

# WORKFORCEBUZZ

NY ASSOCIATION OF TRAINING & EMPLOYMENT PROFESSIONALS

JUNE 8, 2020 | ISSUE 12

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COVID-19 and Unemployment: Assessing the Early Fallout for Immigrants and Other U.S. Workers

Getting to Work with a Criminal Record: New York State License Guides (2020 Expanded Edition)

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Level Up Webinar Series: Going to Work With a Record - June 24

## AN IMPORTANT MESSAGE FROM NYATEP

Dear Members and Workforce Colleagues,

The origin of the workforce system is rooted in addressing inequity in our labor market, and for decades we have worked against the undercurrent of overt and systemic racism that has shaped federal, state, and local policy making. Despite all of our efforts, the last three months have laid bare what has been true all along – the labor market, as it has been designed, does not benefit all people equally. We are seeing mass unemployment rivaling the Great Depression, and while many New Yorkers have lost their jobs, the glaring disproportionate negative impacts for People of Color and individuals working in low wage jobs is unambiguous. It is not fair or equitable, and it is not good for New York.

As New York rebuilds its economy this moment in time has afforded us all the opportunity for change, which must include how we fund and structure workforce programs to meet the needs of the people who need it most; and how we work and support the business community to be part of the change. However, it would be inauthentic if we also didn't also take a hard look at our own field. We have come a long way, but we have work to do too. As a sector, this is the time to reflect on how we operate our own organizations to serve as model employers, including ensuring our leadership and Boards are diverse, that we are elevating voices that need to be heard in the communities we serve, and investing in staff training to effectively engage and support People of Color.

This must be an equitable recovery. We all benefit when our local labor markets are diverse, workers are skilled, and well-paid. As the State's workforce association, the NYATEP staff and Board are committed to tackling this work head on, and supporting you as you do too.

In solidarity,



Melinda Mack  
Executive Director

# Economic Policy Institute

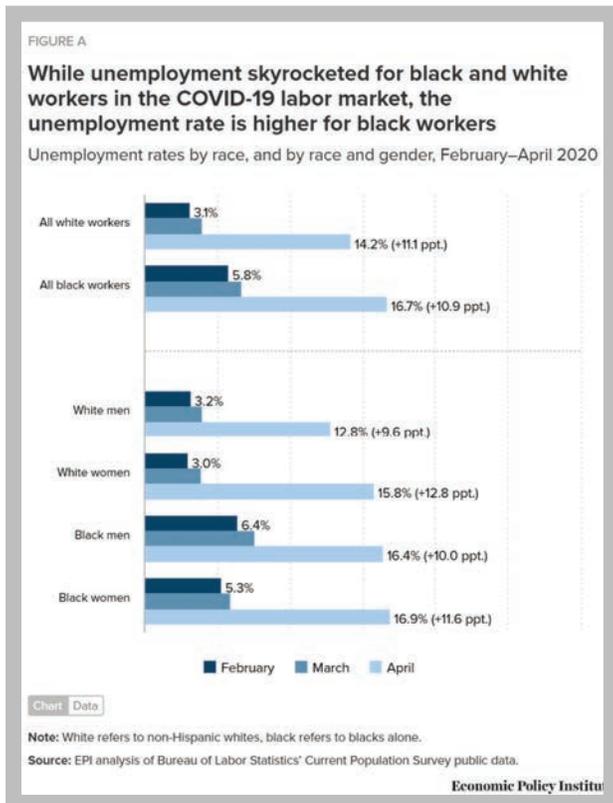
## Black workers face two of the most lethal preexisting conditions for coronavirus—racism and economic inequality

Report • By Elise Gould and Valerie Wilson • June 1, 2020

“We’re all in this together” has become a rallying cry during the coronavirus pandemic. While it is true that COVID-19 has affected everyone in some way, the magnitude and nature of the impact has been anything but universal. Evidence to date suggests that black and Hispanic workers face much more economic and health insecurity from COVID-19 than white workers.

