

WIN 2023 CONVENING

NOV
2&3



El Monte Sagrado, Taos, NM



THURSDAY, NOVEMBER 2, 2023 MORNING

8:30 am Check-in

9:00 **Breakfast & Networking**

10:00 **Welcome**

- Mayor Maestas
- Commissioner Brush
- Monica Abeita, *Executive Director*, North Central New Mexico Economic Development District (NCNMEDD)
- Pat Vanderpool, *Executive Director*, Regional Development Corporation (RDC)

10:30 **Report on the Network**

Project Status and Financials

10:50 **Break**

11:00 **Introduction to Sector Partnerships:** Video and Panel

Colorado Sector Presentation with Q&A

11:45 **The Work Before Us**

Developing Two Sector Partnerships

Building the Workforce through Social Support, Training, and Education

Unified Outreach and Promotion

12:00 **Lunch & Conversation**

Table Conversation: Who are the Un and Under employed in Our Communities?

Who are they? How do we engage them?

*All sessions in **Rio Grande Ballroom** unless indicated otherwise.*



THURSDAY, NOVEMBER 2, 2023 **AFTERNOON**

1:30 pm **Breakout Sessions**

- Healthcare Sector: Introduction to Sector Partnerships, *Sandoval*
- Skilled Trades Sector: Governance etc., *Gallery*
- Support Services: Building the Net with Social Services, *Rio Grande Ballroom*
- Education: Aligning Training and Education, *Rio Grande Ballroom*
- Outreach Team, *Boardroom*

2:45 **Break**

3:00 **Listening to Employers – Horseshoe Listening Sessions**

- Breakout: Healthcare, *Sandoval*
- Breakout: Skilled Trades, *Gallery*
- Social and Educational Support, *please join either location*

4:30 **Break**

4:45 **Wrap-Up & Synthesize**

5:15 **Dinner Served**

Table Discussions, Share Out

*All sessions in **Rio Grande Ballroom** unless indicated otherwise.*



FRIDAY, NOVEMBER 3, 2023 **MORNING**

8:30 am **Breakfast & Networking**

9:00 **Education and IET Presentation**

What colleges are doing for the underprepared .

—*Kristen Krell, ACE Manager, Santa Fe Community College*

9:45 **Sector Partnership Convening**

- Breakout: Healthcare, *Sandoval*
- Breakout: Skilled Trades, *Gallery*
- Breakout: Support Services, *Rio Grande Ballroom*
- Breakout: Education, *Rio Grande Ballroom*

10:45 **Panel Report** (joined) with Q&A

11:05 **Panel Support Service Needs** with Q&A

11:30 **Work-based Learning Presentation**

—*Sarah Holtzclaw, Work-based Learning Coordinator, Northern New Mexico Work-based Learning Collaborative; Principal Consultant, Claw Consulting*

12:00 **Lunch & Networking**

*All sessions in **Rio Grande Ballroom** unless indicated otherwise.*



REPORT ON THE NETWORK



Putting the Network in the WIN



Network: / net wərk /

A group of interconnected people or things

NALWDB and NCNMEDD braiding resources and services to address social services, educational, and employment needs.



New Mexico
Workforce Connection

A Proud Partner of the American Job Center Network



REGIONAL DEVELOPMENT CORPORATION

EDA Good Jobs Challenge Grant: Northern New Mexico Workforce Integration Network (WIN Project)

Create pathways for un- and under employed Latinx, Indigenous, and formerly incarcerated individuals, as well as individuals recovering from substance use disorder into high-paying jobs in construction skilled trades and healthcare



Seven-county area of north-central New Mexico: 1) Colfax, 2) Los Alamos, 3) Mora, 4) Rio Arriba, 5) San Miguel, 6) Santa Fe, and 7) Taos





**EDA Good Jobs
Challenge Grant:
Northern New
Mexico
Workforce
Integration
Network
● (WIN Project)**



Address need for qualified workers in the identified industry sectors



Establish and strengthen regional networks for client support



Assist un and underemployed to gain good paying employment

...and WIN Project Supports

Life Skills trainings and other wrap around services for Project participants

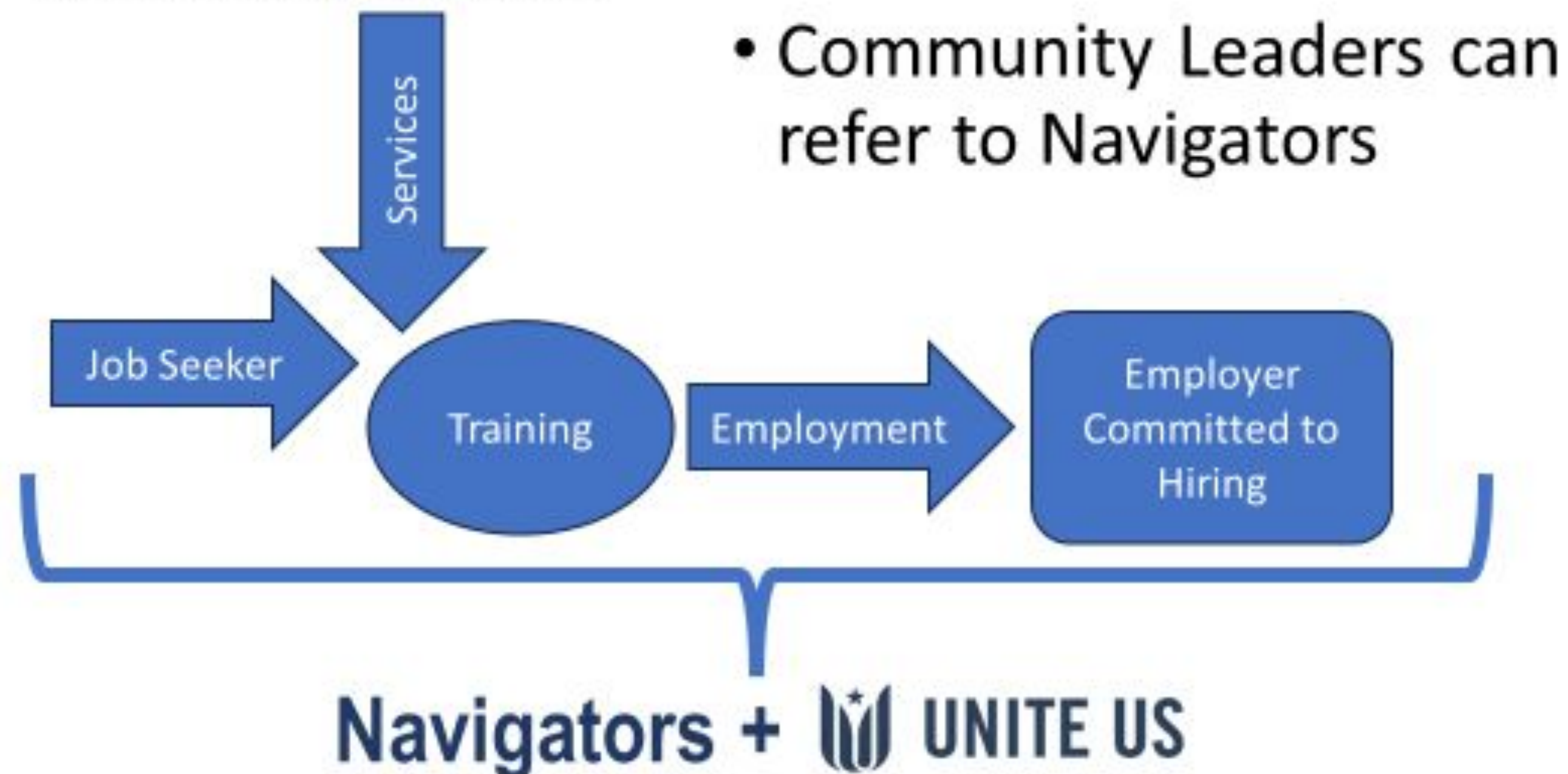
Unite Us software will be key to providing wrap around services and referrals for participants



