

2022
COLLEGE CHANGES EVERYTHING[®]
CONFERENCE

Prioritizing Equity in Workforce Development

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In this session...

- IWIB's focus on Equity
- The Recommendations of the Equity Task Force
- Examples of Equity being a Priority for the Workforce Development System
 - Evaluation tool Kit
 - Professional Development

**IWIB Equity Task Force
background on equity/IWIB/task
force/why equity is important and why
the workforce system has a role**





Purpose of the IWIB Equity Task Force

Under the direction of the IWIB, develop a framework of recommendations for Illinois' workforce system that align with the education system and establish goals that will reduce inequity for the populations we serve.

A Diverse Workforce Creates Strong Economies and Strong Communities



The workforce investment system has a key role to play in improving equity in educational and economic opportunity in Illinois.



Insights and Recommendations from the Equity Task Force: recommendations and key insights, opportunities, and recommendations around building the culture of equity in the system and in the IWIB itself

Advancing Equity in the Illinois Workforce System

A Report From the Illinois Workforce Innovation Board Equity Task Force

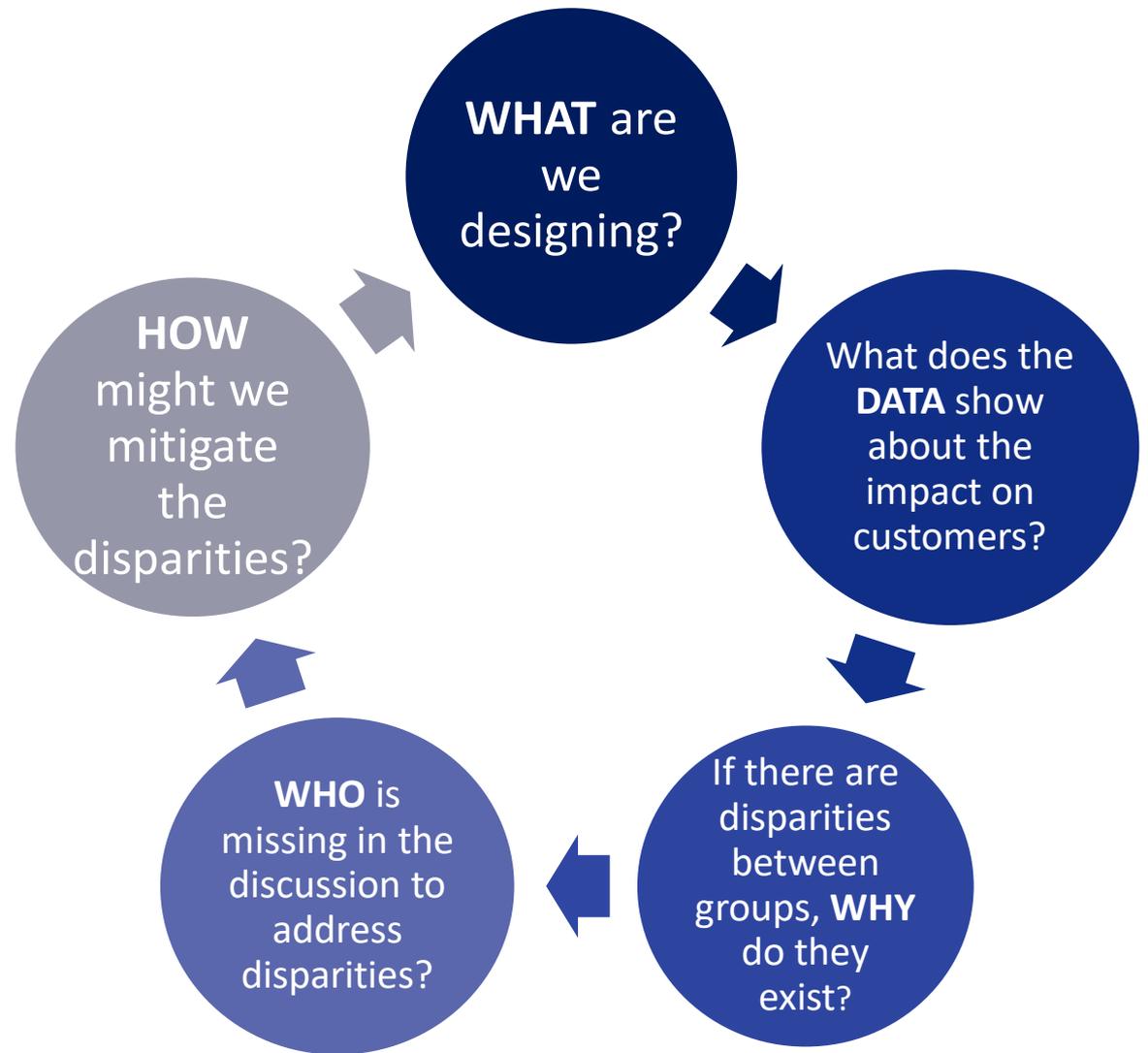
June 2022

Recommendations

The ETF has identified six broad areas of action for the IWIB, along with specific steps within those areas of action. For each area of action, we have provided recommendations for the IWIB. Because local workforce boards and service providers play an equally critical role in advancing equity, we have also identified opportunities for them in each area of action.

-  1. Build a culture of equity in the Illinois workforce system.
-  2. Integrate an equity lens into the work of the IWIB.
-  3. Invest in data analysis capacity, track disaggregated data and outcomes, and identify disparities and factors contributing to those disparities.
-  4. Diversify workforce system leadership and staff and provide systemwide training on equity, cultural competence, and cultural awareness and humility for those served by the system.
-  5. Provide funding to, and partner with, organizations providing culturally specific services with a track record of success in serving target populations.
-  6. Prioritize workforce services that include supportive services.

We need to
