



RESILIENT LOUISIANA COMMISSION

CO-CHAIR DON PIERSON

CO-CHAIR TERRIE STERLING

Education and Workforce Task Force

June 17, 2020

Meeting called to order at: 12:00 p.m.

Task Force Members Present:

- Ava Dejoie, Co-chair
- Kim Hunter Reed, Co-chair
- Doretha Bennett
- Bruce Busada
- Julie Cherry
- Camille Conaway
- Hannah Dietsch
- Wayne Denley
- Henry Heier
- Paul Helton
- Jim Henderson
- Brittany Major
- Kenya Messer
- Mike Palamone
- Paula Polito
- Janet Pope
- Cynthia Posey
- Shane Riddle
- Monty Sullivan
- Angie White

- Call to Order, Roll Call and Certification for Lack of Quorum
 - Dr. Kim Hunter Reed called the meeting to order at 12:00 p.m. and Ms. Brianna Golden conducted roll call.
 - Dr. Reed established a quorum in accordance with Governor John Bel Edwards' Executive Proclamation 2020-41.
- Welcome by Co-Chairs
 - Dr. Reed welcomed everyone to the meeting and reminded them of the Task Force's two-fold charge: to address the immediate challenges of the pandemic and provide guidance on how to reopen Louisiana safely; and set a course to create a resilient Louisiana with system and structural redesign allowing us to perform at scale with fidelity, and with our people and our families at the center of our work.
 - Dr. Reed thanked Task Force members for their participation and reminded the public that they are encouraged to share any comments via email or phone. Contact information is on the agenda and posted to the website. Approval of minutes from previous meeting
 - Dr. Reed asked for a motion to approve the minutes from the June 10, 2020 meeting of the Resilient Louisiana Commission: Education Workforce Task Force.
 - On motion of Ms. Paula Polito, seconded by Ms. Brittany Major, the Task Force voted unanimously to approve the minutes from the June 10, 2020 meeting of the Resilient Louisiana Commission: Education Workforce Task Force.
- Public Comments
 - No public comments were submitted
- Update from the LWC on Unemployment Data with Q&A
 - Dr. Reed welcomed Dr. Ali Bustamante, Chief Economist, Louisiana Workforce Commission (LWC), who presented a series of graphics:
 - Characteristics of Unemployment Compensation Insured – April 2020: African Americans in Louisiana are being impacted by the COVID-19 recession and the recession's triggers on employment. The crisis is also impacting younger workers at a greater rate than older workers for two reasons: (1) younger workers seem to have employment in the more vulnerable industries that fear the brunt of the pandemic, and (2) senior workers in recessions such as has been caused by this pandemic are more likely to sustain employment. This is in stark contrast to what occurred during the Great Recession, during which older workers were disproportionately impacted as companies were removing larger salaries from the books.
 - Louisiana Weekly Continued Claims Growth by Region (March 14 – June 6, 2020): Following the broader trends, Louisiana is moving in the right direction as the decline in the continued claims category is ongoing in New Orleans, Baton Rouge, and other regions.