Workforce Connection Center Connectivity for Systems Change: A Closed Loop Referral System

About Unite Us Platform

- **Currently Used** by Santa Fe County and the City of Santa Fe – SANTA FE CONNECT
- **WIN Navigators** will use Unite Us Platform to connect resources in **ALL SEVEN** Counties



COMMUNITY
is our Greatest Resource

EDA Good Jobs Challenge Grant: Northern New Mexico Workforce Integration Network (WIN Project)



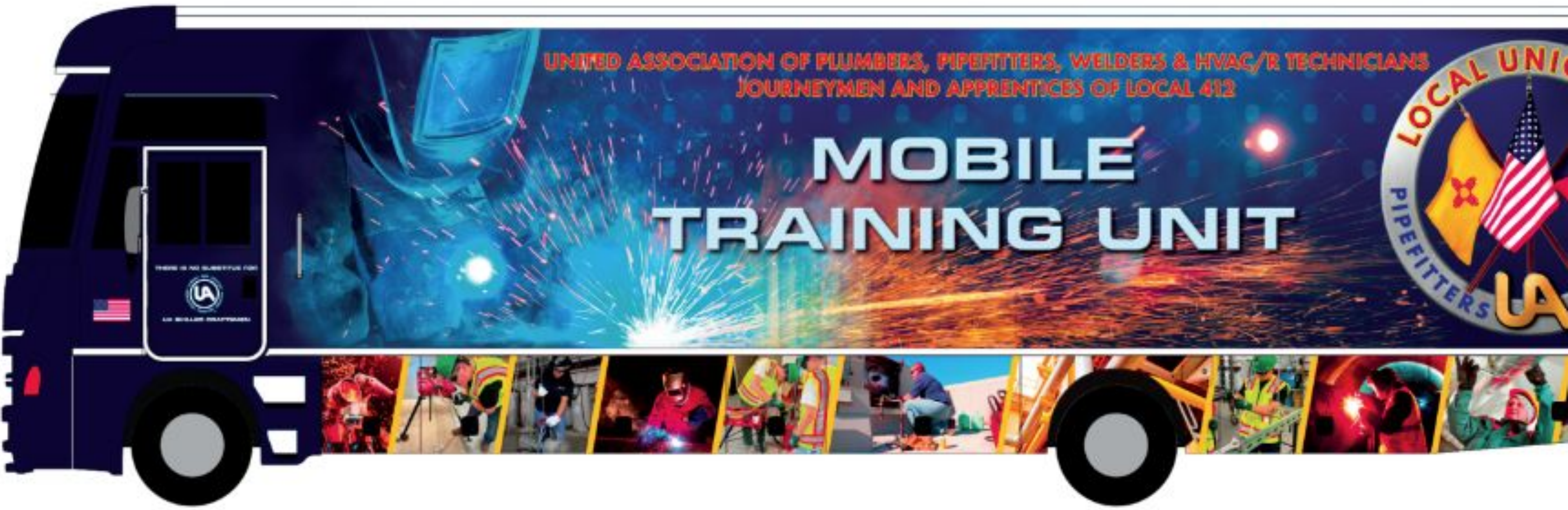
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UA 412 Mobile Training Unit to remote locations

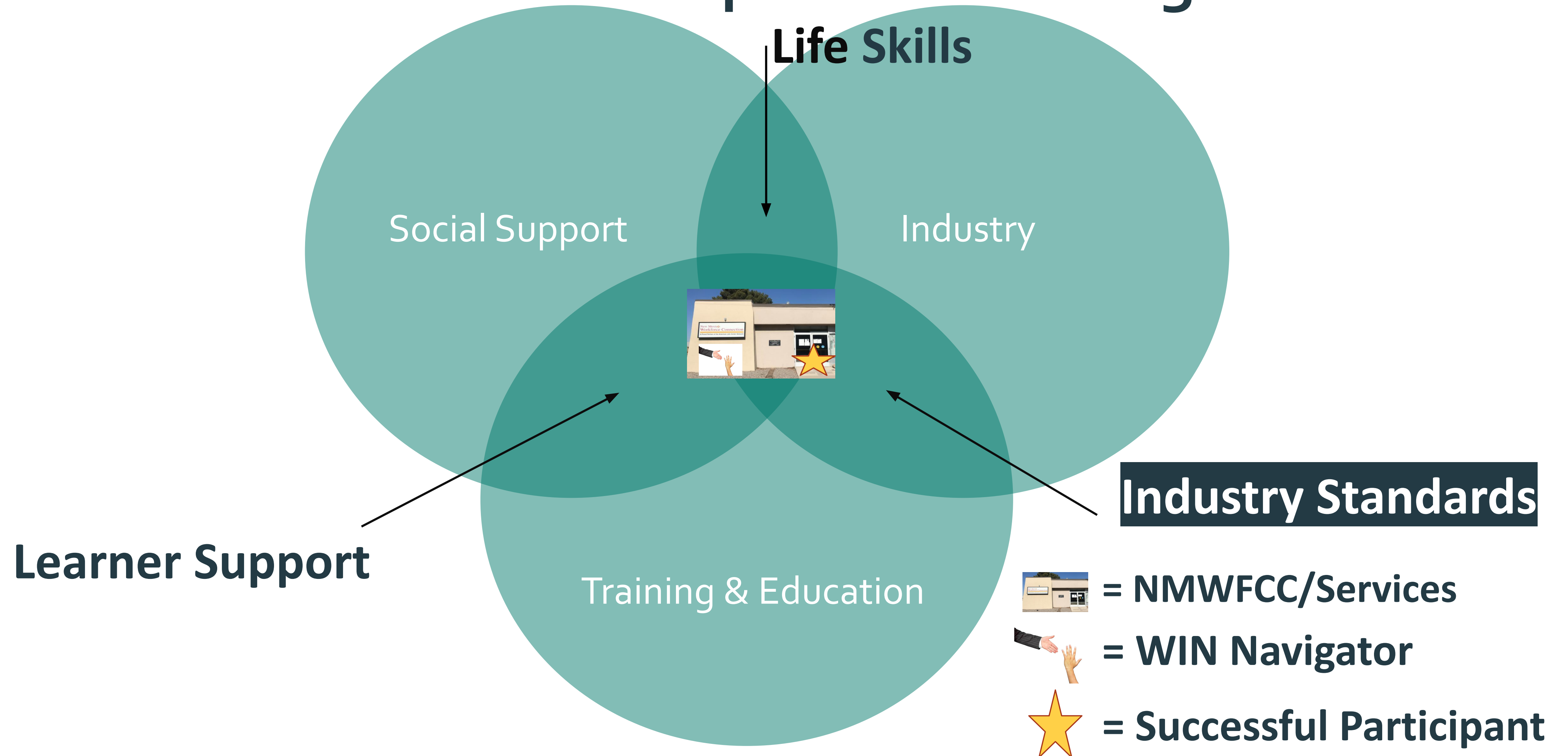


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Articulation between industry training, higher education, and among state academic institutions



WIN Goal: Formalize the network to support workforce development in our region.



