

Workforce and Economic Development Outcome Area Working Group
Meeting Transcript
June 14, 2023

Good afternoon, all as we have you join? We will give a pause for everyone to make it into the meetings. Thank you for joining us today. Okay, looks like the majority have joined. So we will get started. Good afternoon and welcome to the fourth and final outcome area working group meeting for the workforce and economic development. We will have a few housekeeping items before we begin next slide. Here's our agenda today. we're gonna start with an overview of the key takeaways from the meeting held in May. We'll hear from a panel of subject matter, experts who will address the unique barriers faced by the covered populations. They serve what the organizations are doing to address these barriers. and what solutions they have seen as effective. We will then have a interactive discussion with all of you about the live experiences of those impacted by the digital divide. And finally, we'll wrap up with a few calls to action. Next slide. Please note this meeting is being recorded. We will be posting the recording of this meeting the slides and transcripts to the Broadband for All portal. Additionally, we have closed captioning available. it is down on the bottom toolbar. We will also extensively be using the chat feature. So please, as a as a start. go to the chat and write your name in organization. and where you're joining from. And finally, we will be also using the reactions toolbar, which is now on the bottom as well for raised and feature. that'll come in when you want to make a comment, ask a question, or later on in the community discussion. Final note. We do have Asl interpretation. The best way to view. The Asl interpretation is selecting the side by side. Speaker view, and you can see that on the top right of your zoom. bar next slide. And, Carlos, if you'd like to take this away from broadband equity partnerships. Yeah, Hello, everyone. My name is Carlos. Thank you, Cole, so we'll dive right into some of the May meeting takeaways from our discussion and some things we talked about. So we discussed closing the diversity gap that is prevalent in the tech industry. We also spoke about developing digital literacy training to promote critical career skills. And we spoke about the lack of infrastructure deployment that acts as a barrier for those who deal with slow connectivity speeds and also about expanding opportunities through online higher education to help improved economic outcomes for those that needed the most. So we'll move on to the next slide. some barriers to digital equity. So we we talk about the lack of access to online services, resources and processes, perpetuating systems of exclusion for some of the cover populations that we we know and we look, you know, we're looking to take care of, and that are I mentioned. So another thing, too, is the unaffordable Internet services and devices that limit ability to participate in and benefit from joining the digital workforce. And finally, there's the limited availability of broadband deployment and training programs. One. thank you. Carlos. Next slide. And and so through the past 3 workforce and economic development outcome area working groups. We've started to really narrow in on some recommended strategies. Now, these aren't all of them. But these are some of those recommended strategies. And so in in terms of Number one, it's really about prioritizing the digital literacy training and utilize funding and Federal guidelines to enhance access to digital skills for job seekers and development of culturally competent training and job application digital training. Additionally, we've

talked about how to invest in supportive services, and broadband adoption campaigns, how to provide capacity grants to community-based organizations and leverage resources like libraries, their programs and calories to support diverse populations in upscaling. The the third strategy is about establishing establishing pathways from community-based organizations to higher education. So allowing organizations to provide a range of digital skills and training and collaborate with agencies. to develop roadmaps towards employment. Our fourth is that it's about promoting the use of inclusive apprentice apprenticeships. Excuse me at every stage of network development from construction to operations and maintenance. When this includes certification. Additionally, it's including cultural, culturally competent, bilingual and inclusive of all digital scale abilities. And those who have historically been under represented. like those, including women and Lgbtq I. Plus communities. And finally, it's about fostering collaboration of both public and private partnerships to build and promote and encourage the partnerships behind the educational institutions, behind the governmental entities, the workforce boards, the private industry, and for philanthropy, to join all in efforts in building broadband training programs. It's really about that ecosystem support and trying to find ways to diversify the tech industry, to be more reflective of our State. And so with those strategies and those barriers and kind of an idea of the main meeting. let's dive into this month's meeting. Our our last and final meeting with a group of really great subject matter experts next slide. This will give you an idea of who we have joining, which is Dr. Fam, and others. and we're going to actually take the slides down. And I am going to introduce first. the President of the State California State Board of Food and Agricultural Don Cameron to join on camera audio to give us a little bit ideas about the barriers, the gaps and strategies that you're all using 6 actually, Don. Great? thank you very much. Good afternoon. And really, it's a pleasure to be on the panel with you today. So I live, and I farm on the west side of Fresno County. we give you a little idea. We have about 65 employees year round. and they all live in the rural communities. And we've seen what's happened really, through the Covid period. not only with with our farming operation, but with our employees and the education that they, the their children, have received. you know we we have seen the we know we have the highest rates of poverty in the Us. We know that the area lacks the last mile We know that the infrastructure is really lacking in most of the region. And and this isn't this this suggestion really an example of what's happening in rural California? I mean, I'm I'm speaking because I I deal with it every day. but we know that that many of the homes in the region have no Internet. Their children have no access. like. Say, they're facing poverty. They're facing food, insecurity. lack of transportation, health care. educational opportunities. And in many, many cases they've they've really been left behind. During Covid. We have children of our of our workers unable to access educational resources. because they didn't have the Internet. They didn't have broadband. They were trying to tether a cell phone to 2 tablets. And it just doesn't work. You know. We've we've seen that when you do, you know, if you can deploy. you're going to see many of the economic problems improve. You're going to see more economic development in these regions. we know that with our own business. we were abandoned especially esseNTIALLY by our phone company years ago with a hard wired line. And we're forced to go to voice over Internet. The only problem with that is our Internet. Speed was was 15 megabits down and 5 up. We had to have several services.

It was extremely expensive. and we lacked at many times Internet at all, because we'd have failures in the system. we know that if if we do get broadband to the rural homes, to the communities that their health care is going to be improved. Their education is going to be approved. their fluency and training is going to be much better. They're going to have much more opportunities to improve their livelihoods. And really an agriculture we have been waiting to implement on farm technology. and we haven't been able to do it because we just don't have the resources for broadband. we know that if we had the capability, we would be putting multiple sensors in the field, using water much more wisely, being able to control it. And not only that we'd be able to provide much better jobs for our employees in being able to operate a a more automated system. we feel that there would be new careers available that would actually give high paying jobs to these people that are that are doing some really basic functions out there. Right now. we just feel that without this. you know, the area doesn't move forward. We're seeing many issues with water supply, you know, during the last 3 years of drought and know that if we use our water wisely we'll be able to provide more economic return for the communities. in the rural areas all throughout California. You know, we've got sustainable groundwater management that's going to require additional technology to implement so that we can measure everything we do and report it. And just just a side note. I I can give you a little example of what we've been through over the years and trying to secure broadband on farm. We were quoted by a major Telecommunications company several years ago to bring fiber to our farm was \$750,000, which we decided against doing. and that was for 20 megabits up and 20 megabits down. We had it, we quoted 6 months later. The price was 1.5 million. and they had already sent us terminal equipment. We turned around. We sent everything back. So we know that we've been lacking it. It it gets me upset when I listen to a radio station and the Bay area, and I hear gigabyte speed. And you know, we can't even get to 20, and it it's extremely hard to run to run a business operation without good quality broadband. You know we have another issue, all of our rule. It may the majority of our rule addresses or unverified making excuse me, make making a service an issue get you know, when I do have broadband, and you know, I I order something. Many of the locations won't even deliver They wanted to take my order because we're unverified, and and it's all part of being a rule, a a a resident, and dealing with many of the problems we have to deal with here. you know I love living on the farm. I love the atmosphere. I love the the the workers, we have but we need to do better. We we, we have more than a digital divide. It is a total lack of connectivity for many of our workers and and businesses that are trying to function here in California. And thank you, don't. I think it's really it's it's a good reminder that I think we said in digital equity in workforce, it includes access to technology. But it's it's not just digital barriers. Also, there's the physical barriers like transportation and child care. We've heard that a couple of times, and then I'd also like to hear a little bit, maybe just quickly, on just kind of underscore how broadband is in support of, like the precision, agricultural and and food production. Because I think that's that's a huge piece that you just deliver, which is that farm technology cannot be used. If there's no access right. There's no automation. There's no improvements there. Yeah, there's no question we have been lacking. We have wanted to do improvements on farm for years. And the technology is okay. You can go deploy cell phones around pay for each cell phone connection. And many times we can't