- Louisiana Weekly Continued Claims Growth by Industry (March 14 – June 6, 2020) – Vulnerable Industries: This is a soft recovery with a gradual onset. The Accommodation and Food Services sector still has 90 times the level of unemployment compensation claims, and while we are headed in a very good direction, there is still much ground to cover. Some vulnerable industries are demonstrating declines at a sharper rate than others.
- Louisiana Weekly Continued Claims Growth by Industry (March 14 – June 6, 2020) – Sensitive and Resilient Industries: Sensitive industries are declining at a slightly slower rate. However, resilient industries are presenting a slight uptick in unemployment compensation claims, and this was to be expected. More vulnerable and sensitive industries were impacted by the pandemic early and quickly. The unemployment compensation claims are not pandemic-driven, but actually demand-driven. Supply chains are slowing down as businesses across the resilient industries are facing a slowdown in broader consumption. Relative to the recommendations provided to this Task Force, we must address pandemic-related concerns and impacts on the labor market on the demand side. We must ensure that incomes are elevated and maintained to foster consumption in our economy. Should we have sustained levels of unemployment without additional stimulus from the federal government, we may be facing a sustained recession.
- In response to Dr. Bustamante’s presentation, Dr. Reed elaborated on the data in the first slide. Considering the totality of the message in the report, the data reflect 55% of females being affected as well as minority individuals. This speaks to the need for resilient families; when families do well, children do well. It also underscores the importance of addressing equity gaps and ensuring that we understand how everyone is doing in our economy, and how everyone can be resilient in our economy.
- Dr. Monty Sullivan posed a two-part question to Dr. Bustamante:
 - (1) Do you have an update on the federal stimulus portion of unemployment of \$600 per week, and do you anticipate that it will expire on July 15, 2020? Dr. Bustamante replied that there is no indication that the CARES Act stimulus relative to unemployment compensation will be extended, though a limited, narrow-scope type of stimulus is likely for a very short term. New research indicates that stimulus funds were spent immediately, so the impact on consumption was very short-lived. The CARES Act Pandemic Unemployment Assistance (PUA) program has been a significant driver in maintaining incomes and increasing consumption during the recession.
 - (2) Have you conducted any predictive modeling around extension or termination of the CARES Act unemployment support? Dr. Bustamante indicated that there is little likelihood of the PUA extending beyond July.

The Federal Reserve has seen an opportunity to conduct more stimulus through financial markets, but that is limited and does not provide money for immediate spending. In the absence of additional stimulus, many are predicting sustained high levels of unemployment nationally at a level of approximately 9% throughout 2021. This underscores the importance for stimulus, particularly through the Paycheck Protection Program (PPP). The PPP is predominantly stabilizing businesses, so there is a need for broader access, particularly for smaller businesses. Should we observe sustained or increasing recession impacts, we would reconsider the role that the stimulus is currently playing to prevent declines in incomes.

- Review and Approval of Task Force Recommendations
 - Dr. Reed introduced Ms. Susie Schowen, who began by reminding the Task Force of the urgency of approving the final report during this meeting. Following this meeting, the report will be uploaded to the Resilient Louisiana Commission's (RLC's) reporting system, and Dr. Reed and Ms. Dejoie will present the report to the RLC on Friday morning, June 19.
 - Ms. Schowen began discussion with the Executive Summary/Key Takeaways. Dr. Reed stated that the Task Force had approved the overarching recommendation and supporting priorities at the June 10 meeting. An additional item was inserted under supporting priorities: combined state plans and processes brought into alignment. Dr. Reed asked for a motion to approve the Executive Summary/Key Takeaways.
 - On motion of Mr. Mike Palamone, seconded by Mr. Shane Riddle, the Task Force voted unanimously to approve the Executive Summary/Key Takeaways, as amended to include combined state plans and processes brought into alignment.
 - Ms. Schowen moved to the Current Educational and Employment Landscape section. Dr. Sullivan stated that the maps are based on the valuable metric of bachelor's degree or above, but expressed concern that the baccalaureate data is not fully responsive to the immediate needs of the economy. Dr. Reed responded that the Stronger Nation range of credentials will be added. She asked for a motion to approve the Current Educational and Employment Landscape section.
 - On motion of Ms. Julie Cherry, seconded by Dr. Monty Sullivan, the Task Force voted unanimously to approve the Current Educational and Employment Landscape report section, as amended to include the Stronger Nation range of credentials.
 - Ms. Schowen noted that Dr. Reed will review the guidelines for reopening K-12, early childhood education, and higher education, which are recommendations exclusively within the COVID-19 timeframe, and indicated

that the Task Force has determined that the report should focus on the need to continue past pandemic response and into the resilience phase.