Sector Industry Engagement



**Backbone
Skilled Trades**

**Contact:
Dan Gerry
dan@rdcnm.org**



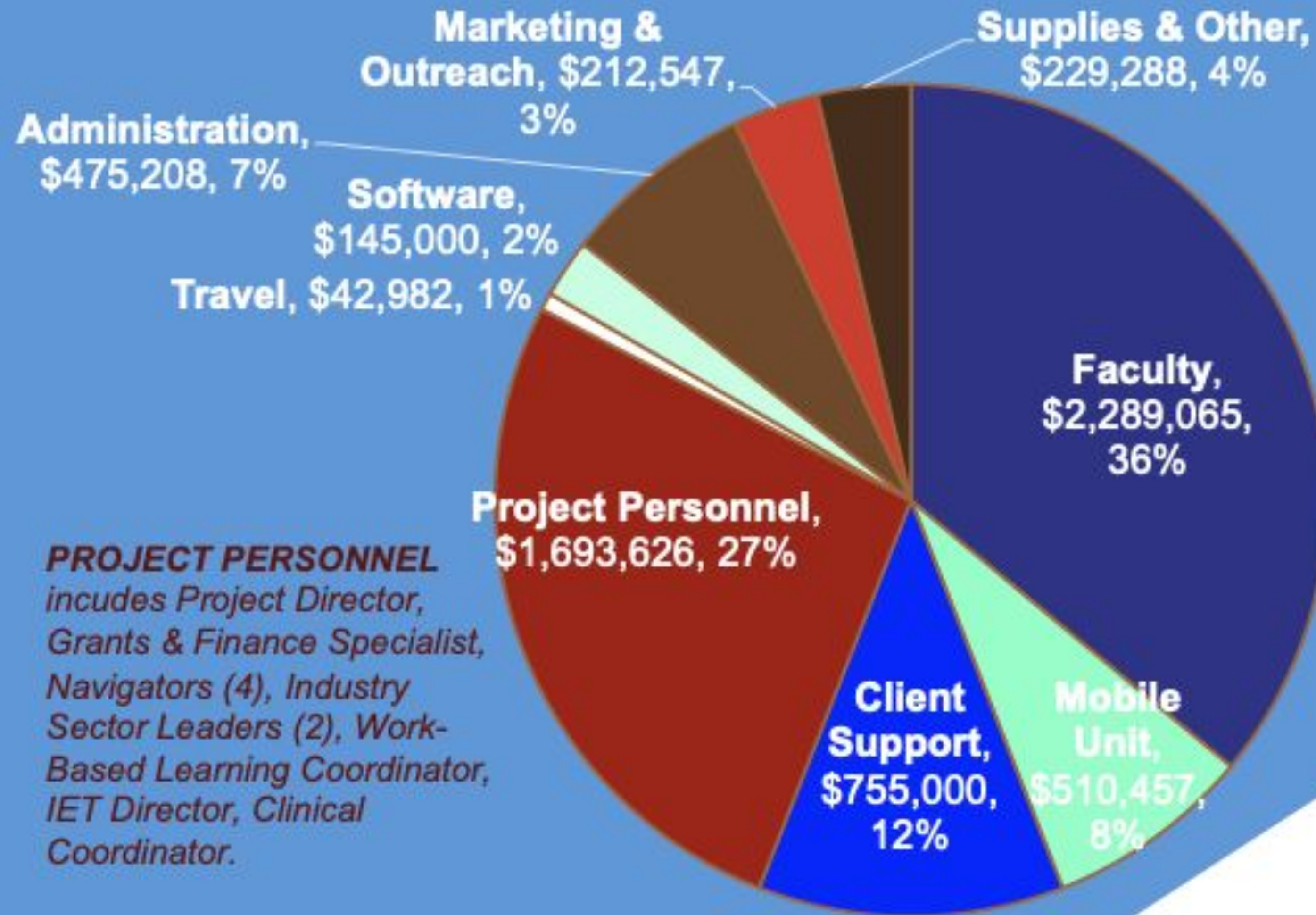
**Backbone
Healthcare**

**Contact:
Dr. Veronica Sanchez
cornerstonetoexcellence@gmail.com**

**Can you leverage support to engage employers
in the regional Sector Partnership?**



WIN Budget



PROJECT PERSONNEL includes Project Director, Grants & Finance Specialist, Navigators (4), Industry Sector Leaders (2), Work-Based Learning Coordinator, IET Director, Clinical Coordinator.

FACULTY includes FTEs for Skilled Trades, Health Care and ITE for all participating higher education institutions and Skilled Trades for UA-