Although the current strain of the coronavirus is one that humans have never experienced before, the disparate racial impact of the virus is deeply rooted in historic and ongoing social and economic injustices. Persistent racial disparities in health status, access to health care, wealth, employment, wages, housing, income, and poverty all contribute to greater susceptibility to the virus—both economically and physically.

Though black and brown communities share many of the experiences that make them more susceptible, there are also important differences between these communities that need to be understood in order to effectively combat the adverse economic and health effects of the virus. This report, focused specifically on black workers, is the first in a series that will explore how racial and economic inequality leave workers of color with few good options for protecting both their health and economic well-being. A forthcoming report will highlight conditions for Hispanic workers.

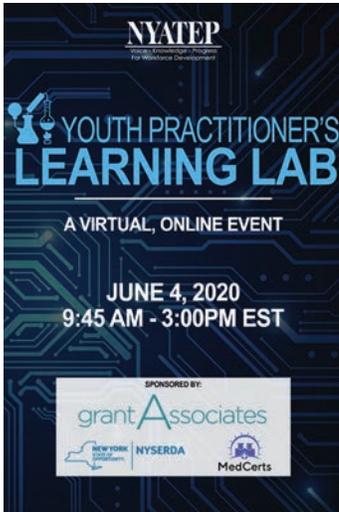


### Falling employment-to-population ratio

The unemployment rate is a commonly used measure of labor market slack. One limitation, however, is that it relies on would-be workers to either be on temporary layoff or have looked for work in the last four weeks to be counted as unemployed. In this economy, with the health requirements to stay home and with sectors being completely decimated, it is likely that many would-be workers are not actively looking for work and therefore would not be counted in the official unemployment rate. For this reason, policymakers should look to other measures to determine when to turn on and off policy triggers to support workers and the economy (Gould 2020b). One such measure is the employment-to-population ratio (EPOP), or the share of the population with a job. Figure B displays the EPOP for the same groups shown in Figure A.

[READ THE FULL REPORT HERE](#)

## NYATEP Hosts the 2020 Youth Practitioner’s Learning Lab



On June 4th NYATEP brought together nearly 200 workforce professionals for our first ever Youth Practitioners Learning Lab! This completely virtual conference event kicked off with a dynamic panel discussion between Christine Salazar, The Puerto Rican Family Institute; Kisha Bird, CLASP; and Nina Aledort, NYS Office of Children and Family Services as they shared the impacts of current events on young adults. We discussed the implications of the severe labor market impacts on youth and how the last three months have exacerbated fear, trauma, and lack of opportunity. The panelists stressed the need for a coordinated, connected, and empathetic system of providers to support young adults where they are, their transitions in education and employment and into adulthood.

The panels were followed by six excellent workshops ranging from clean energy, tech-based solutions, high school equivalency and supporting youth with disabilities. We had some fun too, learning meditation techniques, raffling off prizes, and a trivia happy hour! A huge thank you to our sponsors Grant Associates and NYSERDA for helping us to make this happen, and to exhibitor MedCerts for sharing their tools.



### Upcoming Training: Business Development and NextGen Workforce Development Strategies presented by JVS Boston

Date: Tuesday, June 9, 2020  
 Time: 10:00 a.m. - 2:00 p.m. EST  
 Length: 4 hours  
 Cost: \$225.00  
 Trainer: Mandy Townsend,  
 VP of Employer Engagement, JVS

[LEARN MORE HERE](#)



## Not-For-Profit Prompt Contracting Report

### MESSAGE FROM THE COMPTROLLER

Not-for-Profit (NFP) organizations provide a multitude of services throughout New York State, including essential services such as health care, care for the disabled, education and homeless services. NFPs also support our State and local economies by providing direct jobs in every community and by enabling others to work while loved ones are safely cared for. This year NFPs are also being challenged by COVID-19.