- Ms. Schowen presented the recommendations in section A, Workforce Development and Reemployment, including:
 - Return citizens to employment
 - Updated occupational forecast
 - Use of the HiRE System
 - Collaborative regional processes
 - Implement closed-loop service delivery through common case management
 - Build short-term and longer-term pathways to meaningful employment using a person-centered approach
- Ms. Dejoie emphasized consideration of a potential financial need for item 2, updated occupational forecast. Dr. Reed asked for a motion to approve section A, Workforce Development and Reemployment.
 - On motion of Ms. Camille Conaway, seconded by Ms. Hannah Dietsch, the Task Force voted unanimously to approve section A, Workforce Development and Reemployment (items 1-6).
- Dr. Sullivan proposed addition of a seventh recommendation to emphasize collaborating with agencies and individuals involved in this Task Force to develop a data infrastructure that collects certifications, capturing the entire talent perspective. The recommended addition is: Develop data infrastructure that allows for collection and reporting of workforce and industry-based certifications (IBCs).
- Dr. Reed agreed that Dr. Sullivan's recommendation is important, as credentials of value not included as bachelor's or associate degrees must be collected and reported to capture the totality of talent in Louisiana.
- Dr. Janet Pope, Ms. Dietsch, and Mr. Ken Bradford stated that the Department of Education collects industry-based certification (IBC) attainment information, and that it is contained in the aggregate. Dr. Pope stated that a task force is being formed to study the collection and use of the information; however, student social security number privacy laws are currently preventing information from being provided as data.
- Dr. Reed asked for a motion to approve section A., Workforce Development and Reemployment as item 7, with the understanding that it will be sought with effective collaboration, knowledge of data limitations, and standardized formatting of data.
 - On motion of Mr. Mike Palamone, seconded by Ms. Doretha Bennett, the Task Force voted unanimously to approve section A, Workforce Development and Reemployment (item 7).

- Ms. Schowen reviewed the recommendations in section B, Resilient and Equitable Education and Learning in the New Normal, including:
 - Transformative redesign of higher education
 - Erase the digital divide
 - Equitable access to education leading to resilient and meaningful employment
 - Weaving resilient skills throughout lifelong learning
 - In coordination with the Workforce Investment Council (WIC), accelerating and
 - elevating the work of the Governor’s Workforce and Education Subcabinet around resilience and equity
 - Annual joint meetings of boards engaged with education, workforce development, and economic development
- Dr. Reed asked for a motion to approve section B, Resilient and Equitable Education and Learning in the New Normal.
 - On motion of Mr. Bruce Busada, seconded by Ms. Cynthia Posey, the Task Force voted unanimously to approve section B, Resilient and Equitable Education and Learning in the New Normal (items 1-6).
- Ms. Schowen moved to section C, Leveraging Economic Development for Resilient and Equitable Education and Workforce Development and reviewed its five recommendations:
 - Resilience and equity in the new economy
 - Educational Resources
 - LED Higher Education – Economic Development Playbook
 - Higher Education Investments
 - Engage small-to-midsize, minority-owned, veteran-owned, and rural businesses
- Dr. Reed reviewed and requested approval of section C, Leveraging Economic Development for Resilient and Equitable Education and Workforce Development.
 - On motion of Mr. Paul Helton, seconded by Ms. Paula Polito, the Task Force voted unanimously to approve section C, Leveraging Economic Development for Resilient and Equitable Education and Workforce Development (items 1-5).
- Ms. Schowen advanced to section D, Resilient Foundations for Individuals, Families, and Households and noted its five recommendations:
 - Resilient Households
 - Help families transition to working/learning from home
 - Ongoing early childhood education (ECE) funding
 - Trauma-informed supports
 - Proactive resourcing

