

Name of Group: Education, Jobs, and Training

Meeting Date: March 24, 2021

Meeting Time: 6:00 PM

Meeting Location: Zoom

Members Present: Miles Spann, Destiny Quick, Adria Graham Scott, Holly McCoy, Kayla Seibel, Andy Miracle, Kimberly Cameron, Bryan Fox, Ami Mejia, Kristen Brookshire

1. Introductions/Ice breaker
2. Review draft policies:
 - Staff updated the group on the list of all draft policies and shared the process for incorporating edits.
 - The group reviewed the remaining draft policies on Jobs and Training.
 - What's missing: Incorporate the use of stipends for older adults—the presence of this has become a key factor of success.
 - Need to remove barriers and stipends are part of the support system for job training. General, Childcare, Services and Training, Business Support, and General Analysis are the major themes the group saw.
 - Durham County is working on a hub certification service for increasing business access to opportunities
 - Encourage alternative means of conflict resolution rather than just no tolerance –to discourage the over-reliance on the criminal justice system
 - The group brainstormed what should be prioritized during engagement.
 - Fair employment, benefits, wages How to connect land use policy with community economic, shared prosperity goals
 - Unintended consequences of mixing uses. How do you look at these things holistically so that you can review an application holistically? How policies could have changed the trajectory of applications –test out using the policies

Sustainable, Supported, and Dignified Jobs, Accessible and Innovative Jobs, and Accessible, Affordable, and Supported Training Opportunities Objectives

DRAFT POLICIES

3. Increase the accessibility and availability of affordable high-quality childcare services. Support programs that reduce the cost of childcare for low-income, Hispanic/Latino, and Black residents.
4. Allow for Neighborhood Services, Community Institutions, and other small scale commercial and civic uses to locate near neighborhoods where they do not already exist within a 15-minute walk to improve access to goods and services.
5. Identify and remove barriers, such as lack of technical support and challenges in accessing capital and physical space, to business creation and growth for low-income, Black and Hispanic/Latino, youth, houseless, justice-involved residents.
6. Support training programs for low-income, Black and Hispanic/Latino, youth, houseless, justice-involved residents navigating how to open and operate businesses in Durham.

7. Clarify and streamline City and County processes to make it easier to improve, renovate, and retrofit properties as well as to start and operate businesses in Durham.
8. Encourage a diversity of jobs in Durham, including jobs from future-oriented economic sectors, like environmental, sustainability, technology sectors.
9. Increase availability of jobs for local residents with a diversity of skillsets and backgrounds, especially in jobs that become available through capital improvement projects or government-funded initiatives.
10. Support and advocate for fair wages that support life in Durham, including housing, transportation, and childcare costs.
11. Reduce the cost of living in Durham by connecting public transportation with job and education centers.
12. Encourage a mix of employment, commercial retail, and housing in areas well-served by existing or planned public transportation or high pedestrian traffic, particularly in the Transit Opportunity and Downtown place types.
13. Consider access to educational institutions, places of employment, and childcare services, when planning public transportation investments.
14. Employ, train, and invest in Durham residents by supporting programs that educate and train residents for jobs locating to Durham.
15. Support programs and training for local developers or aspiring developers who are connected to Durham communities.
16. Support and partner with organizations that train and recruit Durham residents for jobs that do not require formal degrees.
17. Support and encourage local businesses and programs that embrace and celebrate young people and create experiences that are youth-friendly.
18. Co-locate childcare with major employment centers, education and medical institutions, and community and civic places.
19. Encourage large medical, educational, and cultural institutions to grow within their existing footprint, especially where expansion would negatively impact surrounding neighborhoods.
20. Encourage the adaptive reuse of older industrial and commercial property in Traditional Manufacturing areas, including reuse that results in a change to another use.
21. Proactively ensure that all residents have equitable access to information like broadband, information kiosks, websites with job and training information, and other ways of sharing opportunities with residents.
22. Pursue public and non-profit incubator and co-op spaces, including shared commercial kitchens, workshops, and access to technologies and equipment.
23. Support farmers' markets and other food system infrastructure to provide reliable, accessible venues for healthy food and food producers.
24. Pursue partnerships with Durham Public Schools, Durham Technical Community College, Duke University, and North Carolina Central University to create community-oriented programs and trainings.
25. Increase job training, youth apprenticeships, and transitional and temporary employment opportunities.

26. Ensure residents have the technology, tools, and skills needed to fully participate in economic and civic life.
27. Partner with youth-serving organizations and improve promotion about youth programs and services in Durham so that more young people are aware of what is being offered. Work with young people to find the best ways to promote programs.
28. Reduce barriers to training opportunities that are relevant to jobs available to Durham including digital expertise, financial literacy, parenting, or civic engagement.