Educating and Training Our Future Workforce


Labor force trends that were already happening were exacerbated and accelerated by the pandemic. Learn to map labor supply and demand in your region to inform how community leaders can work together and engage businesses and sector partnerships to build training on-ramps that upskill people to enter high-demand occupations in growing industries. The session will cover what data is needed for a proper assessment of labor force supply and demand, and then address what can be done by workforce center business services teams on the ground to rapidly address skill gaps, put people back to work, and ensure those trained and placed are on a career pathway in which they can grow.

2020: Foresight, not Hindsight – Josh Davies

We all know there is only one constant in this world – change, and nothing exemplified that better than 2020. This past year has accelerated systemic shifts in the workforce, educational system, and in society. In addition, multiple technological and societal disrupters will create even more change. The combination of the impact of 2020 with these disrupters is going to cause a further transformation that will impact all of the services we deliver. Rather than sit back and hope, now is the time to prepare for the coming reality. 2020 has given us insight on the coming changes, and we have a decade to work with. We need to be developing our job seekers for these changes to build a resilient and inclusive workforce with the skills need to be successful today and into the future. Using the lessons from last year, you will discover four strategies that you can start implementing immediately. Now is the opportunity for us to evolve our practices and ensure that we develop solutions that ensure everyone has an equal opportunity for success. While it is often said that hindsight is 2020, great workforce professionals are realizing it is actually foresight.

Paychecks versus Paystubs – Embedding Financial Literacy Training – Amanda Wolosz, Grant Associates

In workforce development, we spend a lot of time training our jobseekers on how to maximize their time at work. Then we spend a lot of time tracking down paystubs. However, we often miss the opportunity to help those we serve plan for and meet their financial goals. Providing financial coaching and financial literacy training can help remove financial anxiety and help jobseekers find additional financial stability as they move through workforce development programs and into their careers. Helping jobseekers get a handle on their finances by setting up a bank account, understanding their credit report, and saving for the future make a big difference in self-sufficiency outcomes and the overall happiness of the workforce. Join Grant Associates as we share strategies and best practices for integrating financial literacy and financial coaching directly into workforce service delivery and training.

The Power of Pandemic Partnerships for Blended Learning – Melody Daniel, KRA, Corporation, and Sandy Mead, MedCerts LLC
This workshop will discuss the unique collaboration between KRA Corporation and MedCerts. This partnership, which was birthed via networking at a previous NAWDP Conference, has positively impacted the lives of many individuals in the Prince George’s County Area in Maryland. We were able to adapt and adjust our program and continue to offer full wrap-around services, even in the pandemic. In this workshop, we will discuss in detail how we were able to pivot from intensive in-person service delivery to a fully virtual service model. We will also provide strategies to virtually engage and support TANF and SNAP participants whose barriers to employment and educational attainment were exacerbated by the pandemic. Finally, we will share the results of this program and offer best practices that can be reproduced in other programs that serve similar populations.

From Scarcity to Abundance in Apprenticeship and WBL – Jan G van der Hoop, Fit First Technologies

An Association representing small and mid-sized Electrical Contractors took on the challenge of re-imagining and rebuilding an outdated apprenticeship model that for years had suffered from low levels of enrolment and high attrition.

Within the first eight months, they were running at nearly 200% of their hiring objectives and nearly a quarter of the Apprentices they hired came from segments of the population that faced barriers and had long been underrepresented in the Trade. They now have more qualified people than they can place.

It all started with a willingness to measure what mattered (and to let go of what didn't), and to shift a few paradigms.

All Hands on Deck, Librarians Too! – Tammy Westergard, Nevada State Library; Karsten Heise, Nevada Governors Office of Economic Development; and Mark Andersen, Cofounder and CEO of Lifeliqe, LLC

One role of America’s more than 16,000 public libraries is to meaningfully link quality resources and out-of-school-time programs with formal education. This session focuses on education technology post COVID-19. Current adult education emphasizes stackable, industry certification and credential curricula relevant to in-demand occupations. Equally important is helping people cut the time to understand the labor market and prepare for new living-wage careers.

In Nevada, librarians add to the necessary workforce professional bandwidth to help people return to work or upskill into STEM fields.

• A library card in Nevada is all it takes to use the “Skills Decoder” and translate work experience/skills into competencies using the Nevada Career Explorer, a SaaS career information database.
• Help implement and expand accelerated degree programs; expand remote access to in-demand occupations and learn how to innovatively use virtual reality, 3D interactive objects and 360 video to drive STEM success
• Get support and maintain engagement with case management and online training

And since study and practice include digital technologies far beyond looking at a flat screen, this underscores the importance of data driven software solutions in sync with statewide datasets, and the use of virtual/augmented reality, interactive 3D objects and 360 video to provide impactful remote teaching and learning.

Building Skilled Talent Pipelines for Target Industries – Carl Kushinsky, Anne Arundel Workforce Development Corporation
Anne Arundel Workforce Development Corporation has been at the forefront of Industry Sector initiatives for several years by taking a holistic approach to addressing the industry’s needs to aid in long-term economic vitality and industry growth. In this session, participants will learn how the Industry Sector Training Model can be used to enhance talent pipelines to maximize results for businesses and prepare the workforce for the future. A case study within the Healthcare industry will be showcased to demonstrate results and outcomes from a CNA/GNA to PCT program to meet the needs identified by local healthcare business leaders.

Does Entrepreneurship Training Fit in WIOA Programming? YES! – Mark Greenberg, BuildEd, and John Hattery, Hattery Consulting Group

Economic analysts point to business formation and self-employment as some of the paths available to strengthen the country’s post-covid recovery. USDOL endorses entrepreneurial training for WIOA youth and adults however teaching customers how to create their own jobs is not a prevalent offering in workforce programming.

Join BuildEd CEO Mark Greenburg and John Hattery, President of the Hattery Consulting Group for a fun and interactive session that will illuminate how workforce professionals can prepare customers to become their own bosses. Learn how nurturing customer’s goals with respect to the gig economy, Sole proprietorship, or starting a business that employs others can have powerful effect on your their lives, and by extension, will enhance your service delivery and be reflected positively in traditional workforce outcomes.