even get reception on parts of our ranch for cell phones. So what's happening is we have, you know, we want to. We want to modernize. We want to run our farm with the highest technology possible. We want to be able to control and automate our pumps that we're using our irrigation valves in the field. we want to be able to do moisture measurements real time connect our weather stations. They're just so much that that is lacking in. Not only does it bring economic improvement for all of the community. Because anything we do we're purchasing from the local suppliers. But it it also it actually conserves water. makes us much more efficient in what we do. And you know, we have been left out of the out of the picture for many years. and yeah, we're we're just waiting to to get equipment out in the field. It? It's vital for agriculture. It's vital for our workers. it's it's just valuable for our community, because all of our workers are Hispanic. many are. Many of them are undocumented. and they feel like they're left behind. and that they are the, you know. We did a health care at our at our farm. and the comment was, We're always last in line. and we put them first, and the attitude was and the response was fantastic. And we know that they're limited. because they don't have broadband. They can't get the education they need. They can't if they want to look something up. I mean, you know how normal it is for people to use Google to answer questions and find information, find where to go to get what they need. It's totally lacking in the rural. Ca, in rural California, in most areas. So something like benefits. not only myself and our farming operation, but really all of our workforce. Oh, Sandy, thank you again, Don, and thank you. As the President of the California State Board of Food and Agriculture. next up we have Dr. Fan, who's the Vice President of Information technology at the Hartnell Community College, and look forward to passing it off to you. Dr. Sam. Thank you, Cole, for that introduction, and thank you, Don, for your words, and I I think they, you know, calling for your broadband project because you know, the major access to digital digital divide is access, which that's what you're working on now and at the college, what we can do is we can work on access to technology and digital literacy. So for Hartnell, we actually cover 14,000 students across our district. And we have over 600 employees that work for us and in that. When we talk about the digital divide technology, we have several programs that are actually catered to our students and community to work on those things. One of those programs is called the only valid fillings value promise program. And we actually work with our cities around this who support us and provide free technology to our students. So to qualify for this program have free tuition, and we give them a laptop before they start school. So right off the back, they have the technology. And then they could take the courses they need. And we also offer mentorship also. for those students. In addition to that, what we have done is we've actually have centers for a different population of students. you know. Don talked about the documented. We have a be Costa program. They're specifically for a document. As soon as we have a a a center for them. And in all of our such as we have computers for students to use, if they don't have their own. They could do walk up to come. Either WIFI is free. They have access to technology and help and support. You know, we also support our veterans. We have a large veteran center here. We have a lot of that students and when you have that something that there's a trusted advisor there, you know, when they need to support our assistance. And it's it's probably like, it's just natural for us to always set up a computer lab in each of our centers. So all of our centers have computer labs. for students or somebody to come in and use that

those information. and you know, a special population would take care of is also the incarcerated. So we actually go to the prison to juvenile, to actually teach courses there. And since you know, as you can imagine in a in a prison situation where a Wi-fi Internet is not freely blown around? Or can you have access to? So we actually bring in. We haul in the equipment we call in the laptops, and we call in the Hotspots. And that's how we service our students. That's how they take classes with us. in there. We also have programs as they come out of there. to help them grow in those areas. you know, we have traditional computer labs. We used to do that. And we found was, you know, computers are limited to what they have. And students couldn't do auto cad at home because we reach our or main campus to the, for this campus is 50 miles away. so you can imagine in there. We're very high farmed area, very rural. And sometimes students can't get to you know where they need to to get broadband or they can get to somewhere. But they don't have a technology, right? And so we've invested in app streaming. This is actually a program to AWS, where it doesn't matter what computer you have. You can do things like auto CAD seller works in Photoshop in those applications just through a chrome browser. So now we're able to have students be able to take online courses on auto-cad? you know, and that that helped them with the transportation because it's all through the browser. And then, instead of one computer, you can get for \$2,000. We can get, like, you know, 10 Chromebooks. And we can service sorry, my light. we get service more students that way. so very excited to to keep going, and we work very closely with our faculty. who teach the business classes like they teach Microsoft outlook. They teach word. You know, they teach all those those core courses at the beginning computers. But we want to make sure that whatever they're teaching we're providing so that they're not behind the times. Right? If we're teaching office 3, 65, that's what we're also offering to use around the college. you know. So through multiple programs and virtually everything is bilingual. Right? We are Hispanic serving institution. So we serve about 60% Hispanics many of them does the English. So a lot of our literature and our support staff also are bilingual. So this kind of how we're reaching out. We're continuously growing that you know, through all of our all of our things that we do here at the college. Thank you, Dr. Fam. That was excellent. And I think it's it's really important to acknowledge how how important the community college plan training both. Not just the basic digital skills. But the apprenticeship in the technology training. I really like this idea that you just share which is the partnering with private industry. So AWS your building public private partnerships to solve, not just like digital equity physical barriers, but solving it with digital options and bilingual options. And so I think that's it's it's impressively cool and and plus, you're not just working with one Co covered population, right? Community colleges play a really important role because it's it's expansive. It can cover the vast majority of all the covered populations, and you shared that right with for those. both you like with the justice involved. So incredibly. Thank you. Scott, do you have any anything to add on with Dr. Fam? No, cool, I I think you hit the nail on the head, just the the recurring theme of the, you know. Kind of it takes a village the the come together, and that the community colleges play a really central role in that equation outstanding. Thank you. Dr. Fam, and thank you, Scott. And so now I'm going to introduce the Vice President workforce solutions at Wireless Infrastructure Association. Amelia Day. His is familiar. Thank you so much, Cole. I appreciate it. The Wireless Infrastructure Association is the Trade Association,