Contacts & Questions



New Mexico
Workforce Connection

A Proud Partner of the American Job Center Network

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WIN Project Director

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<https://www.nnm-win.com/>

INTRO TO SECTOR PARTNERSHIPS

BOBBIE WOLFE



**COLORADO WORKFORCE
DEVELOPMENT COUNCIL**

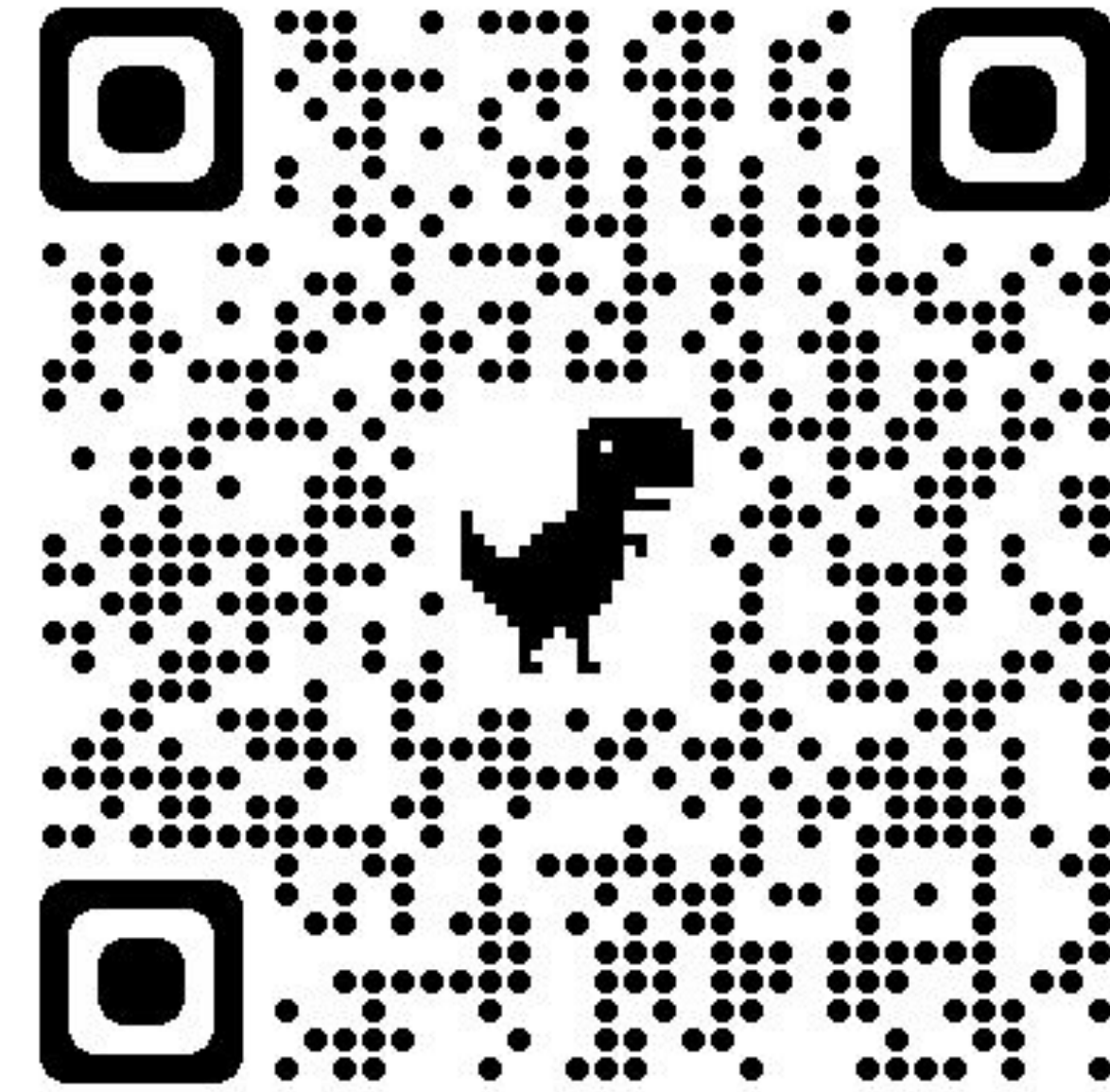
FRANCIE GENZ



**INSTITUTE FOR NETWORKED
COMMUNITIES**

**THE WORK
BEFORE US**

TABLE DISCUSSION



**Who are the un- and underemployed
in our region? The over-employed?**

How do we reach them?

THANK YOU



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WRAP-UP & SYNTHESIZE

- Service jobs paying 15 to 16/hr give short-term satisfaction
- Lots of long-term restaurant staff
- State hospital employees w/ several jobs
- Young parents w/ several kids
- Few opportunities in Las Vegas
- Generationally uneducated formally
- Cyclic poverty
- Cynicism toward education
- Few exploration opportunities
- Not guided/expected to seek higher degree
- Skipping college because industry needs workers
- Addicted families
- Generational trauma
- Isolation due COVID and fires

WRAP-UP & SYNTHESIZE

- Those in communities with lack of access to resources and opportunities.
- Rural communities do not have access to jobs within the area and endure long drive times.
- Underemployed in the Adult Education system - individuals who are lacking credentials. We reach them through the adult education programs.
- People lacking digital literacy skills needed by employers.
- Justice involved individuals
- Single parents who can't meet the required time commitment of a job

What else do we talk about as far as the underemployed? Who are there and how do we reach them?

WRAP-UP & SYNTHESIZE

Issues

- Rural youth that leave for education or other employment and then don't come back
- Employers are frustrated that people don't seem to have high work standards and work ethics, reliable employees are hard to find.
- If you do drug testing and need in person workers, can be really hard to fill jobs or keep them
- 19% of 17-23 year olds are not in school and not in labor force- where are they?
- Making different choices
- Staying at home
- Younger generations want to work differently and have different priorities than past generations

WRAP-UP & SYNTHESIZE

- What can be done?
 - More exposure to job or career options, especially in rural areas where youth aren't exposed to many options and might only see restaurant, hotel, retail, automotive and government work as options.
 - The mobile van is great and should be tons more of them to represent more career opportunities
 - Wide variety of dual credit course options in high school
 - Exposure grade school and middle school students to other careers early on
 - Listen to youth and what they want
 - Flexibility from employers as possible
 - Evolution of work and relationship to it vs personal life

WRAP-UP & SYNTHESIZE

- Mental health
- No degree (high school diploma)
- History with addiction
- Homelessness
- Grandparents raising grandchildren
- Criminal record
- Language barrier
- Lack of skills
- Underpaid jobs
- Overworking employees
- Immigration status

Healthcare:

- Linen services
- Scribes
- Cost of living, esp housing
- Single-parent households
- Smaller orgs struggle to pay competitive salaries
- People stretched too thin to meet community needs, but volunteering even when on assistance



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—*Sarah Holtzclaw, Work-based Learning Coordinator, Northern New Mexico*

Work-based Learning Collaborative; Principal Consultant, Claw Consulting

12:00 **Lunch & Networking**

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KRISTEN KRELL



ACE Manager
SANTA FE COMMUNITY COLLEGE

Integrated Education and Training (IET) programs in New Mexico



NEW MEXICO
HIGHER EDUCATION
DEPARTMENT



Fostering Student Success from Cradle to Career



Quality IET Programs

- ▶ What is IET?
 - Three Integrated Components
 - Educational and Career Advancement
- ▶ IET Program Design Process and Guiding Principles

Group Discussion: What is IET?



“...a service approach that provides *adult education and literacy activities* **concurrently** and **contextually** with *workforce preparation activities* and *workforce training* for a specific occupation or occupational cluster for the purpose of educational and career advancement ”

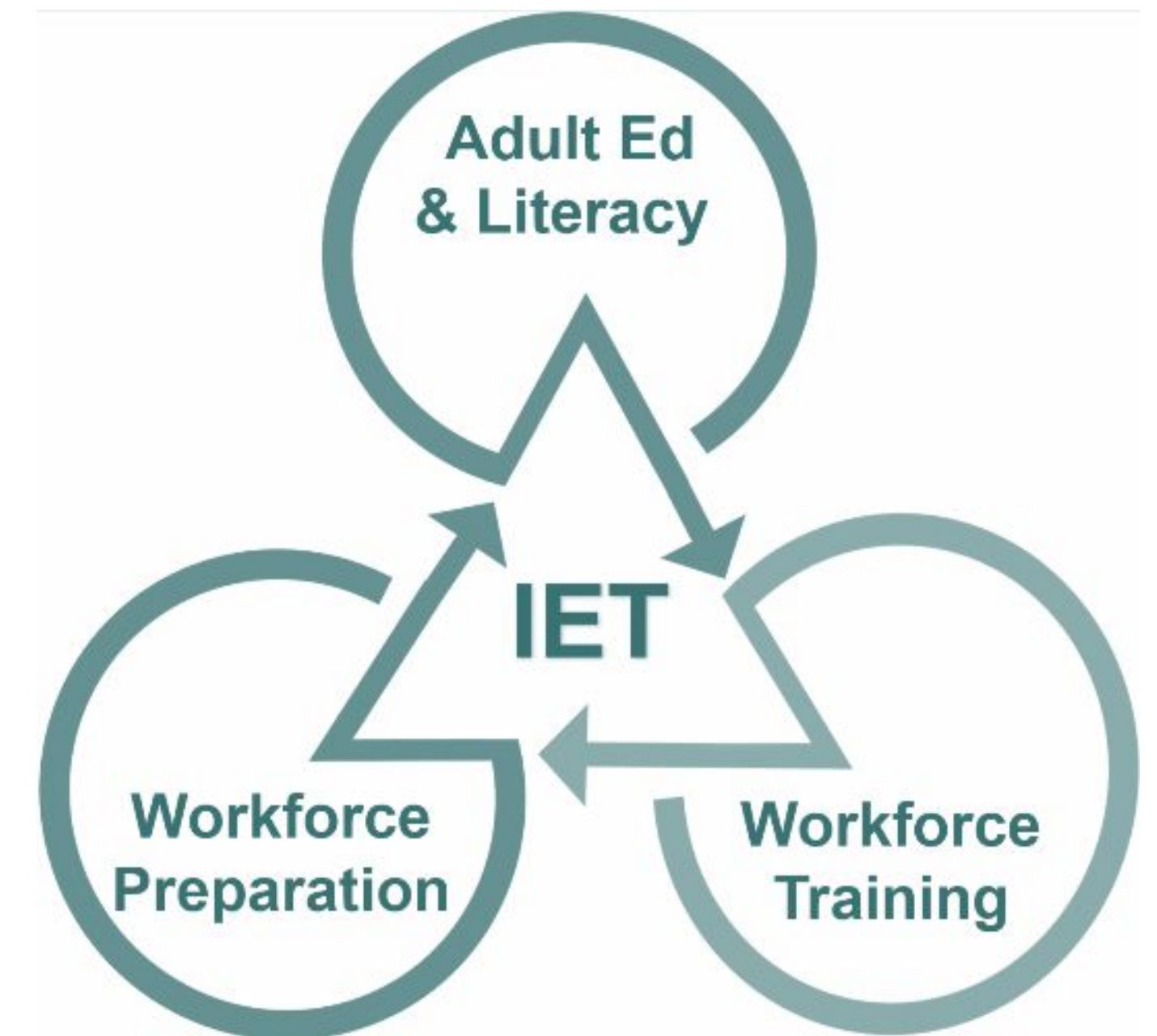
(34 CFR §463.35)

