reach out to our partner ISDs to determine regional strategies to bridge the economic divide. Partner districts will present on the career and technical education opportunities they provide as well as any programs, endorsements or pathways that have been created as a result of HB5. CAN also wants to include a segment on My Brother's Keeper and a presentation on inequities and barriers to success for male students of color. For June's scheduled Housing discussion, CAN will reach out to City and County housing departments as well as One Voice Central Texas in crafting the agenda.

Becky Pastner mentioned how St. David's Foundation just wrapped up a collaborative project with Seton, Central Health and others to conduct a Community Needs Health Assessment, so in September, if interested, her group can pull together a collaborative presentation on behalf of these organizations, and share the community health priorities that bubbled up from these discussions.

Jeremy Martin thanked the board members for their contributions and reminded the board that the intent of reminding the board of the upcoming discussion topics is precisely so that board members can prepare for those topics that the board has identified as crucial to providing opportunity and getting to a more equitable community.

Councilmember Ora Houston, representing District 1, provided fliers for two different town hall meetings to be held in the district. The first one is going to be about the drug court, Code Next, and transportation planning. The second one is going to be the opportunity for people to come and talk about community policing. The city has hired a consulting firm to get information about what community policing means to the people who are in the community being policed.

Community Council Update: The chair of the Community Council and her proxy were unable to attend the meeting due to last minute conflicts. Raúl Álvarez provided a quick update, discussing how the council has met to divide the work into a number of committees and to develop work plans around those. Next Community Council Meeting will feature Chris King from the Ray Marshall Center, and he will be talking about different models used by different cities across the nation in building person centered communities.

CAN Dashboard Publication Timeline: Raúl Álvarez shared an update to the CAN dashboard publication timeline, mentioning how the dashboard will be released slightly later this year. Beginning the week of May 10, CAN will begin publishing weekly blog posts of data trends. On the week of May 18, the report will be finalized and sent to print. The week of May 24 will see a press release sent out, and on June 2 a press conference will be held to mark the official publication of the Dashboard Report. As we update the information on our report, we will also be revising our website to reflect our new findings. If you need the most up to date trends and statistics before the publish date, please visit our website.

To help communicate the information, Becky Pastner suggested that CAN try to connect it to something that will be on the news at the time. Since that publication date is the last day of school of AISD, that might be an opportunity to discuss food insecurity or equity issues as kids go home for the summer.

Commissioner Shea asked if links to blog posts will be provided to board members to share with other colleagues/organizations in order to repost and thus more widely share their information. Raul Álvarez will share those posts directly with the board.

Local and Regional Efforts to Address the Economic Divide through Workforce Development

Dr. Stephanie Hawley, Austin Community College, framed the presentation as focusing on high impact and regional initiatives, some of which will recur when CAN has the education conversation. First piece of discussion is a piece of a working draft of the institutional effectiveness report, which contains a number of goals including “Preparing a world-class workforce and expand regional economic growth”. When ACC started looking at our institutional effectiveness, they identified five strategies as a way to address regional issues and needs. These strategies are:

- Develop and implement clear and accelerated career pathways.
- Implement the ACC Career Expressway
- Implement Career Academies
- Expand the Pathways to Promise program
- Establish Workforce and STEM Centers of Excellence

Dr. Hawley discussed the ACC Continuing Education Program, which is different from the for-credit side of ACC and includes Certificates and programs to help people get into jobs in the short term. Continued Education includes 10,700 students and provides 566 courses. New courses in currently high-demand positions are being rolled out. She also discussed their partnership with Manor ISD to allow students to earn industry certifications and college credit while in High School. ACC is looking to replicate the Manor model with San Marcos ISD. ACC is looking to expand fire fighter CE training program as well as their STEP (Skill Training and Education for Personal Success) program to four additional campuses. Dr. Hawley also shared information about adult education programs students, specifically Career Academies, Career Pathways, Career Expressway and the Competency-Based Education model that has succeeded in placing 89% of program participants in jobs.