- Dr. Reed asked for a motion to approve section D, Resilient Foundations for Individuals, Families, and Households.
 - On motion of Dr. Monty Sullivan, seconded by Ms. Paula Polito, the Task Force voted unanimously to approve section D, Resilient Foundations for Individuals, Families, and Households (items 1-5).
- Ms. Schowen reviewed section E, Bridging the Digital Divide, and its five recommendations:
 - Provide immediate and tangible support for existing broadband initiatives in order to rapidly accelerate statewide availability
 - Incentivize partners to pursue installation of broadband infrastructure and implementation of broadband access
 - Implement and support alternative methods for broadband connectivity
 - Commit dedicated resources to the expansion of broadband access across the state
 - Promote opportunities which encourage more rapid, widespread adoption of broadband technologies
 - Dr. Reed asked for a motion to approve section E, Bridging the Digital Divide.
 - On motion of Mr. Mike Palamone, seconded by Dr. Kenya Messer, the Task Force voted unanimously to approve section E, Bridging the Digital Divide (items 1-5).
- Ms. Schowen introduced Ms. Hanna Dietsch from the Louisiana Department of Education to provide a report on the final recommendations for public health guidance for the 2020-21 school year in light of the Governor's roadmap to restarting Louisiana. Ms. Dietsch reviewed the guidance, developed in consultation with public health partners at the Department of Health, regarding opening school facilities to students starting in fall 2020. Opening schools is critical to many aspects of recovery, promoting academic growth, social development, a healthy economy, and it is critical to low- and moderate-income families.
- Ms. Dietsch stated that while the guidance represents a partnership effort of the Department of Education with partners at the Department of Health. A group of approximately 20 physicians and epidemiologists collaborated closely with the Department of Education. The variables of different environmental conditions in schools were closely evaluated and public health partners assisted in developing the most practical, feasible guidance ensuring the safety of students and school staff. The guidance to be released articulates the baseline conditions for safely opening school facilities to students. These conditions must be implemented with supportive guidance, best practices, and resources, to help schools and school systems. The guidance is organized into

three (3) phases, with each phase including particular conditions that must be met. As noted, guidance is based on current medical knowledge of how COVID-19 is transmitted: primarily through close physical contact, vocal and musical activities during which aerosol particles might be emitted, and touching shared surfaces or objects.

- Protective measures in school settings will include:
 - Social distancing, achieved by establishing and, for the maximum number of days possible, maintaining small groups of individuals that minimally interact with other groups or individuals, including in shared indoor spaces;
 - Monitoring students and staff for symptoms of fever, cough, shortness of breath, or sore throat; and
 - Practicing frequent environmental cleaning and hand washing.
- Additionally, and as defined by federal guidelines, vulnerable students should not attend and vulnerable staff members, including environmental services staff, should not enter facilities. Vulnerable school bus drivers and aides should not provide transportation services to students.

	Phase 1	Phase 2	Phase 3
Maximum Group Size	10, including adults	25, including adults	50, including adults
Younger Students	Maintain static groups, understanding that individuals may come into close contact and may not be wearing masks.		
Older Students	If students are able to maintain physical distance, the group's composition may change. Students maintain physical distance of six feet in classroom/indoor settings to the maximum extent possible.		
Physical Standards	Groups convene indoors in rooms enclosed by walls or partitions. <ul style="list-style-type: none"> • High-touch surfaces (e.g. desks and doorknobs) are cleaned before and after each group's use • Groups are separated outdoors but do not require a physical barrier. • Limit crowding and entry and exit points; maintain maximum group sizes and physical distance recommendations to the maximum extent possible. 		