and I want to say right off the bat, that we are very committed to ensuring that all Americans have access to broadband, whether that's fixed or mobile. Ideally. We want to make sure that wherever people work they live they travel, they do have telecommunications. what I would say is, as we're closely aligned with telecommunications industry where we will be building out 3 G and 4G. We identified labor shortages now with the need to build out 5G and broadband technologies across the United States. In addition to the Federal funding that's available. we're seeing that labor shortage exasperated. And, as you know, the Digital barriers that were shared by the previous panelists, and even coal. And and Carlos De is so esseNTIAL. Because if we're not able to overcome these barriers, we're ideally preventing individuals from having access to the resources, the training and education, and even the job opportunities that are available, and that will be created through 5G and broadband expansion. So, knowing that we've had labor shortages in the past, and the labor shortages are just going to continue and become worse and esseNTIALLY limit our ability to enable broadband. The Telecommunications Center was created by the Wireless Infrastructure Association. So for sure, we call it Tc, we've developed over 40 courses across the industry, everything from fiber to broadband to in building, to tower technologies, really making sure that the training and education is available to individuals, and they can have a training that's more formal than just on the job. But now they have industry, validated and credeNTIAled training. So we're really excited that this training is available through community college systems, technical vocational schools, he through 12 middle schools. And we're allowing that training to really be dispersed into some of the rural areas through some of our train, the trainer and teacher boot camps that we have available. So being able to access those rural areas ensure that we reach some of those covered populations. We're also expanding our training into incarcerated population groups as well through prison systems. So individuals that are to be released within the next 6 months year we're offering them that training and curriculum. So as they're released, they able to join the workforce and it's been an exciting program. We've had a lot of success there. In addition to the Telecommunications Education Center and the courses that we offer across the country, the wireless infrastructure Association is also registered with the Department of Labor as the telecommunications industry registered apprenticeship program. So nationally, we've already had 15 approved occupations within the industry. And, as I mentioned, just as, of course, it's cover the industry. Our approved occupations through apprenticeship also cover the industry. So, for example, we have cell side technician, we have a broadband technician fiber technician. And when we think about these occupations, just as we think about training and education, we don't only think about these jobs as just one time location one time job. So we think about these as longer term careers. So we spend a lot of time looking at career paths, making sure that there's promotional opportunities within our industry. Last, but not least, what Wi has done over the past few years is also lead sector partnership as an industry intermediary. So ideally, we're convening academia, government and industry to determine what the labor needs look like. what the talent gaps look like and based on those talent gaps and labor needs. We're able to then identify what the training education programs look like. So we can implement those. You know, we talked about wraparound services and the need to make sure that we can get education, transport, child care elderly care some of those

covered, as we think about recruiting for the industry and really bring in prayer awareness reaching out to those community whether it's library systems, churches, community centers, but really trying to reach out and engage with covered population is crucial because there's a whole industry out there where we let workers and resources. And it's important that incomers to our industry know that there's careers available that are not just jobs, their long-term careers. They're good paying jobs. They allow you to live where you work, work, where you live and really put back into your economy. Awesome. Thank you so much, Amelia. I think it's It's really great to remind ourselves that this conversation. There's like there's 2 sides of the workforce, right? It's those that join. And we want to be able to to upscale and be able to join digitally the actual workforce and the technology industry, or really any industry remotely. But also there's this workforce side of the labor side of the infrastructure, the deployment side. And so it's really, really cool to hear about kind of what's going on wi a, and how it can contribute to the the technical training that's required to address the labor supply, shortage and in support broadband infrastructure funding by all the recent investments, right, both state and federally, and in all the other kind of infrastructure that's also being funded through. I, I. J. A. And similar. There is one question we might have. We have a moment to address it if you have it. I know I've been watching your LinkedIn, and you're very active with a lot of data and idea. So do you have any data or projections on job, short shortages and certifications that are needed in eligible positions in in California. So specifically in California. I don't have that data, because I haven't been working through that assessment. That's one of the things like I mentioned. We do do in terms of where? What populations we need to cover what locations we need to cover and based on those you really highlight the specific occupations needed. And and henceforth the specific labor accounts needed. I know recently Mti did did put out a labor needs research findings that they shared nationally and a specific to states. And I think that gave us a good directional sense of what those could positions look like, and how many were needed to really deploy the networks. Awesome. Thank you again, Amelia, and thank you for Speaking to that question. now, I'd like to pass it over to the Sacramento site director at the Center for Employment opportunities Connor Lawrence Connor. Awesome. Thank you, Cole. thank you guys for having me and for having us the CEO basically just want to pick you back off of what Amelia was talking about. she spray so many good points around. Specifically, justice involved work and the digital equity that's happening. I can give a brief overview for center for employment opportunities. What we do is we do workforce development and professional services specifically for people who are returning to their communities locally in reentry. we in Sacramento, we are one of 32 sites across the country doing this and that breaks down state to state and the digital equity access a little differently. But I'll speak to here in California and what we've seen with our participants. so what we do with the workforce development and professional services is we bring participants into our program who are coming home. We develop them with soft skills and hard skills trainings. We also employ them first to work on our work crews with our site supervisors, so we can vet them in real time and also give them the opportunity to get back into the workforce right away. It gives them that practice in what the workforce is looking like in 2,023, and it also helps with their daily pay. We pay them every day for the work they do, which helps give them a leg up as they're coming home, and as they're transitioning, as you can imagine. somebody

coming home from how many, many years they were incarcerated, that coming home can look different, and the level of access they have to the community can really look different. we say coming home. But in reality for a lot of for participants, it's it's really a lie. It's not coming home. You're just coming physically back to a location. But that location is not the same home that you left, and that is really, really the point that I want to raise in specifically the reentry space for digital equity. our participants that we work with and all across the country, we have people who are coming home returning to their communities and returning the workforce. Many of home who have spent decades inside the prison system, where in the prison system there are resources depending on. If it's a public or a private system depending on how well funded it is. and depending on that prison specific politics which I won't get into here. But I only raise that point to say that the actual access to digital skills, education resources can look very different, and it is very say, not commonly utilized in the prison systems. Something that I know Amelia races they're doing now is more for the release aspect, which is great. but what I've seen with our participants is, we have people with decades worth of, not experience yet, and so when they're coming home. They're coming home to an entirely different world that they left. And for folks like you and I, we have been through the technological revolution in the last 15 years. So for us, it's very commonplace at this point. but for people who are coming home, and they're being told to get this resource to the community where to get this resource, you have to go through these specific digital channels like QR codes or online applications. Things like that that are very, very foreign to people who may not have heard of that or don't have the experience quite yet. So I can say what we're doing at the national level is advocacy and raising awareness. Around this and at the local level with our participants. Specifically, we do a lot of workshops and seminars around workforce development. And we realize in real time that's very much tied to digital education. So we have a lot of workshops that are very centered around very basic digital skills. We recognize that with employer partners and employers all across the country, everything is digitized now, applications, a lot of interviews onboarding processes, assessments, 250 they can be very clear cut for folks who have that experience, but for folks who don't, it's very foreign. So we do a lot of working with people to develop, how to create resumes. But really, how to start with, how do you respond to email, how do you do these very, very basic digital. I guess you could say hygiene tasks or administrative tasks that really help get you through those small steps to an application. so we work with all of that. But we see barrier wise. There are a couple of things that come up, one being which I've already mentioned is education the lack there of that happens, and the disparity between what is needed for somebody to complete an online application with an employer versus what participants have experience wise with being able to use a computer or use a cell phone. It's it's very, very wide gap. So we see that. And we try to work in that space to work in the education and work with education partners. Another barrier that we see is just access. Like, I said, with participants who are returning to the community, access can look very different. And it's very nuanced, depending on what their specific case was. What are the conditions of their probation or their role. And what, physically, geographically do they have access for. and that also can translate into how they have access to certain workshops or certain libraries. Things like that can look very different. So community access is a is a challenge. I would also say financially. that's a huge barrier. People who