What is meant by the phrase
“concurrently and contextually?”

Please share your thoughts.

IET Component Integration

- ▶ Adult education and literacy activities, workforce preparation activities, and workforce training activities must:
 - Each be of sufficient **intensity and quality**
 - Be based on the most **rigorous research available**, particularly with respect to improving reading, writing, mathematics, and English proficiency of eligible individuals
 - **Occur simultaneously** within the overall scope of the IET program
 - Use **occupationally relevant** instructional materials
- ▶ This alignment integration is organized through a **single set of learning objectives** that identifies specific adult education content standards, workforce preparation skills, and workforce training competencies.



IET - Career Pathways in Adult Education at Santa Fe Community College



IET Certificate Programs



WHAT IS IET?

- The Integrated Education Training (IET) works with the I-BEST (Integrated Basic Ed Skills Training) Program at SFCC to provide students with career pathways for automotive, facilities technician, or health care.
- Students learn job-related skills while strengthening their reading, writing, and math abilities.
- Students can build a career and academic skills at the same time, reducing the number of semesters they need to be in school before they graduate and are prepared for their new career.

In 1 to 3 semesters students can:

- Complete a college certificate.
- Receive job placement support upon completion.
- Improve your reading, writing, math, and English skills.
- Get your High School Equivalency (if you need one).
- Earn credits towards an associate degree.

IET PROVIDES:

- A study plan designed for students' busy schedule
- The opportunity to prepare for a career in a high-demand job area
- Individual attention and advising with career and academic planning
- Financial aid guidance and support
- Improved computer skills
- User-friendly adult education classes and tutoring
- Connection with a group of adult classmates in a safe and comfortable learning community.



Five Key Areas of Research



State and Local
IET Policy and
Career
Pathways
Options



Regional
Workforce
Development
Needs



Community
Resources to
Support your
Program



Emerging and
Promising
Practices in IET
Programs



Learner and
Business
Needs

5) Learner and Business Needs



Learner Needs

1. What are the educational and career goals of potential learners?
2. What types of curriculum design and delivery strategies work best?
3. What experiences outside the classroom (both positive and negative) impact learner success?
4. What ideas do learners have about how IET programs should be designed?

Business Needs

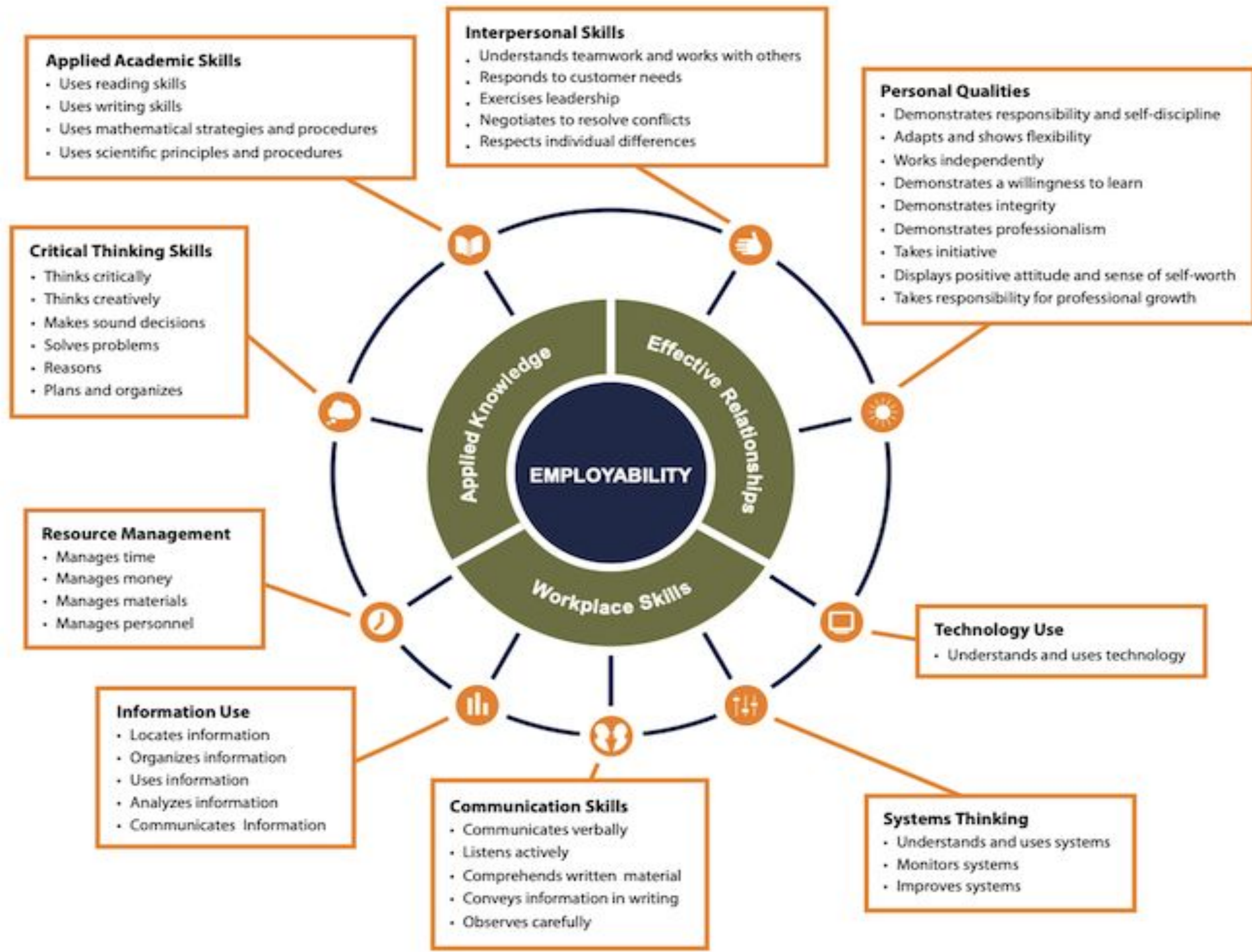
1. How do local employers recruit and hire for the occupations you might target with an IET program?
2. What challenges do people in that occupation have that make it difficult for them to succeed on the job?
3. What makes employees successful in these companies?
4. How do employees advance in their career in these companies?

