

RAPID WORKFORCE DEVELOPMENT PROGRAM

PROGRESS REPORT TO THE
ECONOMIC & RURAL DEVELOPMENT
COMMITTEE

NOVEMBER 7, 2017

Barbara Brazil, Deputy Secretary, NMEDD

Celina Bussey, Cabinet Secretary, NMDWS

Dr. Barbara Damron, Cabinet Secretary, NMHED

PURPOSE AND FUNDING

“The purpose of the Rapid Workforce Development Act is to provide resources to quickly establish or expand programs in the state’s institutions of higher education to train and educate New Mexico’s workers for employment with:

- ▶ Existing New Mexico employers that **expand their workforce**; and
- ▶ Employers that establish operation in New Mexico and **create new jobs** for New Mexicans.”
- ▶ Effective July 1, 2016
- ▶ Board consists of Cabinet Secretaries of Economic Development, Higher Education and Workforce Solutions
- ▶ \$1,250,000 non reverting funds appropriated to NMEDD in the 2016 legislative session

AGENCY ROLES & RESPONSIBILITIES

Economic Development:

- ▶ Identify employers/industry needs
- ▶ Work with an employer/industry to determine
 - ▶ The number of New Mexico workers that the employer will employ when it begins to transact business in New Mexico or when it increases the number of workers in New Mexico; and
 - ▶ The job skills, education and training those workers will require to obtain employment with the employer(s); and
- ▶ Upon identification of the workforce needs, as presented in proposals for funding, convene a meeting of the board.

Workforce Solutions:

Shall provide, with respect to an employer identified by the secretary of EDD;

- ▶ Demographic information about the relevant workforce in New Mexico; and
- ▶ Information about relevant workforce education and training opportunities that are available throughout New Mexico, including opportunities offered by or in connection with state post-secondary educational institutions

Higher Education:

Shall provide, with respect to workforce needs, information about state post-secondary educational institutions through which relevant training and education could be delivered.

THE EMPLOYER(S) INDUSTRY MUST:

- ▶ Identify and quantify the current workforce demand of the individual employer, group of employers or region
- ▶ Demonstrate need for quick-response training related to specific workforce needs for location or expansion
- ▶ Identify required skill sets and industry certifications to be included in scope of training program, including time-frame
- ▶ Participate in any follow-up surveys which may be conducted by NMEDD, NMDWS or NMHED as to the employment status of the trainees, which may include information on promotions and wages.

HIGHER EDUCATION INSTITUTION (HEI)

- ▶ Demonstrate capacity to either expand existing training program, or establish new training program that meets or exceeds the employer(s) requirements for training and delivery
- ▶ Implement training program
- ▶ Submit annual progress report to RWD Board to include
 - ▶ the number of classes conducted,
 - ▶ the number of trainees who completed the training,
 - ▶ the number of trainees who remain employed or gained employment in the relative field using the training they received
 - ▶ impact of program participation to the HEI

APPLICATION EVALUATION CRITERIA

- ▶ Demonstrated demand for occupation and future employment
- ▶ Narrative quality, completeness and level of detail;
- ▶ Ability of the institution to rapidly deploy the workforce training program;
- ▶ Scalability, flexibility and size of the workforce to be trained;
- ▶ Budget quality, matching funds, and other institutional support; and
- ▶ Geographic proximity to the employer(s) and industry.

- ▶ The Higher Education Institution (HEI) applies for funding on behalf of the participating employer(s) or industry.
- ▶ The board must unanimously approve proposals.
- ▶ Two RFP rounds: two proposals have been approved thus far; one in each round
 - ▶ \$761,821 awarded
 - ▶ \$488,179 available

CNM INGENUITY INC.

- ▶ Spanish language program for customer service centers in the Albuquerque metro area. Program will be completed by December 2018.
 - ▶ Enhance skills of native and second-language Spanish-speakers in a professional setting
 - ▶ 10 modules developed to meet various student needs
 - ▶ Deployed on multiple platforms and scalable
- ▶ Employers: Alliance Data Systems, Canon, Comcast, Fidelity, Intersections, Molina Healthcare, Safelite, and UnityBPO.

NORTHERN NM COLLEGE

- ▶ Certified Nurse's Aide (CNA)
- ▶ 8 week courses to train 48 CNAs
- ▶ Healthcare career ladder that extends through the CNA to Licensed practical Nurse (LPN) and Registered Nurse (RN) as well as associate and baccalaureate degrees
- ▶ 268 job openings for CNAs in Northern New Mexico
- ▶ Employers include Presbyterian Espanola Hospital, Espanola Valley Nursing and Rehab Center, and six long-term care facilities in close proximity to NNMC

GOING FORWARD:

- ▶ Additional proposals to consider in December
- ▶ Create a better understanding of program intent and purpose
 - ▶ True “Rapid Response” – sense of urgency
 - ▶ Quantified assurance of employment for trainees
- ▶ Eliminate indirect costs as eligible expenses
- ▶ Stronger data collection and impact measures
- ▶ Involve all three agencies in the proposal reviews

Thank You