view our
work
through an
equity lens.





We must center the voices and experiences of workforce system customers in program and service design.

The IWIB has opportunities to lead

- Establish an ongoing process for **analyzing or diagnosing the impact of the design and implementation of policies on underserved and marginalized individuals and groups**, and to identify and eliminate barriers.
- Leverage its leadership role **to lead the state's workforce system equity efforts** while **empowering and supporting local workforce areas** and workforce development leaders and practitioners in this work as well.



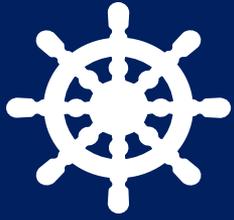
Recommendation: Build a culture of equity in the Illinois workforce system

- **Build system-wide capacity through technical assistance** by creating an Equity Academy.
- **Recognize local workforce areas** that are effective in reaching out to, recruiting, and serving target populations.
- Encourage public workforce system leaders to **support employers with tools to advance equity.**



Recommendation: Integrate an equity lens into the work of the IWIB

- **Establish a permanent Equity Committee** to provide oversight and accountability for the IWIB's equity efforts.
- **Require policy committees to use an equity tool** for analyzing policies and programs through an equity lens.
- Direct local workforce boards to **create report cards** around key equity data elements.



Recommendation: Diversify workforce leadership and staff and provide system-wide training.

- Issue guidance emphasizing the importance of **hiring/nominating workforce system leaders, board members, and staff that reflect the diversity and lived experiences of the populations served** by the WIOA system and adopt this practice within the IWIB.
- Direct state WIOA agencies to set **aside 1 percent of their professional development funds** to go into a state pool to build equity skills for state staff.
- **Deliver timely, accessible, up to date equity information and training** through the Professional Development Committee.

Insights and Recommendations around data

Our analysis of WIOA Title I Data revealed differences in:

Employment and earnings outcomes by race

Which **services** customers access and the

occupations they train in by race and sex

**...and we need to strengthen our capacity
to do it.**

Data findings invite us to explore root causes.