are coming home are very transitional in nature, and are looking to get those resources and to build themselves back up to re-enter the community. But they still need housing, they still need employment. They still need education, childcare, transportation. All of these things still have to go through digital channels to access. So the the disparity, there is still access, and then financially affording any of those different resources. I would also say, lastly, is around the specifically with workforce we see Ats systems are used by most employers. By and large. One example would be the state of California. We have thousands upon thousands upon thousands of jobs here in California, and it's wonderful. But being able to get into, apply to those jobs, you have to have a resume that is reflected a certain way, it has to be formatted a certain way, and it has to pass through the automated tracking system scanners that employers use to vet those resumes in real time. These are things that most participants, most people who are coming home, I would say. Probably most people generally don't know about is those specific restrictions nowadays digitally, that pass somebody through to a live in person interview. And what we see with participants working very strategically with their resumes is, we have to format them certain ways and really work with them specifically to get that access to a real live in person. Interview. awesome. Thank you, Connor. No, that was excellent. There's a lot of great points that you brought up. I really like that. You also brought up the the the piece about digitally navigating and digitally upscaling workforce ability to apply for jobs online. That is going to be a huge component of it. And I think one thing that I do want to know. to everyone in participation is, we met CEO works at the Sacramento regional event. and and you facilitated a conversation with someone who came from incarceration, and it was a really I think, humbling story on my side, of just understanding that as a a formally incarcerated individual of 40 years coming out of incarceration. It's not just about coming home or getting connected. It's It's also about just understanding the basics of digital navigation skills. So, Connor, super, appreciate your time, you're sharing And now we're gonna move on to the Senior Director for Institutional development at in power ink Jennifer, Jamie Jennifer. Hi, there! I actually have a slide, if you don't mind if I share it. there you go. Okay, so when it's talk a bit about what empower does with the the caveat, that when I go to these kinds of things, what I'm most interested in is identifying opportunities to partner and I just want to start off by saying empower is really really interested in partnering with a spectrum of organizations. We believe that we can't train everybody ourselves. We can't do it all alone. It takes a village and so I'll put my contact information into that after I talk. So we're a national nonprofit organization. Our vision is we we want to see a future where our tech workforce is diverse and clear. Pathways exist for everyone, no matter what their socioeconomic background, no matter what their ethnicity and we want to see everybody benefit not only from the education and health at phones that come with digital connectedness and digital literacy. But we also want to see, you know, what we specialize in is helping people enter a career in technology so that they're no longer just consumers of technology. But then, take their rightful place at the table of developing technology and influencing the shape of it and fixing it. So we're explicitly focused on getting people into tech careers. We focus on people from underrepresented populations and underserved communities. This is a little bit of a snapshot of of what we're about. Our mission specifically is to create pathways to prosperity by launching digital careers for military veterans and young adults from underserved communities. we

have a national staff of about a hundred 85. It's about 25 of us in California. national budget of about 30 million. It's about a 3-million-dollar budget in California. we're funded by corporations, foundations, individuals in government and international footprint. We are in Northern California, in Silicon Valley, and we serve the greater San Francisco Bay Area and in Los Angeles, California. At excuse me, we're also looking at expanding to the Sacramento area in the next year or 2. So as I mentioned who we serve, we focus on military connected, which is veterans. We also train military spouses as well as people who are in the National Guard and reservists and their spouses. just require that military connected people be either transitioning from the military or honorably discharged. and just about half of the people that we train have no college or only some college, and then the other half actually have been to college. We also focus on young adults, or what some of us call it, opportunity use. who are 18 to 26 years old, and neither connected to work or colleagues. And within those categories we have a special emphasis on recruiting women into that careers and training and upskilling them to start new tech careers. And particularly, we really want to some more women of color who are the most underrepresented in the our training programs are more comprehensive than most. What we specialize in is we recru over 80%, sometimes over 90 of the trainees that we engage our people of color. all 100% are either unemployed or underemployed from from low income backgrounds. And that's who we exist. To serve. Our program is 100% free to them. we have a national instructors institute that trains our instructors on our trauma, informed proprietary curriculum and make sure that we ensure quality across all of our instructors, across all of our our field offices. We have a really incredible network of over 250 tech industry partners. So we're really adept at getting our graduates connected to jobs in the tech industry. All of our training programs lead directly to industry credeNTIALs. such as what you know really focused on kind of it. Generalist credeNTIALs as well as cyber security and cloud computing. what makes us really unique is we have built in wraparound support. We have social support. Managers on our staff. All trainees have, in addition to participating in cohort-led instruction instructor lab programs. they have a social support manager who checks in with them once a month, sometimes more frequently to make sure that they have a roof over their head. enough food to eat Internet connection, a laptop to use child care if they need it? the clothing for job interviews, whatever it is that might present a barrier to getting into the tech workforce. We make sure to connect our trainees with ways to overcome that barrier And then another thing that makes us a little unique is we have a full time placement team on staff. So after trainings go through our workforce training program, which is. we have a set of them that I'll talk about in a minute, but they're from 16 to 20 weeks. they will work with our placement team to get paid on the job training, sometimes in the form of internships, sometimes apprenticeships. Most frequently we really try to get people into full time, permanent jobs. And also Jennifer, we have 1 min left. Okay? All right. Okay, so let me see what to skip forward to in terms of barriers. Here we go. So I wanted to address just a couple of the Us. To talk about barriers. what's working and what are the gaps? So in addition to access to you know, the basic Internet and access to devices. There's something that doesn't get talked about often enough, which is the time needed for and the support needed for people to formulate a career identity that involves working in the tech industry. When you come from a background where no one in your family has worked in tech and you haven't had really

