

Name of Group: Education, Jobs, and Training

Meeting Date: December 7, 2021

Meeting Time: 6:30 PM

Meeting Location: Zoom

Members Present: Mimi Kessler, Miles Spann, Bryan Fox, Kimberly Cameron, Christa Gibson, Andy Miracle, Destiny Quick, Eliza Monroe, Constanza Gomez-Joines, Kayla Seibel

1. Introductions (5 min)
2. Refresher from last meeting for those who missed (10 minutes)
3. 3. Update from Staff (15 minutes) - Planning staff led
 - Zoning and the Unified Development Ordinance
 - Eliza shared information on how our Zoning Ordinance regulates day care facilities, day care homes, and Schools
 - Data is needed to establish if zoning is indeed what causes the lack of quality & affordable daycare.
4. Policy Brainstorming (75 minutes) - Hand off to co-facilitators to run this section of the meeting.
 - Work through the Policy Brainstorming Document to expand on ideas [Policy Brainstorming](#)
 - Overall theme: It should be easier to implement something where there's a demonstrated need in our community

POLICY THEME: Addressing the root causes of prosperity and barriers to success

- Systemic Racism (discrimination in all aspects of life from an early age)
 - **Possible policy solution:** Dissolve system of capitalism
- Variability in public education. Schools in affluent areas have more resources than lower income neighborhoods, and good teachers may not stay in lower income neighborhoods.
 - **Possible policy solution:** a system like Washington DC in which any student can apply to any school in the district
- Limited access to people who are successful and could help individuals who need connections.
 - **Possible policy solution:** Expansion and public money support (or even giving employees more time to volunteer) for programs like the Community Empowerment Fund which help folks build social capital
- Lack of options for young immigrants to our community who are of high school age, but who have no chance of graduating from American high school due to lack of

education in their home country and lack of English fluency; this group makes up one of the greatest chunks of DPS dropouts

- **Potential policy solution:** provision of a ‘welcome center’ for new arrivals with case management; ESL classes and job training
- **Potential policy solution:** better understanding/alignment between DPS and community providers of ESL such as Durham Tech; as is now high school dropouts who go to other providers are told to go back to DPS

POLICY THEME: Access to education/early education for all

- Everyone should have universal access to Headstart & Pre-k. Headstart as its own distinction from pre-school in the zoning rules since it receives federal funding
 - Everyone should have access to safe, healthy, intellectually stimulating, intellectually challenging programs. Should we say what we want out of these in our policy writing?
 - May help to keep broad with policies but in some cases (like this one) we may need to be more specific
 - What flexibility can we build in our policy writing that can help with implementation?
 - Should we start with people first? What are the behaviors and observations happening now and work backwards from there?
 - Headstart and Pre-k are important especially with development of small children (social skills and developmental skills). The benefits to the children themselves and how we can help them out by making preschools and Headstart accessible to them and how parents can find these facilities. We like the earlier example of having a childcare facility close to where you work or live. Connect this with folks with developmental disabilities and what resources and training is needed here
 - Most childcare is unaffordable now. Quality childcare is hard to afford. This is part of accessibility.
 - Headstart and Pre-K are the foundation which is why we started there. But should we start broader?
 - Starting as early as possible and making it as accessible to all without it costing a mortgage payment
 - Example: State what the goals are of the policy and then add in parentheses what example programs for how it’s implemented.
- Support and implement recommendations in Durham’s Early Childhood Action Plan
 - 5 most important things that would be impactful

- Let's think about a larger umbrella for the policies. We want to bring education to folks who don't have it, including adults.
 - Policy Example: we support Durham having an educated population by 2050
- Childcare example: What does a density bonus look like for zoning. Is there language from the affordable housing space to affect this?
- Are there incentives, not just requirements, for fulfilling our goals for accessible childcare?
 - Residential areas around schools. Can the process be made easier to have a childcare service in the home. Are there waivers for this process?
 - **Policy/Action idea:** Recommend the Planning Department conduct additional engagement with childcare providers to understand how processes are working or not working to reduce barriers in our approval process
 - **Policy idea:** Advocate for the reduction of barriers to becoming a childcare provider
- Bring in training for folks to get certifications for jobs our community needs
 - **Policy idea:** Support training and certifications for folks opening up childcare facilities. Durham Tech is working in this space but the Planning Department can help with the implementation piece.
 - **Policy idea:** Collaboration between Planning Dept and Durham Tech (or other programs/entities providing training and certification) to help folks understand the process for opening a childcare facility.
 - **Policy idea:** Neighborhood Improvement Services' Community Partner certification program model. How can we add another certification where we teach folks how to make it through these processes? What can Planning and the City/County do to educate folks and bring more folks in like business development education
- What does early college mean? This is dual enrolled student taking High School courses at the same time of college classes (2 years in High School and 2 years in college) with enough credit to transfer to pursue an Associates degree.
 - Different versions of this. Lots of programs that are working to help residents attain careers which impacts Latinx students and undocumented folks have to pay out of state tuition
- **Policy idea:** Our goal is to link education and gaps in fulfilling the job market

POLICY THEME: Access to childcare

- Accessibility to childcare
 - Implement recommendations in Durham Early Childhood Action Plan

- Affordability
 - Implement recommendations in Durham Early Childhood Action Plan
- Zoning and Land Use: What are the rules or zoning processes that get in the way of creating new daycare facilities
- Daycares should be close to workplaces, neighborhoods, and schools
- The data we need: What is impeding quality daycare and is it zoning or something else?
- Process improvements around implementing legal daycares and daycare facilities. Helping folks open legal daycares.

