

Summary of the Workforce and Job Quality WGO

December 15, 2020

This session was facilitated by Toni Symonds. Thank you to Bianca Blomquist with Small Business Majority for hosting the call and contributing notes for this summary.

Information from this meeting will be integrated within the summaries of issues and recommendations relating to workforce development and quality jobs. There will be an update at the January 21, 2021, JEDE Small Business Roundtable.

Are we missing something or does this summary spark additional ideas? If so, share corrections and additional information (with web links) to toni.symonds@asm.ca.gov.

Findings, Issues, and Opportunities and Challenges that Need to Be Addressed

- The [Tipping Point Fund on Impact Investing](#) (“TPF”), a donor collaborative fund with a mission of scaling the practice of impact investing, awarded \$752,000 in grants to eight organizations to consider how U.S. federal policy can catalyze the flow of private capital towards urgent social, economic and environmental challenges. Outcomes from these awards include:
 - Urban Institute’s *How Are Native Communities Faring During the Pandemic?* <https://www.urban.org/>
 - Pacific Community Venture’s *Meeting the Moment: U.S. Impact Investing Policy, Inequality, and COVID-19 Recovery* <http://www.pacificcommunityventures.org/wp-content/uploads/sites/6/Meeting-the-Moment-Impact-Investing-Policy-Inequality-and-COVID-recovery.pdf>
- Include findings from *Coronavirus Compounds Challenges for Low-Income Communities and Communities of Color*. https://www.frbsf.org/our-district/about/sf-fed-blog/covid19-coronavirus-low-income-disproportionate-impact-communities-color/?utm_source=verticalresponse&utm_medium=email&utm_campaign=frs-cd-pulse-survey
- Include findings from California Reinvestment Coalition’s *Strategic Plan: A Vision We Can Believe In* <https://calreinvest.org/strategic-plan/>
- Need to review National Employment Law Project’s *Unemployment Insurance During COVID-19: The CARES Act and Role of UI During the Pandemic* and track issues/challenges. <https://www.nelp.org/publication/unemployment-insurance-covid-19-cares-act-role-ui-pandemic/>
- Need to review California Building and Construction Trades Council of California’s *Would Green Jobs Offset Those Lost from a Phase-Out of Oil and Gas Production?* and track issues/challenges. <https://cabuildingtrades.org/would-green-jobs-offset-those-lost-from-a-phase-out-of-oil-and-gas-production/>

Recommendations to Support Workforce Development

- Susan Lovenburg, California Forward, is working on its post-Economic Summit *Roadmap to Shared Prosperity*, which should be available in January 2021. The *Roadmap* is intended to serve as a plan for collective action. This will include recommendations of the Investing in Small Businesses Owned by People of Color Work Group led by Isabel Guzman at the California Economic Summit. <https://cafwd.box.com/s/a0lny9pp6ugoqwtj6r8fi5nn4txjh1by>
- Manie Grewal, RDEF, asked whether the capital programs were including social enterprises and, if not, that nonprofits and social enterprises should be included.
 - Link to RDEF’s federal recommendations: <https://redf.org/wp-content/uploads/REDF-2021-National-Policy-Recommendations.pdf>
 - How to employ hard to employ populations (e.g., formerly incarcerated)
 - How to scale CDFIs
 - How to ensure SSBCI funds (federal)

- How to ensure social enterprise orgs. can access CA Rebuilding Fund
- Stakeholders recommended a number of additional reports prior, during, and after the workshops. It was suggested that these reports be reviewed and recommendations tracked:
 - California Competes' *A Pathway to Economic Recovery for Every Californian: Advancing the Skills Needed to Rebuild our State's Economy*: https://californiacompetes.org/assets/general-files/CACompetes_2020-Policy-Priorities_Final.pdf
 - National Employment Law Project's *Unemployment Insurance During COVID-19: The CARES Act and Role of UI During the Pandemic*: <https://www.nelp.org/publication/unemployment-insurance-covid-19-cares-act-role-ui-pandemic/>
 - JVS 2020 Impact Report <https://www.jvs-impact.org/>
 - Los Angeles County's *Roadmap to Economic Recovery*: <http://file.lacounty.gov/SDSInter/bos/supdocs/145446.pdf>
 - Milken Institute's *The Future of Work: Human Capital and Implementing Practical Ways to Unleash its Potential Around the World*: <https://milkeninstitute.org/centers/center-for-regional-economics/future-of-work-webinar-series>
 - Milken's Institute's *Preparing California for the Future of Work: Creating Equity by Addressing the Access Gap*: <https://milkeninstitute.org/reports/preparing-california-future-work-creating-equity-addressing-access-gap>
 - Milken's Institute's *Recalibrating Workforce Development Across California*: <https://milkeninstitute.org/reports/recalibrating-workforce-development-across-california>
 - National Governor's Association's *Understanding Quality: The Role of States in Supporting Quality Non-Degree Credentials*: <https://www.workcred.org/Documents/Understanding-Quality-Workcred-NGA-Report-2020.pdf>
 - National Skills Coalition, *Skills for Good Jobs: An Agenda for the Next President*: <https://www.nationalskillscoalition.org/federal-policy>
 - National Skills Coalition, *Applying a Racial Equity Lens to Digital Literacy: How Workers of Color are Affected By Digital Skill Gaps*: <https://www.nationalskillscoalition.org/resources/publications/applying-a-racial>
 - US Government Accountability Office's *Leading Practices in Human Capital Management*: https://www.gao.gov/key_issues/leading_practices_in_human_capital_management/issue_summary
 - Young Invisibles, *The Path Forward- Bold Policies for Young People, By Young People*: <https://younginvisibles.org/pathforward/>
- Stakeholders made these recommendations based on their member's experience:
 - Reauthorize PPP with greater program flexibility and targeting to underserved business owners.
- Summary List of Reports and Initiatives for WGO in Workforce and Quality Jobs:
 - *2020 Impact Report, JVS*: <https://www.jvs-impact.org/>
 - *2021 National Policy Recommendations, REDF*: <https://redf.org/wp-content/uploads/REDF-2021-National-Policy-Recommendations.pdf>
 - *Applying a Racial Equity Lens to Digital Literacy: How Workers of Color are Affected By Digital Skill Gaps*, National Skills Coalition: <https://www.nationalskillscoalition.org/resources/publications/applying-a-racial>
 - *Building a Better Normal, Silicon Valley Recovery Roundtable*: https://siliconvalleystrong.org/wp-content/uploads/Silicon-Valley_Full-Report_8_31_Final-2.pdf
 - *CA Future of Work Commission Report*: <https://www.labor.ca.gov/labor-and-workforce-development-agency/fowcl>
 - *CA Economic Summit Play Book*: <https://cafwd.org/resources/2020-california-economic-summit-playbook/>
 - *CA EDGE Coalition Priorities for 2021*: <https://caedge.org/policy-agenda/>
 - *California for the Future of Work: Creating Equity by Addressing the Access Gap*, Milken Institute: <https://milkeninstitute.org/reports/preparing-california-future-work-creating-equity-addressing-access-gap>
 - *Coronavirus Compounds Challenges for Low-Income Communities and Communities of Color*, Federal Reserve Bank of San Francisco: https://www.frbsf.org/our-district/about/sf-fed-blog/covid-19-coronavirus-low-income-disproportionate-impact-communities-color/?utm_source=verticalresponse&utm_medium=email&utm_campaign=frs-cd-pulse-survey
 - *First Steps toward Recovery: Saving Small Businesses*, Little Hoover Commission: <https://lhc.ca.gov/report/first-steps-toward-recovery-saving-small-businesses>