adequate Internet service. It takes a long time to get to the point of signing up for a workforce training program like ours. And what works is programs that help people explore potential careers. Those are called career navigation programs and role models. Who are you people that that the target populations identify with that are working in tech and what what the gap is is. There's really a lack of some of the literacy programs that do the really basic education with tech workforce programs like ours. And so as we train those people and provide those digital navigation services so that people can figure out how to do a job application online and how to do a telehealth appointment online. We also need to build into those programs a little bit more of role modeling and career exploration and navigation, so that we get more of these underrepresented populations confident enough to sign up for a tech workforce training program and get into the workforce and then the other big barriers. Everybody needs to make a living while they're learning, and not a lot of people can completely go to school full time. They have families to support apprenticeships part time training like our program. Those are things that work also upskilling incumbent workers. grants for wages and stipend, so that when people are going through a training program they get a little bit of financial support. And what's really lacking is there's not enough funding for those wages and stipends. Tech employers have been a little slow to adopt the apprenticeship model. And we just really need more experts in apprenticeship to connect to these people with apprenticeship opportunities. And then the last barrier is just having really direct job placement support and access to a network of employers and tech professionals to help you get that interview. And we provide that. But we can't. You know, we can't train everybody And there's a need to staff up that a position that connects people that have gotten digital skills with opportunities in employer progress. Awesome. Thank you so much for as a lot of great information, and and truly appreciate. And and there was one question about the slides. not sure entirely. When we'll get those slides up to the portal. One of the things we have to do is make sure that everything is accessible and remediated. so we may have to work with in power to get those in a a place that we can post and or send out. So thank you again, Jennifer, And we're going to move on to our final panelists, the director of outreach and engagement at Crop, which is creating restorative opportunities in programs. Richard. Hi, everybody! How you doing my name is, I'm also the co-founder of crop organization creating restorative opportunities and programs. I'm actually joining you from the jobs for the future conference here in New Orleans. And I want to talk a little bit about the divide while I was incarcerated after incarceration. I've been free now for 4 years and 3 months I spent over half my life incarcerated graduating from high school, join the Air Force, went down the path of a using drugs got addicted leading to a a criminal lifestyle leading to a 25 years to life sentence at the age of about 21, spent 21 years of my life in prison, like I said, I've been out 4 years and 3 months now. But I I can agree with Dr. Fam. I want to let you know a little bit about the carceral system here in California there is no Wi-fi. It is true that the that the Professor's there from Hardnow College I just did a workshop there with the with some of the professors that and talked about, you know, d the Miss, to find some of the stigmas of of teaching the incarcerated or working with the the prison staff. There, you know. I I my has off to them who go in because there is no Wi-fi. They have to bring it in a lot of times. The officers don't want them to come in. They they they have this mindset that. you know, like, why are you doing this for them like these subhuman

creatures. They they don't need this, but 95% of people will come home. I got my a degree in there, my bachelor's degree and left 4 classes short of an MBA. I'm about to finish it in the next few months. but I want you to know, like there's not funding for a bachelor's program or a master's program that had to come through family. And there was no Wi-fi, and there's only 5 universities in the whole country that that offer degrees accredited degrees of paper based right? So if the prison would just offer Wi-fi you know, that would really, add more impact to the are on CDR. The California Department of Corrections rehabilitation with no Wi-fi. It's very hard to access rehabilitation. you know. I was on a on a list while I was incarcerated to join a a class that's offered in a very few prisons called office services and related technology. I was on that waiting list for 7 and a half years, and never made it in to learn how to utilize Microsoft. Microsoft suite. So, and then, you know, when we talk about career training. A lot of people think there's vocational training that's in there. The vocational training, I'd say 95 of it is just related to gig economy jobs. Almost nothing tech related, with the exception of like the last mile program. And that's a great program. And they teach coding. But you're talking about them reaching maybe 30 people per cohort, 2 cohorts a year. So 60 people out of 100,000 in in a year. you know. So it's just it's very, very small. Amount of people are actually reached. The other thing is that you? You might hear that the prison system offers tablets now. But what did they provide on the tablets? I'll tell you what they what they provide. I had one of them. They provide games, movies, music, you know, classic books, but what they ought to be offering and what we're dying for while we're incarcerated is like career training, vocational training courses. or some of the courses that we provide even at crop organization like Google suite training or Technomedia, the Google certification program. And and it's just not offered. And again, it's like If that was offered, so many, so many more people would come out. It come out ready to be, you know, returning citizens ready to hit the ground running in and careers. So like I said, I, I left after 21 years, 4 years ago, leaving behind a typewriter. A typewriter is like gold in there. and b barely they started in. Toss around ideas. For like for the college program. a laptop. you know. But we're being shut shut out of like learning quality, or or receiving digital literacy that would, you know, offer us the opportunity to come out here to quality jobs right? And instead of just you know, construction truck driving, landscaping, lawnmower repair engine repair. I want to tell you a little bit about how is impacted after coming out after 21 years in there, in 2,019, I came out totally, Annette, in a in this digital world. I didn't know how to use a cell phone. I didn't know how to use a PC. Or a MacBook something on. I used 12 h a day. Now, I didn't know how to use a smart TV, or pretty much any app to create any account, or what's an app. you know. I had a heard of them from through through college books. But what do I do with it now, you know. Is it safe to open it? Is it not safe to open it? What's safe. What's not how to use social media for jobs, how to get, how to get gas, or with it with a credit card, or how to turn on my car because there is no keyhole anymore. I was scared, you know, when I first got my first car and couldn't find the key. I was like, man. I'm I'm really inept and doing something wrong, and reality is just a push button. Now. ordering food at restaurants using a QR code. I didn't know how to do self-check out. I was literally shaking at a self-check out at target just I just felt I'm for I'm 40 years old and I see kids over here doing it. And how am I ever going to make it out here and thankfully had built my own mindset in there that I'm going to make it, no matter what. But it was. It was terrifying. not

knowing how to use mobile banking, Gmail or outlook things that are just natural to children. Now you know, what what button do I click to set to send this email had no idea there was such a thing as email etiquette. and then and then showing up to the DMV. To get an Id or a driver's license or social Security office. No one answers, there's like, do you have an appointment? Make an online appointment with with attitude. You know what's Wi-fi? You know? How do I get Wi-fi? What plan do I get? What do I need? There's a manual in prison called the title 15, and it says the purpose of prison is to punish. yeah. The name is California department of corrections or rehabilitation, 14.9 billion dollars. Your budget, only 2 2.9 of that goes towards rehabilitated programs. That's why recidivism rates are so high at crop organization, we have 0 recidivism rate. 1,500 people have gone through our program. No one has recidivated why we study the ways that re-entry was don't being done poorly, and what wasn't working, and we wanted to normalize opportunities for the formally incarcerated so that we could bridge help them bridge their own digital gaps as soon as possible and segue them into quality. Livable wage careers. The State of California heard our vision for formally incarcerated people sentenced to life. and they chose to fund our program with 28.5 million dollars, and that was within three years of us being home. Why? Because it would save them money. And we we built a four-pillar program. You see in the background. That's our housing component 9, 4 story condos and our program pretty much includes. And I'll wrap it up with with the program mindset development, we provide leadership development and professional workplace skills that are applicable in today's digital world. And the first pillar we offer them A, We we we put a strong emphasis on personal responsibility. You know, if it's meant to be. It's up to me that grit that grind that's needed to make it in today's workforce. And and so we offer them coaching and in leadership development. And we know that a lot of the leadership development out here can be very expensive. So we offer that for free, they are able to live in our campus for free. We offer them a thousand dollar a month, stipend and then we offer them skill, set training. So mindset skill set upskilling for form incarcerated people so that they can walk into livable wage careers. Right? The people that graduate from our program won't start at anything less than 60,000 a year. And we we offer 2 tech-based careers, B2B sales and UX UI design with onsite trainers. We offer financial literacy training with onsite bankers for 3 months digital literacy training with Google Suite Microsoft suite through a techn media. And we also offer professional workplace skills with LinkedIn learning. And then 6 months of immersive training in either B 2 B sales or UX design. We're all we are. We have our campus in Oakland. We have a campus in a long beach in La, and that's just the start we plan on expanding all the major reentry cities in California. But We found that you couple that with housing on Fridays we do service work right. One of the most important things I had to learn while I was incarcerated. It's not about me. It's not about me. I was selfish, self-centered, egotistical, but it's not about me, it's about we. How could I be of service, not just not just get a career. but think for others. think for others. So we build that community. Their immersive community for one year. and our recidivism rates are 0. So. that's a little bit about, you know the the the gap while incarcerated after incarceration, and what we're doing at crop organization. If any of you in the Bay Area would like to come visit our campus, or at a 2511 Adeline Street, in open California. Come, do a tour and see formally incarcerated people who have no limitations on what they can do and who they can be learning things that a lot of people