Unfortunately, late contracts remains an enduring and unresolved problem. This year, 50 percent of the contracts between NFPs and the State were executed after the contract start date. Progress under the 1991 Prompt Contracting Law (State Finance Law, Art. 11-B), which is intended to help expedite contracts and reduce the fiscal stress on NFPs, continues to fall far short of success. NFPs often continue working even when contracts are late, and my office regularly hears from NFPs struggling with cash flow and other challenges. The failure of State agencies to process contracts on time harms NFP service providers, which in turn erodes service delivery to vulnerable populations.

The results for the 2019 calendar year show that no progress has been made in the past year, with the percentage of late contracts increasing slightly from 47 percent in 2018 to 50 percent in 2019. Not only are half of all contracts still late, but nearly half of all agencies reported at least three-quarters of their contracts were not processed on time. This is simply unacceptable.

In the coming months New York State will need to rely on our NFP partners more than ever to continue fighting the impacts of the coronavirus and help restart our local economies. NFPs provide over 1.4 million jobs in the State and account for nearly 18 percent of private employment (as of 2017, the latest data available from the U.S Bureau of Labor Statistics). The Office of the State Comptroller (OSC) has long recognized the vital work of the NFP sector in New York. For nearly a decade, OSC has worked to address critical issues affecting the sector in collaboration with NFP leaders, including the establishment of training programs for NFP board members and staff. Ultimately, however, the solution to contracting delays lies in better agency oversight and management.

[READ THE FULL REPORT HERE](#)

OFFICE OF THE NEW YORK STATE COMPTROLLER  
THOMAS P. DINAPOLI, STATE COMPTROLLER

**2019 Calendar Year  
Not-For-Profit Prompt Contracting Annual Report**

**Message from the Comptroller**

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**Late Contracts and On-Time Contracts 2018 & 2019**

Year	On-Time	Late	On-Time (%)	Late (%)
2018	2,400	2,549	47%	53%
2019	2,268	2,278	50%	50%

May 2020 | 1



## NYS Department of Labor Weekly Unemployment Data

[READ THE FULL REPORT HERE](#)



## Employment and Training Administration Announcements

### U.S. DEPARTMENT OF LABOR TRAINING AND EMPLOYMENT NOTIFICATION

Understanding Postsecondary Credentials in the Workforce System, [TEN 25-19](#)

### Week of May 25, 2020

#### HIGHLIGHTS:

Department of Education Extends Comment Period on Policy Clarifications Change in Policy Regarding the Use of Federal Vocational Rehabilitation Funds Reserved for Pre-Employment Transition Services

June 25 Webinar: Introduction -- Credential Attainment Decision Tree Tool and Credential Attainment Cohort Capstone

Urban Institute Releases New Brief on Connecting Students to Jobs

Launch of EmploymentRecovery.org

[READ THE FULL REPORT HERE](#)

### Week of June 1, 2020

#### HIGHLIGHTS:

Treasury Department's Office of the Comptroller of the Currency Publishes Final Rule to Strengthen and Modernize the Community Reinvestment Act; Clarifies Inclusion of Workforce Development and Job Training, Other Social Investments under Qualifying Activities Criteria

June 17 Webinar: COVID-19 Demographic and Economic Resources Using Census Data

New Report on the Gig Economy and Self Employment

O\*NET-SOC 2019 Initial Task Listings Now Available

ACF/OCS Opens Application Window for Community Economic Development Discretionary Grants

ACF Announces Three Grant Opportunities; Discusses Board Coordination and Workforce

[READ THE FULL REPORT HERE](#)

## Georgetown University Center on Education and the Workforce Report: Education, Race, and Jobs in the COVID-19 Crisis

**As COVID-19 shakes the economy, the treacherous road to the American Dream increasingly leads to a steep cliffside drop-off for America's most vulnerable.**