IET - Single Set of Learning Objectives



Three Components in all SSLOs:

- ▶ 1. Workforce Training Competencies (content class)
- ▶ 2. Adult Education content standards
- ▶ 3. Workforce Preparation Skills



Employability Skills Framework

<https://cte.ed.gov/initiatives/employability-skills-framework>

WIN IET Programs

Santa Fe Community College

- Facilities Maintenance Technician
- Certified Nursing Assistant
- Phlebotomy
- Community Health Worker

Luna Community College

- Emergency Medical Technician (EMT)
- Community Health Worker

Northern New Mexico College

- Electrical Math
- OSHA 10
- Certified Nursing Assistant

UNM-Taos

- Emergency Medical Technician
- Certified Nursing Assistant
- Community Health Worker

UNM-Los Alamos

- Welding
- Certified Nursing Assistant
- Emergency Medical Technician

For More Information Please Contact:

Santa Fe Community College

Jean Scheaffer - jean.scheaffer@sfcc.edu

505-428-1035

Luna Community College

Lisa Benston - lbentson@luna.edu

505-454-2564

Northern New Mexico College

Cindy Gallegos - Cindy.Gallegos@nnmc.edu

505-614-5139

UNM-Taos

Nina Bar-Giora - nbarg@unm.edu

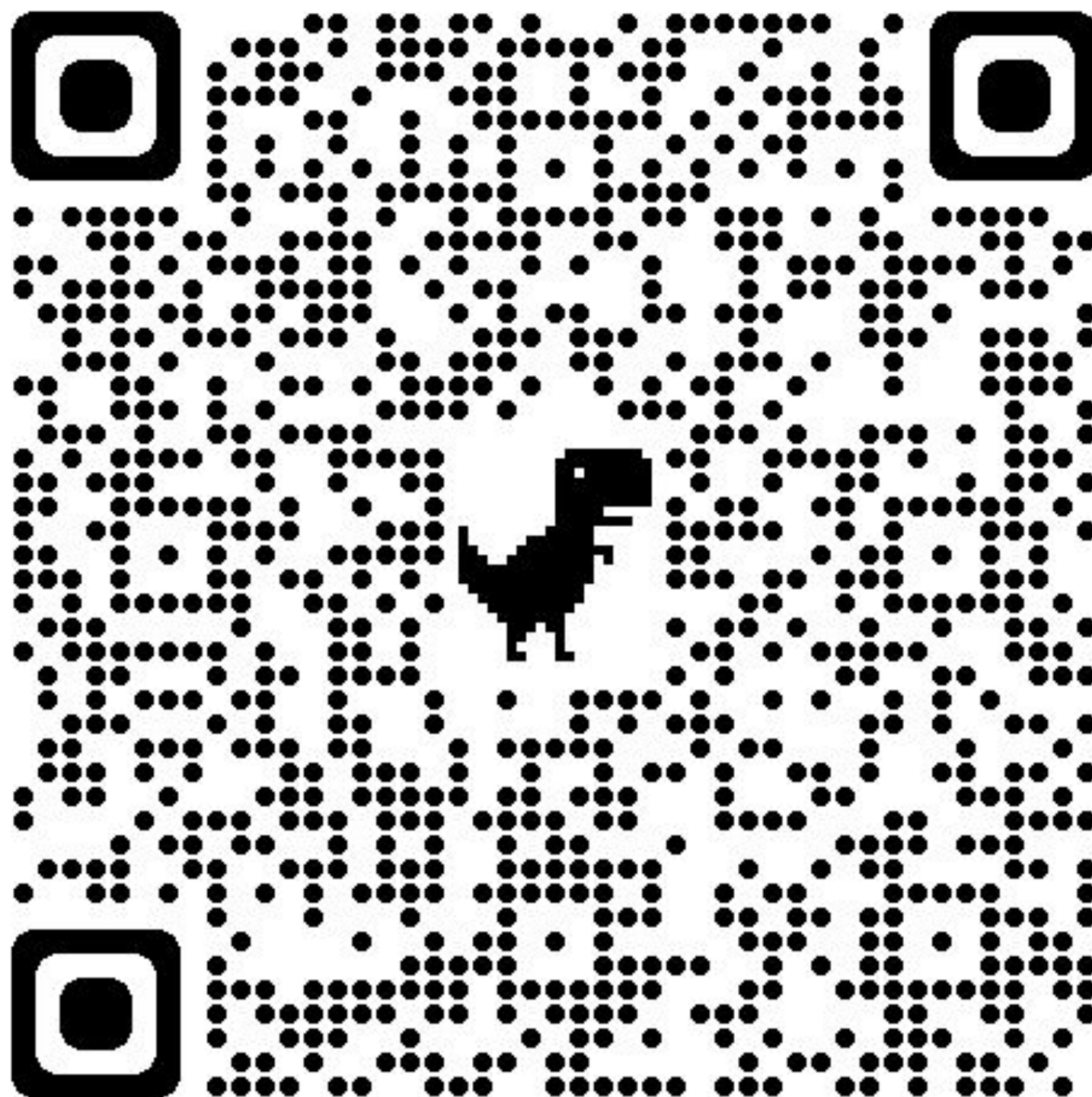
(575)-737-3715

UNM-Los Alamos

Catherine Ozment - cozment@unm.edu

(858) 914-6565

Employer Survey: Please use the QR code and complete the employer survey



EDUCATION AND TRAINING

WHAT IS YOUR VISION FOR A CONNECTED REGION TEN YEARS FROM NOW?

How will we get there from here?

What specific commitment will your organizations make to get there?

PANEL REPORTS

PANEL REPORT - SKILLED TRADES

Trades are lacking instructors (Taos)
Vo-Tech buildings from grade 7 up are out of date
Instructors competing with smartphones
Engage students younger and earlier (13-14) - job site visits

Young people on job sites limited by OSHA, ins, etc.
Certificate vs. instructors with real-life experience -
co-teaching
*Co-teaching to support retired or other skilled trades pro with
pedagogy and technology
Alliances: Education, including K-12
Pool of workers that employers can draw from on demand
(region-wide)
Specialized trades and other collaborations between
employers
Career campaigns (into classrooms) - job fairs, shadowing,
internships
(payment for professionals to share their expertise)
*Internships not a complete answer - extra work for employer

Insurance: Potential pooled resources to make ins affordable
for smaller orgs/shops Workman's Comp and Health
Insurance
Public schools need to help cover insurance and legal
expenses to bring employers into the school
Bridging the gap: people who make too much to stay on
assistance but can't afford child care and other fundamental
expenses
Housing - difficult to attract and retain talent from outside
region
Employer education How to teach and train w/respect and
vision
Health care and mental health care integration - how to help
someone with resources available
(December 7, 10:30 am meeting)
Change language from "behavioral health" to "mental health"
to reduce stigma and change frame
Easier to access resources to support work-based learning
and apprenticeships