probably thought was impossible, for you know these people, when in reality the ceiling, for who we can be and what we can do doesn't exist. Thank you. Well, thank you, Richard, really thank you for sharing your personal story and and for the work that clapped us and wanted to say that you know, Cole mentioned earlier that we met Connor in Sacramento, we met Richard in Oakland. And so what you're really seeing here is this confluence of the different components of the digital equity planning process where we've been able to bring in subject matter experts that we mattered that in person, regional planning workshops and bring into the the virtual statewide planning group to share your story and just really want to thank all the panelists, I mean, from Mr. Cameron talking about how broadband investments. it really can impact those those rural communities, not just from a connectivity for the residents, but really, the economic development benefits of supporting precision agriculture? you know. in in food production. Really, Dr. Fam, another person that we met out in, you know, the the regional planning workshops, you know, underscoring. The critical goal that community colleges play is is, you know, training centers. for many of the covered populations. And then really the digital literacy and inclusion. It is in esseNTIAL to to really bridging that workforce gap for the vulnerable population to bring them into the modern economy, and so much of the digital equity planning process is about identifying the barriers and developing strategies for the covered populations and directing investments there, we've heard a lot about the common barriers, and and there are a lot of common barriers for the covered populations. But definitely, you know, Connor and Richard want to thank you for speaking the truth. and the experience about the very unique and and particular you know, berries there for the justice involved community that you know that the tech unfamiliarity or or just being left out that trek tech, treadmill, the housing and security and the economic insecurity when you're going out. And it's really why this is such an important focus. Because, Richard, like you said, it's amazing 0% recidivism rate. That's the end goal. Right? so just thank you all very much. for bringing your expertise here, and hopefully you will continue to participate in the next session, which we may have to shorten a little bit so we can get to the I see. Walter had a question about the survey in the Dean tool. We will go over that, but call back to you to kind of open it up to the broader community. Yeah. And thank you. And can we bring that slides back up Carlos, and so to make sure that we can get enough time for some community discussion with all the participants and everyone on understand? We can both. have a conversation through the chat feature next slide and raise your hand. Feature. and we'll probably limit this to about 10 to 15 min, so we can get to some of the calls to action. Next slide. We have 3 questions and prompts. However, you want to look at it, to talk about workforce and economic development. Please feel free to comment on any of the questions. we don't have to do them in order. And really, whatever one is of the most interest to you at the moment. So what parties are most critical to promote digital equity skills in digital inclusion to improve workforce and economic development outcomes. What are some recommendations to improve workforce training for broadband infrastructure, deployment and technology jobs? And finally, what solutions will deliver outcomes to digital equity barriers in your region. Happy to open it up if you have a comment, or any ideas, please raise your hand or put it in the chat. Oh, come on, we can't be that quiet after all that great sharing of the panelists. I know there's groups out there. There we go all right. Dr. Fam. Hi, question number 2. I just wanted to share. one

of our local companies close to the college actually had a fire incident at their at their in at their organization. And then, after that, what they did was pretty amazing. We partnered with them, you know locally on different projects. But they came to us and say, You know what we want to retool our of our facilities. Anyone up with the technology? Can you train our future. our future future, our future employees, our existing employees who are the job right now? Can they come to your college and learn it. Will you tell you what kind of tools we're using, what kind of technologies we're using? And then can you help us train them? So I think that was pretty good. The partnerships between you know, or different organizations. So at the time of the company, awesome, thank you for sharing Dr. Fam, and and getting this started. Roberto. I can see you. You should be able to unmute. Now let's we have 17 different sides throughout the State of California. We're actually part of a larger entity call you've built U.S.A. which has over 260 sites throughout the United States. And one of the things that we've actually been trying to do the last couple of months is actually trying to give our young people opportunities to actually enter into the technological workforce. which is easier said than done because many of our young people don't actually know that there's opportunities to get apprenticeships or internships like. When I saw in power right there. You're nearby. but it's like we. We don't come together. We don't know that they exist right? And so. you know, for the upcoming year. we actually connected with La County through the their their their opportunity. And we're actually having some of our young people already signed up for that and I mean, the courses are are great. They're very intuitive. they they break downs how to do the certification. But for our young people. It's you know, it's what can I do? How can I do it right? And and having that access? I I mean all we keep hearing about is access. How can we access this information? How can we get those opportunities? But also, how can we 8 spaces where young people can actually connect to those opportunities and have the time to actually do the certification and and and get that access to those to those opportunities. And I think you know, knowing. where can they go? How can they do it? I mean. I saw the La Library one, I mean literally. I live right across the street from where it's happening. And I'm like, I didn't even know that right. And so. having that knowledge and being able to share that knowledge and connecting with not only schools, but different programs that are that they can actually partner and do the the certification there. An insight like right now, I heard. with the program that was just mentioned in Oakland. Right? I'm in Compton. So it's very much. We have a huge population that is within the the prison system and the privy prison and probation system. So how can we get those opportunities on people in this area who are in that system? Or if there are organizations, how do we know that they have that opportunity available? But yeah, I mean, it's, you know, just some thoughts. because I mean, there's opportunities there, and I can see it. And I'm hearing them every single week, every single time that I dump on. I'm like, Wow! I didn't even know that was available. But how do we share that with the rest of the community? So they can connect those opportunities? Yeah, thank you for re reiterating that that idea that a a strategy of building a collaboration space or digital collaboration space where we find all the different programs and bring them together. And hopefully, the State digital likely plan can can start that process. And thank you, Robert, though. And there was one great chat about a solution needed for delivering outcomes in the ability to match remote people with fully remote roles. Many jobs still require significant onsite