White women seem to access self- and staff services at higher rates than women of color. Why is that?

Title I Adult Percentage of Participants By Service Type

Type of Service	Female				Male			
	White	Black	Hispanic	Asian	White	Black	Hispanic	Asian
Self-Services	43.2%	33.0%	27.9%	23.4%	33.2%	27.9%	21.9%	24.0%
Staff Services	64.5%	45.3%	47.1%	47.7%	54.0%	44.2%	46.2%	52.0%
Received Training	85.0%	70.1%	74.8%	51.4%	79.8%	74.1%	80.1%	68.6%
Training Completed	77.7%	76.7%	77.1%	81.3%	81.1%	79.3%	82.8%	94.2%



Recommendation: Invest in data capacity, track disaggregated outcomes, and identify disparities.

- **Direct WIOA agencies to invest a percentage of their federal workforce funds in data analysis capacity.**
 - Make disaggregated data available to all local workforce areas and develop and deliver training on how to interpret it.
 - Create state and regional dashboards that show real-time activities and employment outcomes by education level, race, ethnicity, sex, etc.
 - Tailor data to the audience.
 - Pilot the use of the disproportionate impact analysis methodology across all WIOA programs to analyze access and outcomes.

**Organizations
providing culturally
specific services with a
track record of success
in serving target
populations want to
partner with us.**





Insight and Recommendation: Provide funding to and partner with these organizations

- **Help culturally responsive community-based organizations qualify for the Eligible Training Provider List (ETPL):**
 - Provide proactive training to such organizations on how to use and navigate the system.
 - Add criteria to the ETP policy about whether training organizations intentionally conduct outreach and provide quality services to target populations, and whether they have community support.
 - Include in the revised ETPL policy an acknowledgement that the ETPL has equity implications for customer outcomes, and that informing customer choice should include data about how ETPs perform.

Customers need supportive services to overcome systemic barriers.





Insight and Recommendation: Prioritize workforce services that include supportive services

- Direct State agencies to **design funding competitions to include appropriate supportive services**, including follow-up and post-employment support.
- Encourage Local Workforce Boards to include input of impacted groups in decisions about the design and delivery of employment programming and policies guiding local workforce systems and to **adopt a human-centered approach to designing services**.
- Communicate opportunities for local workforce areas to **access resources for supportive services**

Evaluation Tool Kit

The screenshot shows the WIOA Professional Development website. The header includes the WIOA logo and navigation links: WIOA SUMMIT, WORKFORCE WEBINARS, WORKFORCE ACADEMY, EVALUATION TOOLKIT (highlighted in green), IDENTITY & INNOVATION, and CONTACT US. The main content area features the Illinois Workforce Innovation Board logo and the title "EVALUATION TOOLKIT EXECUTIVE SUMMARY". A sidebar on the left contains three green buttons with arrows: "Evaluation Framework Feedback Form", "Section 1: Executive Summary", and "Section 2: Introduction to the Framework and Overview of Equity". The main text describes the Illinois Workforce Innovation Board (IWIB) and the Evaluation Workgroup of the Continuous Improvement Committee. A footer note states: "This Evaluation Toolkit is adapted from the 2020 Department of Labor Evaluation Toolkit: 'Key Elements for State'".

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ILLINOIS WORKFORCE INNOVATION BOARD

EVALUATION TOOLKIT

EXECUTIVE SUMMARY

→ Evaluation Framework Feedback Form

→ Section 1: Executive Summary

→ Section 2: Introduction to the Framework and Overview of Equity

The Illinois Workforce Innovation Board (IWIB) leads Illinois in the alignment of the workforce, education, and economic development throughout the State. The Evaluation Workgroup of the Continuous Improvement Committee has identified policies, processes, and programs to assess this Evaluation toolkit and provide feedback. Information regarding the pilots will be listed here as it becomes available.