Amy Madison, City of Pflugerville Community Development Corporation, began her discussion with some background regarding the City of Pflugerville’s growth in recent years, followed by a brief description of the City of Pflugerville Community Development Corporation, specifically its history, role, and goals. Madison continued by elaborating on the different tools and strategies her group was using to help foster economic development, such as performance agreements, public improvement districts, and enterprise zones. Other programs carried out include startup assistance, expansion and relocation grants, business surveys and training seminars. The Corporation is also involved with Workforce Education programs such as project Lead The Way and other programs in partnership with the school district. Madison also discussed partnerships for success and the programs that have emerged as a result of these efforts, like the Small Business Development Center, or the 2015 Emerging Leaders program.

Tamara Atkinson, Deputy Executive Director Workforce Solutions, began her discussion by contextualizing Workforce Solutions mission as looking ahead for what Austin could and should become, as well as providing a safety net for some of the most vulnerable members of our community. Ms. Atkinson shared data about job growth that the Austin MSA has been enjoying and that we now have a very low rate of unemployment, 3.1%. She added that many individuals in our community are not enjoying economic success that is on par with the success of our region. Increasing costs of living and the skills gap contribute to economic disparity for job seekers. As of December 2015, 90% of individuals who received unemployment insurance had less than a Bachelor’s degree. In addition, 2.8% of the MSA’s civilian labor force and 2.7% of the civilian labor force were underemployed as of February 2016. The categories of “underemployment” are discouraged workers, marginally attached workers and those working part-time

for economic reasons. Ms. Atkinson shared data about availability of jobs by industry, top employers and fastest growing jobs. She discussed the role of Workforce Solutions, which is to provide leadership and serve as the governing body for the Austin Travis County workforce system, a role they have played since 1996. She explained that they don't view their work as a series of programs but an interconnected, interdependent cross-sector system, partly addressing what is within their sphere of control and partly addressing cross-cutting needs via partnership. Workforce Solutions approach includes investing in local talent, from cradle to career. They provide subsidized child care/transportation assistance, training for child care providers, youth development (for opportunity youth, 16-24 year olds), and adult workforce development (job training and employment assistance) for 18+ year olds. Ms. Atkinson shared the goal they established for adult workforce development that 75% of clients trained will receive training related jobs by 2020. She concluded by outlining three strategies for more effectively addressing the workforce needs of our community: adopting a master workforce development community plan, adopting sector based career pathways approach to talent development, and pursuing a two-generation approach to service delivery.

Councilmember Ora Houston mentioned how she has heard about efforts being made for a number of different vulnerable groups, but that she had yet to hear about efforts addressing the specific needs of a group that makes up a sizable portion of her constituency, namely unemployed convicted offenders. Jeremy responded how Goodwill Industries would be presenting on a number of issues including that one.

Ashton Cumberbatch echoed Ms. Atkinson's comment about developing a master workforce development plan because there are so many individuals that our system currently does not reach/serve.

Jerry Davis, President & CEO Goodwill Industries, started by saying that, literally, half the people they place in jobs are ex-offenders. He handed off the discussion to three VPs who presented in their areas of specialty: **Matt Williams is in charge of Education, Robyn Householder of Business Solutions, and DeWayne Street of Workforce Advancement.** Street began by mentioning that 60% of the people that his division serves are ex-offenders. He continued with a discussion of their operational model, focus on self-sufficiency, populations targeted, services offered, and how all these aspects are designed to come together to address generational marginalization and ultimately transform lives, families, and communities. Williams followed Street's by mentioning how education was the chief impediment in finding a career for the adults they serve. To address this, they had the law changed in Texas and opened 2 charter schools, the Goodwill Excel Center, and the Goodwill Career & Technical Academy to help adults earn their High School diploma. These schools also provide two-generation styled support services in the form of life coaching, career counseling, free childcare and transportation passes, and job placement services. Householder continued the presentation with her section on business solutions. In order to serve their clients better, they need to know what Texas employers need. To that end, her team is developing employer driven programs to deliver workforce and career solutions with employer insights guiding the programming. Through this model/approach, increased wage outcomes are possible thus minimizing the economic divide. The presentation ended with a testimonial from a client who participated in GRC pilot program.

Adjournment: The meeting was adjourned at 3:02 p.m.