component which pulls people out of their communities, and anything we can do to train work is be effective remotely. Thanks for your chat. Comment Gina. Your hand is raised. and you can now unmute. Thank you so much. I'm just totally inspired, Richard. I just got to tell you awesome. I choose to work with some of the most difficult communities. Because, I have. This motto is, I'm I'm the welcome wagon, and I let folks know I'm not about creating barriers, because too many times the people we serve, that's all they get is barriers. I wanted to let you know about something. I feel that was a success. I had a gentle income and enroll in my program, and I asked him, How did you hear about it? And he said, I heard about it when I was incarcerated. You know what I felt like I hit Bingo, because that's exactly where we need to be. So he was released from a local county jail and heard about what we were doing. And then he came to us because the need there you know, when a person is released from prison. It's a different connection. I mean, we don't know how to connect, and I thankful that the work Richard has done. But I think we need to also focus locally and see, how do we work with our county detention facilities? And how do we get folks? The devices they need immediately, because when they're walking out there. They've got no communication no cell phones, no tablet, no anything. And many times, even if they had a tablet they wouldn't need. I wouldn't know how to use it. Many times they have to be training, and a lot of times that's on Zoom. So we need to work better with these facilities, our local detention facilities. And of course, our prisons, because we have a lot of work there. It's especially difficult for women that are being released. and I know this because I have your colleagues in mind that works very specifically with the women's detention facility and finding the needs that are there. So we needed that. That was one thing. The other thing that I didn't here today. And I feel we really need to address is we need to look at retooling. you know, we talk about young people. We talk about older people. But you know, I really would like to talk about people who now, all of a sudden, there's a lay off. And what do they do? What can they possibly do? And I think that there's opportunity for our community colleges. our adult education, to step in and to help people find and find their way awesome. Thank you so much, Gina, for both of those those comments and those ideas do want to give a a couple more moments for anyone to join and also elevate and ask Amy Green. What if she would like to join in and share as well? Not just in the chat about your comment. Okay? Oh. Amy, go ahead. We got one more minute you do it. I think one of the barriers that we haven't talked about is simply the availability of fully remote jobs and how to be effective remotely so outstanding. Thank you so much for clarifying and and adding a little bit more to that comment. Amy. Thank you so much. And then I'm going to pass this off now to Shawn Daughterty at Robin Equity partnership, who is helping closely with the State of California. to work on the State digital equity plan and talk about some really key call to actions with the digital equity survey. Shawn. Thanks, Cole. Hey, everybody, it's great to be here today, Shawn Darty, with the broadband equity partnership. great thanks, Carlos. here to kind of do 2 calls for action. we have, you know, in addition to these wonderful working groups we have, and we've had so many a wonderful in person work workshops throughout the State. We are also collecting information through an individual public survey as well as a an organization based survey. So I'm going to talk about both of those data collection modules. and I'm going to first start off with the individual digital equity survey next slide, please. So we have developed a digital equity online survey. it is. We developed it in 14

languages. And I'm going to actually demo this in just a few moments. So we're going to be able to see some of these features. live, and how how functional and easy they are. We took a lot of intentionality behind. thinking about accessibility and functionality. and so we we'll we'll I'll demonstrate that. So again, you know, this online public survey is for individuals and households. I'm hoping everybody on this call. has taken the survey. that you're going to share it with your communities, that with your networks. you know, Richard, I hope you know everyone who's gone through your your training program will take it. That's such a a community that we want to hear more from. So we can better take all of this information and place it into our statement. The digital equity plan, the individual data just makes it much stronger. And so that the plan is really reflective of the needs of of California. and in regards to that accessibility. It's mobile, reactive, so similar to, you know. Take your smartphone to that QR code that's on your screen right now. It'll show nice and clear, and again when I demo it, it'll kind of be the exact same thing that's on your phone again. We have it in 14 languages. Demo the tool now. Oh, you want to do a demo of the tool? Sure? Why not? There we go right? Why not? Why not just talk about it all at once. Right? Yeah. So as you can see, it's nice, clear, and easy. It says it takes 10 to 15. It took me 7. you know, the the questions are short and succinct, and we hope you know we made it that way, for to make it a lot easier at the top. You can toggle between all the different languages where you see kind of the globe. in English. If you click down on that, there's all the different languages, and if you click on it, it's just easily responsive. and then in that lower corner, yeah, let's keep it on the Spanish. You can see that little audio button, if you just hit, could play. All of that language that's written will be played and that is has been recorded in all of those 14 languages and and so it's very easy for people who maybe have a low literacy rate, or maybe are visually impaired, so it helps them complete it as well. If you want to hit that that button down below, and we can proceed And again, just showing that it's clear, easy to read. you must be 18 and a resident of California that basically gets you into into the survey. But after that it's asking, you know, do you? Are you? Do you identify with any of the costs? It's over populations, your zip code. And really we want to know those barriers. Is it cost? Is it access to a device? And so, you know, we're so cool? I don't know if we actually want to back out of this. I want to show some of the good survey results. Yeah, that we've had so far. Yeah, back to the slides. or is it the Is it the one after this? Yeah, this is what I want to show that we've had 4,500 responses. So far the survey has been out for 3 weeks. We want to get to at least 10,000 with 40 million people in California. you know we we're hoping 10,000 is easy, but, as you can see, you know, we're getting good traction with those covered populations that we want to hear from from you know, so share it with your networks. I think so. Many of the these covered populations are represented on this call or organizations that serve and support them. so so please. share it to your networks. And again, you know, we did the 14 languages. 13 of those have already been utilized. so again that we, we focus on accessibility and making it as broad a reach as possible. And just let's go back up to that one previous slide. I got too excited about this data. and as you can see, this is kind of the breakdown response by county. We love to see some of the more rural counties imperial in, you know, responding and kind of catching up to the la counties. But if you recognize yourself being in one of those counties you serve populations in there. We would love to see numbers, and all of those counties rise. And, Scott, I don't know if you

have anything you'd like to add to that. Yeah, I do. I think. you know, we're so thankful for all of the support that folks have given throughout the process thus far, and really, want to ask you to, to, to lean in and help promote this. the the surveys working. And we know that. that by looking at the total responses we want to let you know that there's a 70% response rate. So folks who open the survey actually completed. And if we go to well, one thing I want to say is, we are tracking. We're working with the rural county representative, California, CSAC, the good cities. if you see your county, or you know that your city lives in with a low response. There's some I'm going to work with my folks in the North Bay. I'm from San Rafael, so Marin Napa, Sonoma, Mendocino to get better turn out there. We need your help, and if you go to the next slide again, what I want to it is that the accessibility features are working in language. But when you look at the responses from the covered populations, we're great great feedback, and I see Ernie Pacheco from CWA. just put that. I think a lot of things is due to the that outreach the CWA is doing. You'll see aging individuals. Even 1,400 responses, and that's because the AARP of cover of California has promoted that out. So you know, we've created an outreach toolkit that has, you know, pre drafted communications to go out to Student populations, employees, residents. constituents. There's also social media assets, etc. really. You know. California is a big state, a hundred 67,000 square miles. 40 million people we would like to talk to everyone, and the thing that we've heard is that we need to continue to bring in the voice of the Resident. We can't meet with all the residents, but we can give as many residents as possible a chance to be heard through this survey. and so please be, please help us distribute this through your networks to the members of your community, your friends and family and One thing I do want to make sure, you know, is that It was important to us. We know connectivity and access is a problem. you're seeing this on a computer screen. the survey is optimized to be taken on a mobile phone as well. So if someone in an area doesn't have wired, Internet receives the a message on a mobile phone via text or email, though, they're still able to complete the survey. And one of the things that we haven't really promoted as much is there's a built-in open-source speed test at the back end of the survey that helping us get some really good data. etc. So back to you, Shawn. No, that's awesome. Yeah. I couldn't agree more that the survey is is working and excited to see the data that comes in as we leave it open for the next couple of weeks. I think we can go to the next slide. Yeah. So this I'm going to talk about next is the digital equity ecosystem mapping or the Dean tool, as you might here commonly refer to, there are actually 2 different deemed tools. One is for specifically to ISPs. So, Amelia, I don't know if this is something you want to. We would appreciate you sharing this amongst your network. But the more broader team tool is for any organization, any nonprofit religious organization. Everybody on on this call, where? who does digital inclusion, digital equity work and or wants to. again, there's always been this constant theme of partnerships and collaborations. So anybody, you know, even if they might be a nontraditional partner, please send this to them and ask them to complete this again, the more data we collect through this survey, and the public survey just makes our digital E or state plan that much stronger, and that much more data backed and informed by the people who were doing the work on the ground. So actually, do we want to do another. quick, Demo, we can. We can pull that up, and I can kind of explain again. This is The tool here is in English and Spanish. The again takes about 10 min. but I recommend that you look at