PANEL REPORT - HEALTHCARE

(Overlap of needs with skilled trades in many places)

- Asset mapping of current resources + needs and opportunities
- Mental health, healthcare and SUD treatment
- Geographical constraints - technology, transportation
- Background checks challenging
- Need for peer support system - use like community health workers to bridge the gap
- Action plan:
 - Develop healthcare summit in the region to include providers in mental health, health, and SUD
 - Assessments for mental health, health, SUD tx from employers
 - Behavioral health and general health must be integrated - holistic approach
 - Governance structure in healthcare structure necessary
 - These action plans need to include services for incarcerated individuals across all disciplines
 - Healthcare sector employers will meet again in December to further action plan and fill governance structure
- (December 8, 1:00 pm meeting)
- Opportunities available for governing

PANEL REPORT - EDUCATION and SUPPORT SERVICES

(Overlap of needs with skilled trades in many places)

- Asset mapping of current resources + needs and opportunities
 - Mental health, healthcare and SUD treatment
 - Geographical constraints - technology, transportation
 - Background checks challenging
 - Need for peer support system - use like community health workers to bridge the gap
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 - Opportunities available for governing

SARAH HOLTZCLAW



Work-based Learning Coordinator,
NORTHERN NEW MEXICO WORK-BASED LEARNING COLLABORATIVE
Principal Consultant, CLAW CONSULTING

The Win-Win-Win of Work-Based Learning

Good for business, students, community



Sarah Holtzclaw, Coordinator

Northern New Mexico Coalition for

Work-based Learning

sarah@clawconsulting.net

Consider Your Own Career

- Think back to your first job
- What training did you receive?
- What skills did you learn on the job that you still carry with you?

Northern New Mexico Collaborative for Work-based Learning

Vision:

To ensure that Northern New Mexico youth and adult learners have access to **high-quality** work-based learning opportunities by **linking industry to education** and **establishing private-public partnerships with tribal, state and local governments, community organizations, unions, employers and educational institutions.**

Northern New Mexico Collaborative for Work-based Learning

1. **Identify and increase** work-based learning opportunities
2. **Improve the quality** of work-based learning opportunities
3. **Support** teaching and learning systems and relationships that **foster the growth** of work-based learning in our region
4. **Identify and promote best practices**, centralizing information

What is **Work-Based Learning?**



What makes it a Win-Win-Win?

What is **Work-Based Learning?**

Continuum of intentional activities & experiences

For the Student (win #1):

- Application of classroom studies with hands-on work experience
- Non-threatening learning environment to build skills and apply knowledge
- Explore career options and inform future career decisions
- Increase network and social capital

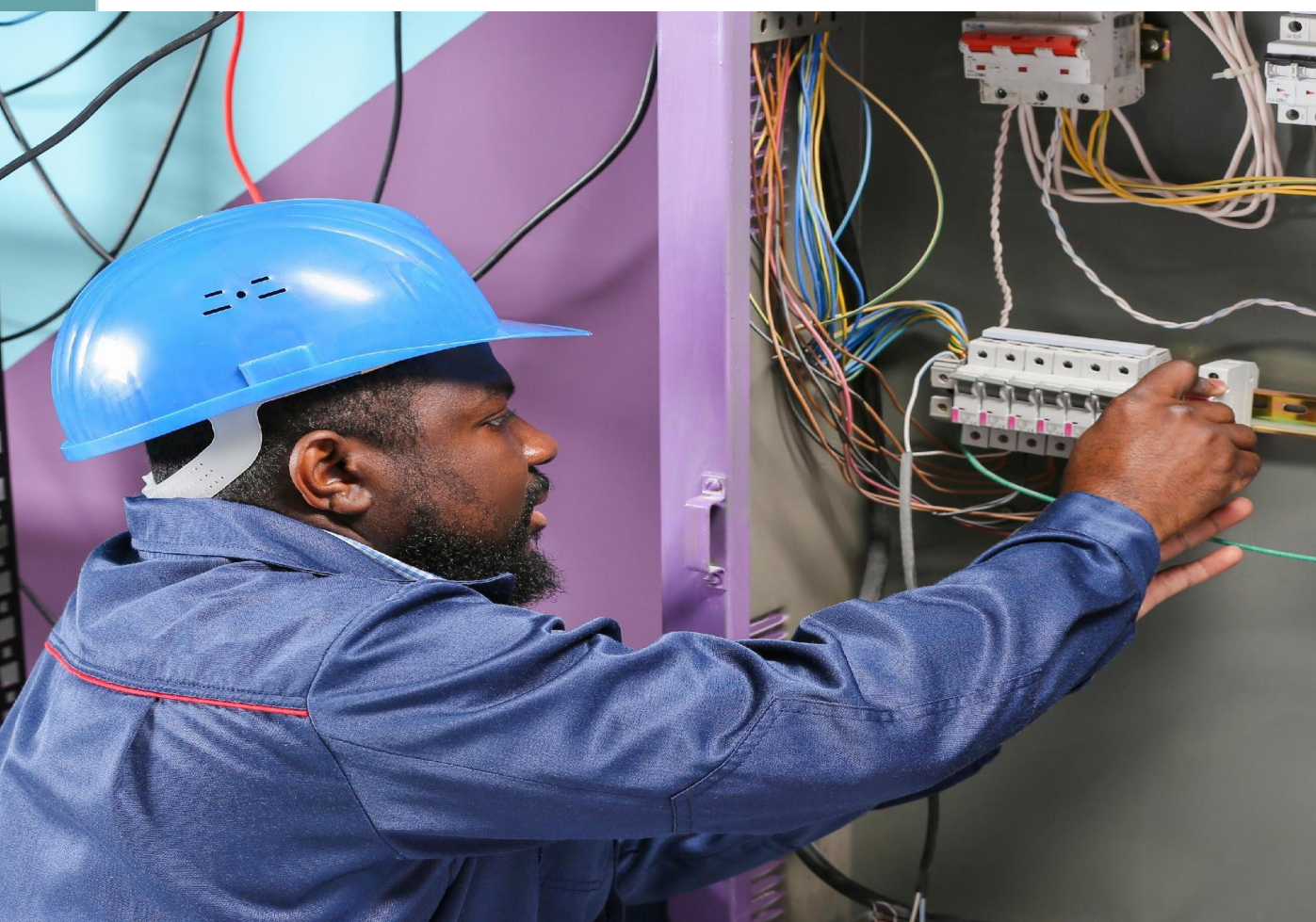


What is **Work-Based Learning?**

Continuum of intentional activities & experiences

For the Employer (win #2):

- Opportunity to introduce, engage and prepare the next generation of the workforce
- Proactive talent development strategy, cultivating the exact skills needed
- Strategy to increased diversity of the work force
- Lowers recruitment costs and decreases turnover



What is **Work-Based Learning?**


Continuum of intentional activities & experiences

For the Community (win #3):

- Increased high school/college graduation rates
- Future workforce stays local
- Local economic improvement
- Skilled, diversified workforce



The WBL Continuum



AWARENESS

Career fairs
Interest inventories
Industry projections
Mock interviews
Guest speakers

EXPOSURE

Job shadows
Field trips
Company tours
Mentorship
Simulations
Information interviews