This Evaluation Toolkit is adapted from the 2020 Department of Labor Evaluation Toolkit: "Key Elements for State"

Purpose of the Tool Kit

- The purpose of this toolkit is to provide a framework and tools for effective evaluation for statewide workforce programs, policies, and processes across the various Titles. **This toolkit uses an equity lens as its foundation based on the IWIB Equity Task Force’s concept of an equity lens.** An equitable workforce system is one where diversity, equity, and inclusion are foundational – in which race, ethnicity, gender, socioeconomic status, health, ability, and other demographic or geographic characteristics no longer predict one’s outcomes in the labor market. The Annie E. Casey Foundation defines equity as “the state, quality, or ideal of being just, impartial and fair” (2015). The concept of equity is synonymous with fairness and justice. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept.
- The Illinois workforce system will apply an **equity lens that ensures all individuals have equal dignity, value, and opportunity to participate justly, fairly, and fully in all dimensions of academic, social, civic, and economic life to reach their full potential.** Workforce system resources will be distributed in a balanced and fair manner.
- Applying an equity lens to **evaluation involves increasing justice and fairness in all policy, processes, and programs** – taking into consideration historical and contemporary conditions that create uneven starting points for individuals within the workforce ecosystem and aligning the procedures and processes of institutions or systems, as well as in their distribution of resources, to provide the optimal experience for all individuals to reach one’s full academic, social, civic, and economic potential.

Human Centered Design Professional Development

- This training was designed to provide new methods and processes for local leaders to learn how to put the customer in the center of their services. The training emphasized the system from the perspective of our customers - exploring, how we might build better relationships with our customers, our partners, and each other.
- Participants gained strategies to improve touch points with customers and partners and techniques to improve customer experience and customer outcomes.

IDENTITY AND INNOVATION SUMMIT

- On October 20, 2021, Illinois workforce partners celebrated National Disability Employment Awareness month with an Identity and Innovation Summit. This free virtual summit focused on recruitment, hiring, and retention of disabled workers who identify as transgender or non-gender conforming and/or people living with HIV. The all-day event showcased local and national experts and stakeholders covering three key areas of policy, practice, and professional development as they relate to working with these underserved communities.



Six-part series on Trauma delivered by our partners at ICOY.

1. Impact of Trauma
2. Vicarious Trauma
3. Culture and Trauma
4. Trauma Informed Supervision
5. COVID-19 and Trauma
6. Building Trauma Informed Remote Work Culture

8 Dimensions of Wellness

Source: <https://www.samhsa.gov>



Enhancing Personal Capacity for Wellness

The Value of Self-Reflection in an Organizational Culture

Instructions: Take a few minutes to briefly respond to the following questions. Use this time to reflect on your role in building a culture of wellness within your organization.

This activity may benefit people who discover and learn through written reflection. The following questions could also be discussed in partnership with other members of your team.

1. **Emotional**—Coping effectively with life and creating satisfying relationships
2. **Environmental**—Good health by occupying pleasant, stimulating environments that support well-being
3. **Financial**—Satisfaction with current and future financial situations
4. **Intellectual**—Recognizing creative abilities and finding ways to expand knowledge and skills
5. **Occupational**—Personal satisfaction and enrichment from one's work
6. **Physical**—Recognizing the need for physical activity, healthy foods, and sleep
7. **Social**—Developing a sense of connection, belonging, and a well-developed support system
8. **Spiritual**—Expanding a sense of purpose and meaning in life



Which dimensions of wellness are most important to you? It may help to refer back to a personal intention or discovery process you have used in the past.



Upcoming Wednesday Webinar Topics

- Introduction to Gender Identify
- Social Media Accessibility
- Digital Equity
- Digital Literacy
- Transitioning Individuals with Disability into the Workforce Development System



Looking Ahead

Together, we can ensure that the Illinois workforce system helps individuals facing multiple intersecting structural barriers to quality employment opportunities access economic opportunity and security.

Thank you!

What questions do you have?