that toolkit first that Scott mentioned. It does have a one-page or a sheet that will help you identify what information you might need beforehand. It collects a lot of demographics if you want to hit next. There. Carlos, I think you're on slides with me. about your organization, how you identify. Are you a government organization tribal organization? Even looking at that list might peak your interest of like. Oh, yes, I work with the library on this. So the and so sending it to people that maybe, or organizations as you look through and complete it yourself. we would appreciate you taking it a look from that lens. What covered populations, what counties, what cities do you cover? And then going through and seeking more data on actual programs that you have what you know? Do you have dedicated staff to it? And so all of this? you know as part of The the planning process is just instrumental in making sure that that the report, and the plan is as strong as it can possibly be, and this has been out for a couple weeks. So let's go back to the site my presentation. And we can talk about some of the outcomes that we've seen so far. So this is just a heat map of the State of California. We want at least one. responded. From every county. We think that's the the floor. We know that there are organizations and work being done in each of these counties. So if you do work in one of those counties, you know that's that pink red, or how I'm seeing it. please respond. If you work with a partner organization. please respond. If you are in any of these counties. Please respond. we want again more than 280 organizations. in our pool of data. And if you want to actually go to that next slide. I think it kind of details down a little bit further. There's more than 41 county governments. There are more than you know, 19 city governments so clearly there's work to be done and they may have completed it. You don't know that I would rather them here 2, 3 times from different organizations, urging them, urging it to be completed, as opposed to them, not having the app to be received at all and like And if we want to move on to that next slide. and so here are the links to the, to the Toolkits, those toolkits of Scott mentioned include social media. one. Pagers, flyers, links to QR codes to make it easy whether you know, you're talking to people in person or just attaching them. on invoices. Or maybe you're having a job training. you know, an in-person function having the QR codes that they're on the table, as they say. into the event. We are here to be creative with you as ways to engage with your community. So please look at these tools. Reach out to the community. and we appreciate you doing this work to give us all the data possible to make the strong, the plan as strong as possible. And Scott, any kind of closing words on these on these tools? Yeah, just a little clarification. So the digital equity survey is to gather input from residents. And there is an outreach toolkit that includes a number of different types of communications and social media assets and different languages. And there's a actually a guide for outreach partners on the survey. The digital equity ecosystem mapping tool is for entities and organizations to map their work, to help the State, the Department of Technology and POC develop a comprehensive asset inventory of the current folks in the space. And those who want to get into the space and help implement the digital equity plan after we heard. And so there is a separate toolkit for the digital equity ecosystem mapping tool. Because one started to organizations. One started to individuals. The thing that I would say is that, like Richard Crop, you know We'd love to capture what crops doing in the Digital Equity Ecosystem Mapping system. Connor. you know, Amelia, from WYA. empower Dr. Fan. that exactly what you spoke about is what

we need to capture in the digital equity mapping tool. And then, is Walter still here? Because I think Walter had a question about both the digital equity survey and the Dean tool. Walter is with us still. Walter, do you want to come off mute and ask your question. Yeah. Hi, no, I haven't passed away. I'm still here, although every day is new. I just wondered what all this data you're collecting. When do we get to see it. So I not not sort of the response pattern, but I mean that what the answers to the questions aggregated, sliced, and dice, that kind of thing. Yeah, well, first, we have to complete the acquisition tool before we can analyze it. and so what I can tell you is that the digital equity survey is open until June thirtieth So we need a big push from folks to help us get to 10,000 or greater. we will. analyze the aggregated data. it, put that out. And that's going to inform the digital equity plan. if we get enough responses that public data is just gonna be shared with the ecosystem. So counties city school districts, if there's enough data that supports them and developing digital equity plans will give them that raw data so that they could work it on their own. So, Walter, I would say from the digital equity online survey. Probably expect sometime July, August. It's gonna take us a while to to turn all the data. And then, did you have a separate question on the DEEM tool it, I just to say, see, we're doing a I'm South Base is council governments, and we're doing our own digital equity plan. And so it'd be great to see anybody from La County or in our part of La County. That's already responded to the DEEM tool. It would be great to see that. Got it. Okay, cool. And so in South Bay cities, are you guys actively promoting the digital equity survey? Sure. okay, you you and I met at the at the in la, at the great tech I was at your table. The more digital equity survey the more folks that you encourage in the Southeast cities region to apply the better and rich data you're going to have that we can provide you to inform your plan. Absolutely. I mean, if it, we don't want it to go to the State and have it swallowed into a you know this. the State funnel got it to see what you got, and we want to have a weekend, and we'll share with you what we got got it. Well, the only pi we're able to not personally identify information. People volunteer their zip codes. So you know it it. Folks are going to be able to sort the raw data by zip code and pull out whatever they want for their. But again, I think if if you want to use the data, it's in your best interest to promote it widely throughout your area. And then a note on the the team tool information. you know, we want that information to help them form the digital equity plan and how we're gonna recommend sending the digital equity capacity dollars that come with the implementation. But we also intend to make use of it like this whole process is brought. you know this the stay together and introduce those to various entities within the region, and we will sort that data and share it back with the regions as well, and probably visualize it on the they brought in for all portals so that folks can you know, have a one stop shop and contact each other. Great looking forward to that. Thanks a lot. And so Scott and Shawn, I think the next 2 slides to wrap this up. Since we're getting close to time or at time. Just last final call to action outside of the State digital Equity Plan survey is, we have some upcoming Broadband for All beat and digital equity tribal consultations. A big call out here is. It's for tribal leaders, members and representatives. So if you do represent a tribe or a part of a tribe, please attend these in-person events next slide. We also have other virtual events that you can join the State digital equity plan. The next one will be in July 20, sixth, and we have outcome area working groups just like to the workforce and economic development one today that we had. we have health and esseNTIAL services tomorrow with a a a July to

to be determined date for a tribal collaboration outcome area working group meeting next slide outside of involving in in meetings. Please please, please share the digital equity public service with your friends, your family, your networks. We've attached the toolkits in the chat, and they will additionally be on the portal and in the follow up email, we will be sending you shortly, additionally complete the Dean tool and look out in summertime for that public comment on a draft for the State digital equity plan. Next slide. Here is some contact information. for myself and for Carlos, who did join as well. And with that, just again reiteration of Thank you. Thank you for joining. Thank you for participating. Thank you for listening, and thank you for joining in the chat, and or adding additional comment. We look forward to seeing you again and thank you for your involvement with the State digital equity plan.