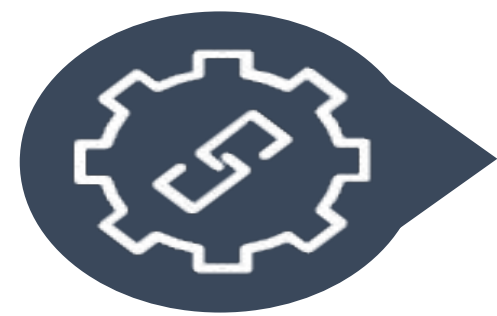
ENGAGEMENT

Internships
Pre-apprenticeships
Cooperative education
Service learning
School-based enterprises

IMMERSION

Registered apprenticeships
Youth apprenticeships
Transitional jobs
On-the-job training
Clinical experiences

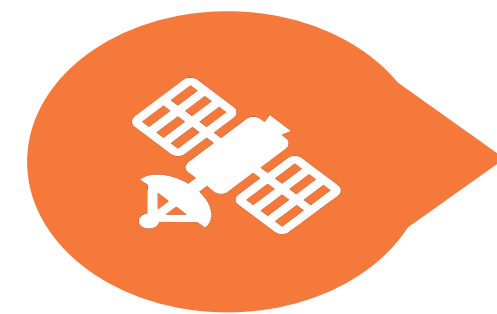
ROI: Value to the Student



Skill Development



Self Knowledge



**Career Exploration
and Engagement**



Employability Skills



Future-Oriented

ROI: Value to the Employer

Reduced Turnover & Recruitment Costs



Increased Innovation
and Creativity



Enhanced Corporate
Reputation

Improved Morale
& Loyalty



Increased Diversity
of Workforce

Employer Responsibilities in WBL

- Be present, answer the call from educators
- Give true work experience, adhere to Learning Outcomes
- Have a point person, coordinator
- Consider your job descriptions, required skills
- Pay a wage (& benefits), adhere to employment laws
- Provide orientation & mentorship
- Track hours, competencies
- Provide feedback to student, educators

Place Yourself on the Continuum

~ The best way to predict the future is to create it. ~

AWARENESS

- Career fairs
- Interest inventories
- Industry projections
- Mock interviews
- Guest speakers

EXPOSURE

- Job shadows
- Field trips
- Company tours
- Mentorship
- Simulations
- Information interviews

ENGAGEMENT

- Internships
- Pre-apprenticeships
- Cooperative education
- Service learning
- School-based enterprises

IMMERSION

- Registered apprenticeships
- Youth apprenticeships
- Transitional jobs
- On-the-job training
- Clinical experiences

The WBL Interest Survey

~ Be the architects of the future what you envision ~



<https://tinyurl.com/NNMWBL>

Join the NNM Coalition for Work-based Learning



<https://tinyurl.com/WBL-Coalition>

<https://tinyurl.com/>



NNMWBL



WBL-Coalition

**Thank you
Questions?**



Sarah Holtzclaw, Coordinator

Northern New Mexico Coalition for

Work-based Learning

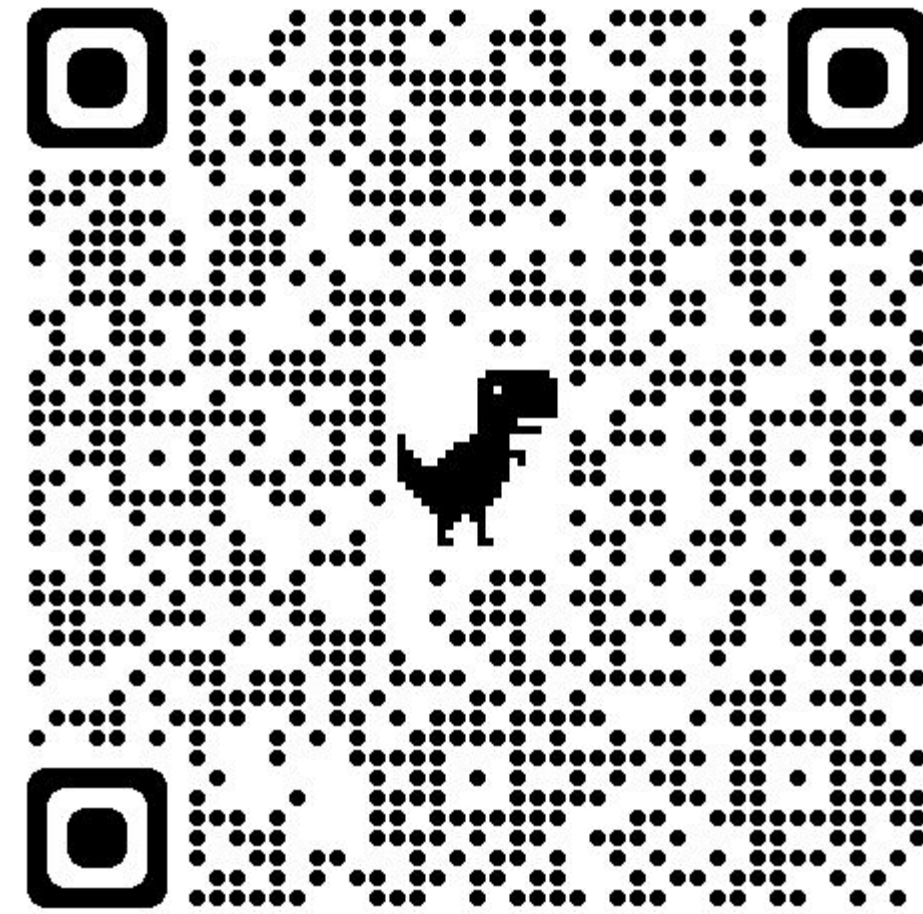
sarah@clawconsulting.net

THANK YOU

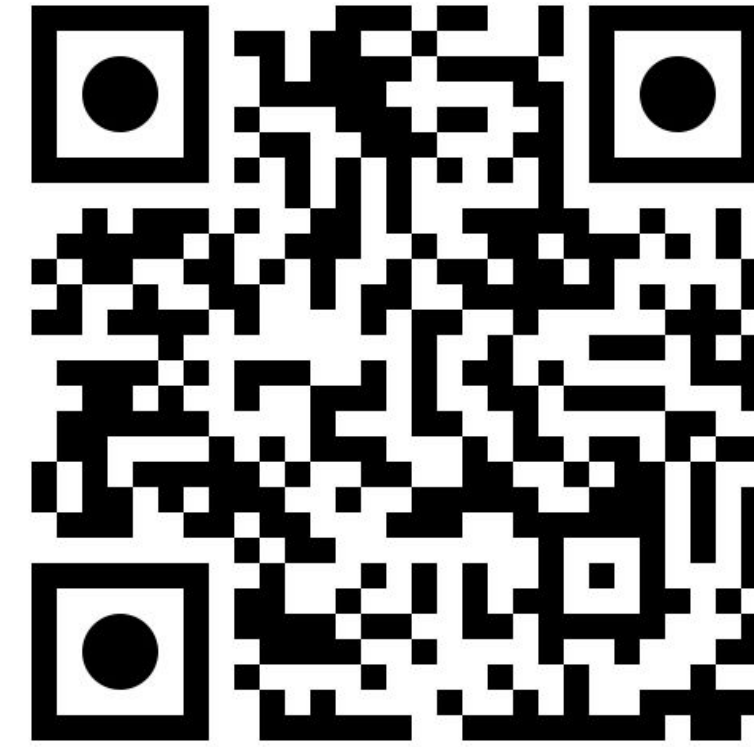


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HOW DID WE DO?





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