POLICY THEME: Access to education, training, and jobs across **all ages**

- Meeting people where they are at
 - **Policy idea:** Program applications and processes should not be too arduous; we need to make programs accessible to all and the types of ‘screening’ we often do can be a deterrent
 - Provide flexibility and multiple chances to folks
 - Providing multiple entry points to programming, different ages, education levels, job experiences, languages and cultural backgrounds all have a place to plug in
- Help them identify their short term and long term goals, and what resources we have available to them
 - **Policy/Action idea:** Asset mapping of resources available in area of vocational education/soft skills development/ etc. in Durham County and widespread publication of results
 - An effort to fill in gaps identified as part of asset mapping
 - Case managers who help those who need support access these resources
- Libraries can be a hub of resources and a community institution that can share resources across many groups and people.
 - The Main Library is working to engage learners of all ages through STEM programming as well as business support services
- Education creates the opportunities for jobs. (The overall connection between these two fields.)
 - Sometimes a high school diploma, while amazing, may not be possible. Programing that gets folks job ready even when they aren’t able to get over that finish line
 - But also making GED programs (with attached job readiness!) more readily available to folks of all ages

- We need to support students and youth in education attainments AND underemployed connected to jobs and sustainable living wages.
 - **Policy/Action idea:** One thought is reimagining the existing YouthWorks Program so that it is available all year instead of only in the summer. This could be a collaborative, ongoing partnership with DPS's CTE program.
- Something in this policy needs to address those who are looking for a second chance, those who may have legal barriers.
 - **Policy idea:** I like the idea of partnering with specific industries. In Los Angeles, the Office of Reentry partnered with the California Department of Transportation to establish "New Roads to Second Chances". [Here's a link to the Program](#). It would be great to incorporate something similar. Transportation has some high needs in Durham, but I could also see this working in another industry, such as construction and skilled trades.
- "Educational Equivalency" in the hiring process for positions where life experience helps you have the skills needed BUT you do not have the education requirements.
 - Example: GoDurham requires a high school diploma to drive buses but some might have the necessary experience.
- For job training, from our nonprofit, workforce development RFP - Help residents in low-wage jobs transition into high-demand industries with opportunities for salary growth and upward mobility by improving awareness and access to career training and employment by addressing barriers to entry

POLICY THEME: Access to Technology

- **Policy idea:** We want all households and businesses to have reliable access to technology which includes internet and computers/devices to be able to pursue education or job opportunities.
 - **Policy idea:** Internet should be a utility. You can't do anything in the modern world without this. Clarify high speed internet.
 - **Policy idea:** Technology should not be a barrier to people being active participants in modern society
 - **Policy idea:** We need to figure out how to provide access to technology in different locations where access in the home is not possible. Utilities cost money.
 - **Policy idea:** There needs to be one company that provides cable to neighborhoods
- Digital Durham as a resource already has an articulated vision statement and strategic statements to pull from.
- **Policy idea:** Libraries are an essential part of literacy and access to technology. Libraries are an underutilized resource. They're warm, have access to books,

newspapers, and computers. We can expand what services are connected to libraries. Some libraries give out food, meeting spaces, or different programs

- Younger kids probably won't have a lot of computer skills—important!
- Multilingual digital literacy courses too
- Wireless connection & Broadband is imperative for a future Durham
- Access to technology and funds is imperative as we saw with the pandemic where families went from 1 computer in the home, if any, to needing multiple devices as everyone was home and working online
 - **Policy idea:** Provide interim solutions to provide access to internet for those who live outside of broadband area.

POLICY THEME: Infrastructure and new developments

- Some reviews, like a rezoning, can allow the city to impose conditions (like infrastructure) in order for the project to be approved.
- Enterprise zones? They are in other communities. Why not here?
 - Clarification on enterprise zones, this another federal program. Empowerment Zones (EZs) are designated areas of high poverty and unemployment that benefit from tax incentives provided to businesses in the boundaries of the EZ
- Annexation requests— the developers never pay for the infrastructure. Worried about development and impacts on aging infrastructure. Tie between the developers and the improved infrastructure.
- Contractors in neighborhoods are focused on flipping houses rather than fixing pipes. Concern about this impacting neighborhoods and aging infrastructure.
- **Policy idea:** Developers should be investing in the community, not just receiving a return on their investment.
 - Not a lot of revenue streams other than property tax. Paying for utilities is another revenue stream. We need to take into account that services that can pay for itself in the short term by increasing revenues.
 - What's the balance between the new development and the system wide improvements (scale of the development matters)
 - Long term commitments are needed from these bigger developments and what they're contributing (affordable housing fund as an example).
- **Policy idea:** Love to see more Durham based developers—how can the

5. Finishing Up (15 minutes)

- Next meeting will be in mid January
- What do folks want to focus on for our next meeting? What can we work on individually before then?

- Christa to bring in information from the [Early Childhood Action Plan](#) and Mimi to look into this too
- Mimi to review the Digital Literacy Plan for ideas to bring into the Comprehensive Plan
- Kayla and Destiny to organize our brainstorm –topic by topic and connect certain policies
- Everyone should think about transportation access
- Andy can talk with Libraries staff and bring back information
- Invite Julie Pack from DPS to the next meeting
- Miles will be thinking about connections to training and programs
- Connie will think more about DPS and Durham Tech connections - start with this and transportation next meeting.
- Is there any information that the group needs to share with another working group, specifically the Spanish Language Working Group?
 - Would like their feedback on our ideas! Especially language access, Immigrant/refugee access ideas.
- Staff will send follow-up notes to this group for review before posting publicly to the EngageDurham site.
- Any announcements for the group?
 - Eliza is leaving us :(
- Any last thoughts or suggestions for how we can improve future meetings? You can also email our team after this meeting if you have thoughts you'd like to share.