

# RISE

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### MEMORANDUM

**TO:** RISE Workforce Collaborative Guests

**FR:** The Ronald Reagan Institute

**DA:** March 28, 2019

**RE:** Workforce Collaborative Recap

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The inaugural RISE Workforce Collaborative, “The Workforce of the Future: Career, Technical, and Beyond” convened local and nationwide thought leaders and practitioners. With 20 guests from Indiana, Washington, D.C., Colorado, California, and more, we engaged experts in thoughtful discourse throughout the day to learn about new models and best practices, build relationships and identify new partners, and build shared understandings on how best to move forward with equipping our students - both traditional and non-traditional - for the workforce of the future.

First, we had celebrated success stories in Indianapolis, our host city, during our discussion, “Grounded in Place.” Ms. Betsy Delgado ignited the conversation by sharing her work with GoodwillIndy, and the service they provide for adult and youth in Indianapolis including a program for adult and youth high school dropouts called The Excel Center. Ms. Angie Carr Klitzsch of EmployIndy then talked about the challenge of upskilling while also working to support families simultaneously and noted that GoodwillIndy’s Excel Center is a model of “wrap-around support” not just “train and pray.” She also praised the work of the Kenzie Academy, who also employs the concept of upskilling while providing jobs or supporting already working individuals. It is about meeting people where they are - developing talent while coaching employers to understand what the reality of the job market is.

Next, Ms. Janelle Duray of Jobs for America’s Graduates (JAG) led the conversation on “Equity and Opportunity.” JAG is an organization dedicated to preventing dropouts from students who have barriers to graduation and/or employment. To accomplish this mission, JAG focuses on project-based learning, trauma-informed care, and employer engagement, and Indiana is the largest JAG state affiliate with 137 throughout the state. Janelle posed the questions: How can we be more intentional about building partnerships? How do we increase the student experience, and how do we expand to serve more students? Also, who are the students who are not going to graduate? Those are the students that we want to serve. We have an opportunity to respond quickly in order to lift our students up so they have access to better jobs.

During lunch, Mr. Tony Denhart of GE led the conversation on disruption and the gig economy. He posed questions including: how do we protect our youth going into these economies when it comes to healthcare, payment, taxes, and more? What is the role of government in the new gig economy? If any? Gigs can range from full-time gig-to-gig jobs like

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Uber and Lyft to side hustles. He also discussed the GE example, where they crowdsourced the development of a new jet engine that weighed 34% less - they had 700 submissions from 56 countries over 30-45 days. In this fashion, Tony explained that the gig economy can also help us to accelerate innovation.

Ms. Janet Salm of Strada Education Network gave an engaging macro-presentation lifelong learning. She spoke about Strada's recent report, "Robot-Ready: Human+ Skills for the Future of Work," learning ecosystems of the future, and what a longer work life might look like. She also facilitated small-group conversations about what new professional skill each attendee learned recently and how each participant acquired that skill.

Finally, Ms. Jane Oates of WorkingNation gave the closing thoughts for the day as well as ideas on next steps. WorkingNation is currently filming a video called, "The Middle," about cities that want to shift from who they are to what they want to be. According to Jane, this video is more than a commercial; it tells a story. She posed the question to the group: Who do you tell your story to?

Overall, the conversations that took place during the Collaborative steeped in learning and understanding. Event participants asked for time to learn about new models, meet new potential partners, and gain shared understandings on critical topics. The Ronald Reagan Institute looks forward to hearing from our first RISE Collaborative guests regarding ideas for next steps and what action should follow.