Athletics	Refrain from contact- and high-risk sports		Contact/high-risk sports allowable within defined groups
Symptom Monitoring	<ul style="list-style-type: none"> Assess students on arrival and throughout the day, including initial temperature check. Establish an area that can be used to isolate sick students. Clean and disinfect surfaces in the isolation area after the sick student has gone home. 		
Environmental Cleaning and Personal Hygiene	<ul style="list-style-type: none"> High-touch surfaces are cleaned multiple times throughout the day, including bathrooms Hand washing at arrival, at least every two hours, before and after eating, before and after using outdoor play equipment, and at exit. Adults and secondary students (5th grade/10 years old), as able, should wear cloth masks to the maximum extent possible, most importantly, at entry and exit, and during transitions within the school building. Individuals with severe breathing difficulties should not wear masks. 		
Transportation	Maximum school bus capacity, including adults		
	25 percent	50 percent	75 percent
	<ul style="list-style-type: none"> Ensure space between seats in accordance with maximum capacity; in Phases 2 and 3, achieve spacing by reducing the number of passengers per seat, and, when possible, ensuring space between seats. (Members of the same household may sit in the same seat or adjacent seats, with an empty seat between household groups.) To increase airflow, windows should be open to the maximum extent possible. High-touch surfaces are cleaned after each group's use. The bus is cleaned at least once per day. 		

- There is less concern about the transmission of the virus through surfaces than previously known when the summer schools and camps guidance was developed; therefore, the environmental cleaning guidelines in this document have been substantially relaxed. The Board of Regents was very helpful and their guidance around cleaning was used as the basis for guidance in the K-12 context. It is primarily focused on high-touch services in terms of personal hygiene. School systems will also receive supportive guidance that is meant to be a source of tools, resources, and best practices for adhering to the guidelines. These are not mandatory actions, but helpful practices to support school systems gathered from the Centers for Disease Control (CDC) and other states. As schools and systems determine how they will implement these guidelines, these tools, including a checklist, decision-making template, and a set of questions derived from these

- guidelines, will be forwarded to school systems to answer and provide insight into planning for AY 2020-21. We will also be working in partnership with Children's Hospital of New Orleans. Through their philanthropic mission, they will offer a skilled nursing hotline that school system leaders and school administrators are able to utilize should they have medical questions during this period. They will also offer a series of town hall webinars with Q&A to provide introductory content from a physician or another medical expert. These sessions will be bi-weekly beginning in July, covering topics from COVID-19 transmission basics to best practices for cleaning and environmental services.
- Dr. Reed asked for a motion to receive the School Reopening Supportive Guidance Report from the Early Childhood/K-12 subgroup.
 - On motion of Mr. Bruce Busada, seconded by Ms. Doretha Bennett, the Task Force voted unanimously to approve the School Reopening Supportive Guidance Report from the Early Childhood/K-12 subgroup.
 - Next Steps, Timelines and Reporting
 - Ms. Schowen stated that the Education Workforce Task Force report will be uploaded into the reporting tool provided by the Resilient Louisiana Commission. Dr. Reed and Ms. Dejoie will present the information and answer questions on Friday, June 19. The discussion will be robust and the Commission members will carefully review the 15 reports received to select particular recommendations they wish to elevate in their report to Governor Edwards, which is targeted for submission by July 1. It possible that deadline will be extended by one to two weeks, considering that additional time was provided to the Task Forces. This report will be the Commission's final report; individual Task Force reports will be included as appendices, fully available and visible as we move forward.
 - Overview of Higher Education's Safe Reopening with Q & A
 - Dr. Reed stated that the Board of Regents, in partnership with public health officials Dr. Frank Welch and Dr. Alex Billioux, has developed guidance for higher education institutions. The guidance has been forwarded to higher education partners, including public, private, two-year, and four-year institutions. BoR has conducted a webinar, led by BoR staff and the state epidemiologist and attended by approximately 200 campus leaders, presidents, active academic affairs officers, and housing officers. Last week, a second webinar was held for proprietary schools, to forward the same guidance. On June 19, student health center staff and the regional medical directors for the state, as the resource for the campuses around testing, tracing, mental health and other additional issues, will participate in a third webinar. We want to ensure that the guidance is a living document that adjusts with our understanding of the pandemic, that all personnel understand protocols for safely reopening, and that all questions are answered as CDC guidance is updated.