*By: Anthony P. Carnevale and Artem Gulish*



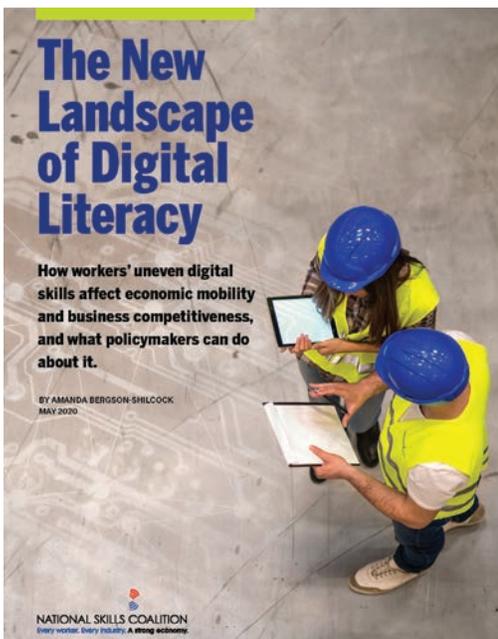
The COVID-19 pandemic has dealt a devastating blow to the US economy. By the end of April 2020, the official unemployment rate had hit 14.7 percent, the highest rate in the history of modern unemployment statistics going back to 1948. More than 40 million unemployment claims have been filed so far, and there is strong reason to believe that even that high number understates the full impact of the pandemic, with many states still working through backlogs of unemployment claims.

As harrowing as these overall numbers are, they mask an even bigger tragedy. The burden of this economic downturn has been spread extremely unevenly. The most vulnerable groups in our society — those without a college degree, the young, those living in low-income households, those who have historically faced prejudice and discrimination, and parents who have to worry about the well-being of their children in addition to themselves — have borne the brunt of this crisis.

[READ THE FULL REPORT HERE](#)

## National Skills Coalition Report: The New Landscape of Digital Literacy

EXCITING NEW FINDINGS ABOUT WORKERS' DIGITAL LITERACY



The Covid-19 pandemic has thrown a stark spotlight on need for digital skills among a wide swath of the American workforce. But even before the pandemic, the US labor market reflected a growing demand for workers across industries to have strong digital skills. This report uses data from a rigorously designed international assessment to analyze workers' current level of digital skills, providing a breakdown of how skills differ among workers in major industries and occupations as well as demographic categories. Next, it provides a short summary of recommendations for how policymakers and business leaders can invest in upskilling to ensure that all workers have the resilience needed to respond to the continuing transformation of jobs in the US labor market, and to acquire new digital skills as necessary. This report is a companion to Digital Skills for an Equitable Recovery, which provides more detailed policy recommendations and related background.

[READ THE FULL REPORT HERE](#)

# Brookings Report: Reopening America - How to Save Lives and Livelihoods

John R. Allen and Darrell M. West, Editors



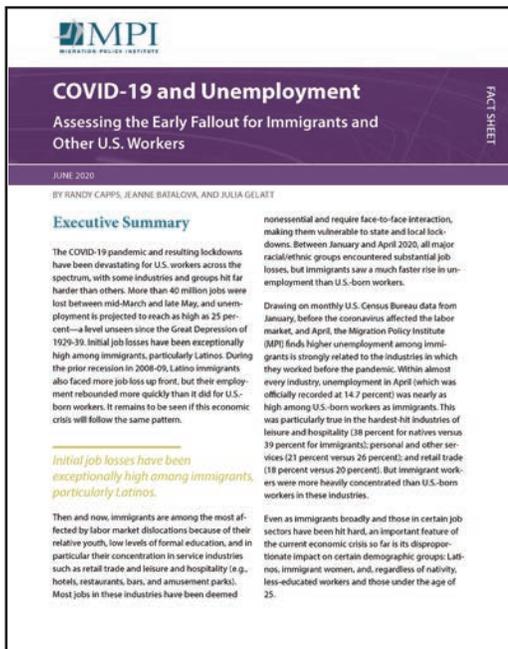
COVID-19 has shut down businesses and plunged the economy into a condition not seen since the Great Depression. Throughout the pandemic, public health experts have emphasized the necessity of social distancing and “stay-at-home” rules in order to flatten the infection curve and bring down the number of hospitalizations and fatalities. But even with these directives, the pandemic’s effects on government, businesses, and the general public have been dramatic in terms of public health, the economy, governance, and social well-being.

