

## Generation Work Partner Meeting – November 3, 2017

SkillUp Washington hosted a quarterly Generation Work Partner Meeting at SeaTac International Airport, for partners to provide input on the draft 2018 Generation Work Scope of Work and Budget. The draft will be submitted to Annie E Casey Foundation staff on November 15<sup>th</sup>. In addition, SkillUp will draft a response to MDRC's request to understand metrics and available local data for work to develop and track performance measures related to systems change work happening at the local and national levels by the Generation Work sites. Generation Work partners began to brainstorm performance measures ideas.

Generation Work partners attending the meeting included: SkillUp Washington; Port Jobs; South Seattle College's (SSC) Georgetown campus; Seattle Education Access (SEA); Educurious; Community Center for Education Results (CCER); and the Workforce Development Council of Seattle-King County (WDC).

### 2018 Generation Work Scope of Work and Budget

- The draft Scope of Work and Budget (see attached) to Annie E Casey Foundation by November 15 will be used to guide and fund Year Two Generation Work Implementation Phase activities from January to December 2018. All partners were asked to *review the attached drafts and send feedback to Chris Pierson no later than **Monday, November 13<sup>th</sup>***.
- CCER reported that the King County Reconnect to Opportunity (ReOpp) team is looking at supporting a youth-led storytelling campaign to help drive more referrals to regional education and employment pathways for young people without a secondary credential. They will be working with Educurious and others to develop a toolkit for youth to produce and share videos through social media channels. The line item for ReOpp in the 2018 budget could be used to help support these efforts around airport/manufacturing pathways at SeaTac Airport and/or SSC. SkillUp will follow up with ReOpp to further discuss this possibility.
- Mockingbird Society has also done some similar work regarding youth-led videos. There was a suggestion to follow up with them to learn more about what worked well.

### MDRC Performance Measurement Assistance

- Partners were interested in developing metrics to track progress towards the *creation of a sustainable system connecting Open Doors youth to Generation Work-supported industry partnerships/career pathways*. Partners discussed data sources to measure this work. Examples of data which partners currently collect or could readily collect follow.
  - SEA collects data for post-secondary enrollments, retention and certificate/degree attainment for most (but not all) King County Open Doors youth who pursue post-secondary education;
  - CCER has data for all next-step education enrollments for all King County Open Doors youth;
  - Port Jobs data system can track Open Doors youth who look for jobs at the Airport Jobs Center, find jobs at the airport (including wage, company, and job title), enroll in Airport University (AU) certificate/training classes, and receive an Alaska Airlines AU Scholarship;

- SSC can document Open Doors youth enrollment into and completion of manufacturing/pre-apprenticeship trainings, certificate/credential/degree attainment, and entry into next-step college training, including registered apprenticeship;
  - SkillUp will follow up with AJAC regarding available data for Manufacturing Academy pre-apprenticeship enrollment & completion and advancement into AJAC apprenticeship pathways; and
- BGCC has ethnographic data (including pre/post HOPE Scale data) for subset of Open Doors youth who enroll in airport/SSC pathways.
- Other ideas for tracking this system reform/integration story includes:
  - Training Open Doors staff (instructors, advisors, navigators, etc.) on airport/manufacturing career pathways, including considerations having to do with racial equity;
  - Development of marketing tools (e.g. youth-produced videos) on Generation Work career pathways; and
  - Pre/Post survey of King County Re-engagement Provider Network about knowledge of Generation Work-supported career pathways and whether they are actively referring young adults to these pathways, customizing training plans to address gaps identified in pre surveys.
- Partners also discussed the prospect of developing metrics around job quality for young adults engaged in airport/manufacturing career pathways. They noted that this could help build cross system awareness of good employers, and showcase employer champions. Partners discussed potential strategies including:
  - Vetting findings around job quality “must-haves” identified in a recent FSG report with young adults and/or employer partners engaged in airport/manufacturing pathways (Educurious to send copy of report);
  - Developing a cross-system understanding of what is most important aspect of job quality through young adult, employer and Generation Work partner interviews, including (but not limited to):
    - Respect (as identified in FSG report);
    - Wage;
    - Stability of hours;
    - Part-time/full-time status;
    - Access to health benefits;
    - Paid overtime;
    - Paid training time;
    - Tuition reimbursement;
    - Flexible hours for training; and
    - Paid time off.
  - Building capacity for frontline “gatekeepers” who refer young adults to pathway opportunities (e.g. SEA, ReOpp, Airport Jobs staff, SSC navigators, WDC job developers/case managers, etc.) to talk with young adults about how to look for/identify the most important job quality considerations for next-step employment;

- Identify and utilize collective leverage points to recognize and celebrate employers with good job quality opportunities for young adults to help make these opportunities more visible to other employers.
- Partners were interested in the prospect of working with MDRC/Annie E Casey Foundation to develop a set of metrics regarding this work, but did not feel that we were currently ready to track progress towards this work. They suggested that the focus of the work could be on garnering cross-system buy in first on the metrics, and ways to measure progress. The topics were new for the partnership and require further discussion.

### Other Topics/Next Steps

- SkillUp will identify a date for a next-step conversation about the MDRC metrics with Marty Miles and will reach out to Gen Work partners to participate in that conversation. We anticipate the conversation will occur before Thanksgiving. MDRC has encouraged us to select 3-5 metrics that we will at some future point commit to track.
- All partners who participated in the Puget Sound ESD's race equity training should complete the follow-up survey to identify how to more deeply embed next-step race equity priorities in each of the three work groups (Airport Career Pathways; Manufacturing/Apprenticeship Career Pathways; Generation Work Leadership Group).
- SkillUp will be working with AJAC to identify and survey/interview young adult Manufacturing Academy alumni about experiences on the job, lessons learned for how to be successful, and equity considerations for young adults of color entering a field predominately consisting of older white men. We will also be interviewing employers, including those who are front line supervisors.
- The Puget Sound ESD will be presenting information about the emerging Open Doors Youth Apprenticeship Consortium idea to the Puget Sound Coalition. This was identified at the last Generation Work partner meeting and included in the WDC's recent Career Connect Washington (CCW) grant application. The presentation will be in early December. Depending on the result of the application we may want to include CCW partners in the presentation about potential leverage/alignment opportunities.
- The Port of Seattle completed three mini videos of airport workers who found jobs and are pursuing post-secondary education through the Airport Jobs Center/Airport University. The videos will be available on Port Jobs' website and could be used by referral partners (e.g. ReOpp) to help explain education/employment pathways at the airport to young adults.
- During the initial implementation phase the AU high school completion pathway has encountered some challenges. For example, coordinating the airport workers' busy schedules with High School 21+ advisors has impacted early enrollment numbers. Port Jobs is meeting with High School 21+ and Open Doors partners over the next few weeks to identify and make necessary changes to better support airport workers who are interested in pursuing this opportunity.