- The higher education guidance goes from phase zero to phase three, presenting expectations regarding basic health, safety, and cleaning. In terms of instructional classroom size, we anticipate that large auditorium-style classes will be offered online in fall 2020. Smaller classes will be held in the auditorium-size classroom to allow for physical distancing. The guidance also includes expectations around heightened cleaning, food service, dorms, etc. We are recommending, where possible, single-residence rooms; where this is not feasible, each residential campus must have an area for students to isolate or be separated if they are diagnosed with or exposed to someone with COVID-19. This guidance is available on the Board of Regents website.
- Dr. Reed provided a detailed presentation on the safe reopening guidance. We are encouraging limited access to the outside public, physical distancing, asking people to wear masks, and trying to ensure that students, faculty, and staff with underlying health risks have the opportunity to continue to participate in their education pursuits through remote learning. Students should receive health checks and stay home when sick. Relative to testing and tracing, higher education will partner with health clinics and regional medical directors to ensure tests are available. Masks are recommended for all and required on some campuses, so we must ensure expectations are clear in campus's codes of conduct and employee handbooks. Distancing in public spaces by marking the areas where students should sit is strongly recommended. Students will be asked to wipe and clean their spaces with disinfectant when entering and exiting the classroom. This method ensures the space is safe and ready for the next learner. There is a plethora of recommendations regarding cleaning and high-touch areas, and some campuses will be disabling water fountains. However, water bottle-filling stations have been recommended. Campuses are asked to minimize where students congregate and consider ending class 10 minutes early to disinfect desks before the next group of students. Relative to congregation areas, approaches include minimizing student flow through labs, libraries, and career technical education areas, as well as staggered dine-in and carry-out systems in dining areas. Though temperatures will be hot in August, epidemiologists indicate that it is safer to be outside. Guidance has been shared with the campuses around recreation and intramural sports, including lap swimming only, enhanced cleaning, and suspension of contact sports. We did not weigh in on college athletics, as conferences are already performing robust work with campuses around these issues. We addressed Greek life to ensure they have the same information and possess adequate venue size to maintain proper physical distance. Relative to buses and transportation, we recommend seating arrangements to allow for appropriate physical distancing, cleaning bus windows, opening bus windows when possible, and wearing masks. In office space, if shared, proper physical distancing should be maintained and masks should be

worn. In our offices in the Claiborne Building, staff wear masks in public spaces and common areas throughout the building and must be wearing a mask to enter.

- The final recommendations are as follows:
 - Signage about expectations for personal hygiene, physical distancing, and masks for students, faculty, and staff needs to be posted in buildings.
 - Add campus expectations and student/faculty mask requirements to the Code of Conduct and Employee Handbook.
 - For general COVID-related questions, students, faculty and staff can dial 211. The state's 24/7 COVID mental health hotline is 1-866-310-7977. Publish and post signage with hotline information.
- Dr. Reed asked for a motion to receive the Higher Education Safe Reopening Guidance.
 - On motion of Mr. Bruce Busada, seconded by Ms. Doretha Bennett, the Task Force voted unanimously to approve the Higher Education Safe Reopening Guidance.
- Wrap-up, Closing Remarks and Adjournment
 - Dr. Reed thanked the members of the Task Force for their thoughts, ideas, suggestions, and good work. She expressed gratitude for the collaborative spirit and shared information among Task Force members.
 - Ms. Schowen stated that the next Task Force meeting will be used as an opportunity to conduct a deep dive on several topics of particular interest and requests for additional information. As to the future of the Task Force and the potential for additional meetings, she indicated that though additional meetings are not required by the Commission, reaction to the report and recommendations could provide more insight on the potential for future meetings.
 - The next meeting for the Education Workforce Task Force will be Wednesday, June 24, 2020 at noon.
 - Dr. Reed, on motion of Mr. Busada, adjourned the meeting at 1:35 p.m.