In this publication, we analyze the U.S. domestic situation and discuss how to reopen America in ways that address fundamental problems. For the good of the United States and the safety of the global community, we present a number of ideas for protecting public health, restarting the overall economy, and promoting social well-being. Our scholars discuss how to preserve jobs, improve the social safety net, provide equitable healthcare, address the needs of vulnerable populations, reopen schools, deploy technology, and improve institutional capacity.

[READ THE FULL REPORT HERE](#)

# Migration Policy Institute Report: COVID-19 and Unemployment: Assessing the Early Fallout for Immigrants and Other U.S. Workers

By Randy Capps, Jeanne Batalova, and Julia Gelatt

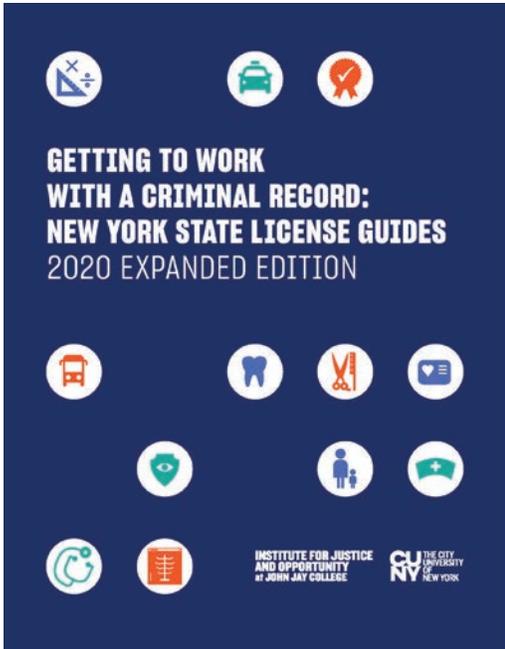


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[READ THE FULL REPORT HERE](#)

## Getting to Work with a Criminal Record: New York State License Guides (2020 Expanded Edition)



### WHAT ARE THE NEW YORK STATE LICENSE GUIDES?

The New York State License Guides explain the process for obtaining licenses in 25, high-demand occupations and professions for people who have conviction records. These guides aim to dispel the myths and misinformation that may discourage people with convictions from pursuing employment and career pathways that are actually available to them. There is a common misconception that a conviction record makes licensing impossible; in fact, 86 percent of people with conviction records who applied for New York State occupational licensing in 2018 were approved.<sup>1</sup>

Too often, workforce development professionals, academic advisors, and other gatekeepers make choices that immediately diminish economic opportunity; they may channel job seekers with conviction records into particular job tracks, or they may not propose or approve internships and field placements. These guides are intended to encourage workforce professionals and other gatekeepers to support people with convictions in pursuing the jobs and careers they seek. They also offer guidance to help determine when barriers really do exist, and whether it's possible to overcome them.

These guides update and expand our first edition released in 2018, which included 10 occupations. We selected an additional 15 occupations and professions based on interest from people with conviction records and input from many professionals in the work-force development field, and by evaluating labor market data to determine growing sectors and jobs that have licensure restrictions.

[READ THE FULL REPORT HERE-](#)



### Interested in learning more?



Join Level Up and Center for Employment Opportunities for our 6-part webinar series, Criminal Justice and the Workforce System!

This unique and tailored webinar series will provide:

- A comprehensive look at the infrastructure of the criminal justice system.
- Employment challenges and opportunities for both the employer and individuals.
- Tactical strategies to support the justice-involved population through policy and action.

[LEARN MORE HERE](#)

