Human Services and Public Safety Policy Committee (HSPSPC)

April 21, 2017

12:00 P.M.

Walter A. Scheiber Board Room (3rd Floor)

meeting minutes

1. **Welcome, Announcement(s), and Approval of MEETing Summary**

*Karen Toles, Human Services and Public Safety Policy Committee Chair*

Chair Toles called the meeting to order, requested participants to introduce themselves, and provided an overview of the meeting agenda. Chair Toles requested and received motions to approve (1) the February 17, 2017 HSPSPC draft meeting summary and (2) the draft summary of March 17, 2017 Information Exchange Work Session.

**Action:**

Ms. Gross requested that the Information Exchange Work Session Summary be forwarded to HSPSPC members absent from today’s meeting and that the summary be made a part of the permanent record for the work done by HSPSPC. Mr. McMillion will forward to members.

1. **BRIEFING ON COG’S WORKFORCE DEVELOPMENT PROJECTS AND INITIATIVES**

*Nicole McCall, Senior Regional Planner, Metropolitan Washington Council of Governments*

Ms. McCall briefed the HSPSPC on COG’s current and past initiatives related to Workforce Development, including the COG Board’s March resolution for staff to advance and implement collaborative workforce development strategies throughout the region.

Ms. McCall provided an overview of COGs role in workforce development over the past decade, including: the Regional Workforce Development Task Force (2009), *Closing the Gaps to Build the Future* (2009)*,*  Region Forward Coalition Compact’s goals (2010), *Economy Forward* (2012), efforts to advance training and credentialing for *storm water* management workers (2015), *State of the Region*: *Economic Competitiveness Report* (2016), *Trends in Workforce Demand* Reports *(2016), and State of the Region: Human Capital Report* (2017). Reviewing these initiatives, Ms. McCall found six major areas of aspiration:aligning education and credential requirements, improving access to education and training, conducting industry and labor market analysis, minimizing economic disparity, pursuing economic development opportunities that produce careers, not just jobs, and seeking job-driven talent development strategies to solve problems.

**Recommendation:**

Consider and identify opportunities for coordinated regional action and policies to support workforce development in metropolitan Washington.

1. **BRIEFING ON CAREER PATHWAYS FOR MIDDLE SKILL JOBS IN THE GREATER WASHINGTON REGION’S LEADING INDUSTRY CLUSTERS**

*Ellen Harpel, PhD, President, Business Development Advisors*

*Mark C. White, PhD, Deputy Director, Center for Regional Analysis*

Drs. Harpel and White provided a briefing on their recent report highlighting career pathways into and beyond middle skill jobs. Metropolitan Washington has a polarized workforce. While the economy is being driven by high paying jobs that require advanced degrees, opportunities for those with less than a high-school degree often only pay the minimum wage. The report identifies pathways for the region’s less educated residents to advance and attain employment that offers sustainable and family supporting wages. These pathways are focused on occupations in demand by the region’s key economic clusters.

**Recommendations to promote middle-skilled jobs:**

1. Prepare a more comprehensive list of relevant credential and training programs
2. Engage the business community
3. Identify and address region-specific issues, such as requiring college degrees for jobs where one may not be required
4. Share this information among relevant stakeholder groups
5. **BRIEFING ON *MAXIMIZING WIOA’S POTENTIAL: A REGIONAL ANALYSIS OF THE STATE PLANS OF MARYLAND, VIRGINIA, AND WASHINGTON, DC***

*Judy Berman, PhD, Deputy Director, DC Appleseed*

*Chris Duncombe, Policy Analyst, The Commonwealth Institute for Fiscal Analysis*

*Christopher Meyer, Research Analyst, Maryland Center on Economic Policy*

Dr. Berman and her colleagues briefed the HSPSPC on cross-jurisdictional learning and recommendations from their recent report analyzing Maryland, Virginia, and the District of Columbia’s State Workforce Innovation and Opportunity Act (WIOA) plans. These plans are an important first step in implementing the 2014 WIOA, which emphasizes career pathways, sector partnerships, employer/demand-driven training, coordinated performance measurement, and integration of programs. Funded by the Community Foundation’s Greater Washington Workforce Development Collaborative, the report strives to promote implementation of best practices and support regional collaboration.

After highlighting promising practices and shared challenges, Dr. Berman and her colleagues discussed COG’s State of the Region: Human Capital Report and COG’s potential role in workforce development. They recommended that COG: (1) find ways to support cultivating talent within metropolitan Washington rather than attracting it from outside the region, (2) identify successes in local hiring in low-income areas, (3) identify how COG’s storm water management work might be replicated in other industries, and (4) increase collaboration between the region’s workforce development boards. In addition, more general recommendations were made for the region, including: (1) identify pathways into fields for individuals with low-skills, (2) coordinate industry alliances, (3) share successful strategies for placing/hiring/retaining veterans, (4) develop/share curricula for teaching “Emotional Intelligence”, and (5) convene cross-jurisdictional teams to address common barriers, and (6) consider a convening later in the year to develop a regional approach to workforce development.

1. ***DiALOGUE WITH WORKFORCE DEVELOPMENT LEADERS ON REGIONAL COLLABORATION***

*Ellie Giles, Chief Executive Officer and President, WorkSource Montgomery, Inc.*

*David Hunn, President and CEO, SkillSource Group*

*Diane Pabich, Interim Executive Director, DC Works: Workforce Investment Council*

*Walter Simmons, Executive Director, Prince George’s County Economic Development Corporation*

Representatives from four of Metropolitan Washington’s workforce entities were asked to share their perspective and ideas about regional collaboration for workforce development. They also responded to recommendations in the prior presentations and engaged in a strategic discussion with the Committee. The representatives discussed their current priorities, highlighted successes and innovative programs, and how they currently collaborate across jurisdictional boundaries.

Through the discussion, it was recommended that one way that COG can help is through analysis and mapping. It was recommended that COG develop a map showing labor force participation rates throughout the region.

1. **Other Business / HSPSPC ROUNDTABLE**

Chair Toles

* Noted registration for the May 9 Opioid & Substance Abuse summit is now available on-line.
* Recognized April 29, 2017 as Medication Take Back Day.
* Reminder to respond to the already distributed enhancement survey by May 8, 2017. Survey results will assist with identifying the direction and priorities for HSPSPC.
* 2016 How Safe Are Our Roads? Report was distributed to the HSPSPC last week. Kurt Erickson, President & CEO of the Washington Regional Alcohol Program (WRAP) has agreed to brief the COG Board of Directors at their June 14, 2017 meeting.
1. **ADJOURNMENT**

With no further business, the meeting adjourned at 2:30 PM.

**Attachments:**

1. Meeting Agenda
2. Draft Meeting Minutes of February 17, 2017
3. Draft Summary of March 17, 2017 Information Exchange Work Session
4. Workforce Development (COG’s past projects and current initiatives)
5. Career pathways for middle-skill jobs in the Greater Washington region’s leading industry clusters
6. Maximizing State Workforce Innovation and Opportunity Act (WIOA) Potential in the DMV
7. Regional Opioid & Substance Aburse Summit May 9, 2017 Flier
8. Revised HSPSPC Membership Roster
9. Medication Take Back Day April 29, 2017 Flier

A list of reference materials and detailed reports can be obtained from the on-line library link: <https://www.mwcog.org/events/2016/?F_committee=128>; Click Login Button at Upper Right and use Username: your email address; Password: your personal password provided by COG.