- How Are Native Communities Faring During the Pandemic?, Urban Institute: <https://www.urban.org/>
- *In a Vulnerable State: Hispanic Essential Workers in California*, Milken Institute: <https://milkeninstitute.org/reports/vulnerable-state-hispanic-essential-workers-california>
- Main Street Tax Credit, SB 1447 (Bradford, Caballero, Cervantes): <https://www.cdta.ca.gov/taxes-and-fees/SB1447-tax-credit.htm>
- *Meeting the Moment: U.S. Impact Investing Policy, Inequality, and COVID-19 Recovery*, Pacific Community Venture: <http://www.pacificcommunityventures.org/wp-content/uploads/sites/6/Meeting-the-Moment-Impact-Investing-Policy-Inequality-and-COVID-recovery.pdf>
- *The Partnership for Lending in Underserved Markets Increasing Minority Entrepreneurs' Access to Capital*, Milken Institute: <https://milkeninstitute.org/sites/default/files/reports-pdf/PLUM-Capstone-Report.pdf>
- *A Pathway to Economic Recovery for Every Californian: Advancing the Skills Needed to Rebuild our State's Economy*, California Competes: https://californiacompetes.org/assets/general-files/CACompetes_2020-Policy-Priorities_Final.pdf
- *The Path Forward- Bold Policies for Young People*, By Young People, Young Invincibles: <https://younginvincibles.org/pathforward/>
- **Racial Equity Index**, PolicyLink: <https://nationalequityatlas.org/research/index-findings>
- *Recalibrating Workforce Development Across California*, Milken Institute: <https://milkeninstitute.org/reports/recalibrating-workforce-development-across-california>
- *Recovery for All*, Gov. Newsom Task Force on Business and Jobs: <https://www.gov.ca.gov/wp-content/uploads/2020/11/Task-Force-on-Business-and-Jobs-Recovery-Report.pdf>
- *Roadmap to Recovery*, Los Angeles County: <http://file.lacounty.gov/SDSInter/bos/supdocs/145446.pdf>
- *Skills for Good Jobs: An Agenda for the Next President*, National Skills Coalition: <https://www.nationalskillscoalition.org/federal-policy> (also a PDF stored under reports in Dec SBR folder.)
- *Small Businesses Owned by People of Color Work Group*, led by Isabel Guzman at the 2020 California Economic Summit. <https://cafwd.box.com/s/a0lhy9pp6ugoqwtj6r8fi5nn4txjh1by>
- *State Technology and Science Index for 2020*, Milken Institute: <http://statetechandscience.org/>
- *Strategic Plan: A Vision We Can Believe In*, California Reinvestment Coalition: <https://calreinvest.org/strategic-plan>
- *Transition Memo to Biden from the National Skills Coalition*:
- *Understanding Quality: The Role of States in Supporting Quality Non-Degree Credentials*, National Governor's Association: <https://www.workcred.org/Documents/Understanding-Quality-Workcred-NGA-Report-2020.pdf>
- *Unemployment Insurance During COVID-19: The CARES Act and Role of UI During the Pandemic*, National Employment Law Project: <https://www.nelp.org/publication/unemployment-insurance-covid-19-cares-act-role-ui-pandemic/>
- *Women in the Workforce: How California Measures Up*, Milken Institute: <https://milkeninstitute.org/reports/women-workforce-how-california-measures>
- *Would Green Jobs Offset Those Lost from a Phase-Out of Oil and Gas Production?* California Building and Construction Trades Council of California: <https://cabuildingtrades.org/would-green-jobs-offset-those-lost-from-a-phase-out-of-oil-and-gas-production/>

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