



National Alliance for Partnerships in Equity

February 2016 Public Policy Update

Congress

Lilly Ledbetter Fair Pay Act Anniversary

(Courtesy of USODL Women's Bureau)

What would you do if you discovered you were being subject to pay discrimination? A Supreme Court case from 2007 said that if you did not catch it within 180 days of the original discriminatory pay decision, you were pretty much out of luck.

Fortunately, the Obama Administration sought to fix this. After working with the 111th Congress, 7 years ago, President Obama signed his first piece of legislation: the Lilly Ledbetter Fair Pay Act. Named after Lilly Ledbetter, a woman who found out she was being paid less than her male colleagues for the same job, this law helps workers challenge unfair pay practices by resetting the 180-day period with each new discriminatory paycheck.



The Act marked the beginning of a commitment by President Obama to ensure economic security for working women and their families. At a recent [event at the White House](#) commemorating the anniversary of the Act's signing, the President highlighted new steps toward that commitment, including a [new proposal for collecting pay data](#) by the Equal Employment Opportunity Commission and USDOL's Office of Federal Contract Compliance Programs; the issuance of a [new issue brief](#) on the gender pay gap by the Council of Economic Advisers; and the announcement of the May 23rd "The United State of Women" Summit.

The White House will host the summit together with USDOL, the Department of State, the Aspen Institute, and Civic Nation. The summit, which comes nearly 2 years after the first-ever White House Summit on Working Families, will create an opportunity to mark the progress made on behalf of women and girls domestically and internationally over the course of the Obama administration and to discuss solutions to the challenges they still face.

Along with these announcements, USDOL Secretary Perez moderated a panel discussion on the current status of the wage gap and steps being taken to address it in the public and private sectors.

Check out this updated [Pay Secrecy Issue Brief](#), which highlights state-level pay secrecy laws and policies. For more information on equal pay, please visit USDOL's [equal pay page](#).

Expanding Apprenticeship Opportunities for Women

(Women's Bureau, US Department of Labor)

Last week, the Women's Bureau, in partnership with USDOL Office of Apprenticeship, held a listening session to discuss best practices in expanding apprenticeship opportunities to women and underrepresented populations. Numerous organizations across the country joined the call and shared their ideas on how the Office of Apprenticeship could use part of its recent funding to increase women's participation in apprenticeship programs.

The FY 2016 Omnibus Budget included \$90 million to "expand opportunities relating to apprenticeship programs registered under the National Apprenticeship Act, to be available to the Secretary to carry out activities through grants, cooperative agreements, contracts and other arrangements, with States and other appropriate entities, which shall be available for the period April 1, 2016, through June 30, 2017."

CRC Proposes Updated Section 188 WIOA Nondiscrimination and Equal Opportunity Regulations (29 CFR Part 38)

(Courtesy of USDOL)

The USDOL Civil Rights Center (CRC) announced the Notice of Proposed Rulemaking (NPRM) updating the Section 188 WIOA Nondiscrimination and Equal Opportunity Regulations (29 CFR Part 38). Section 188 prohibits discrimination against individuals in any program or activity that receives financial assistance under Title I of the WIOA as well as by the One-Stop partners listed in WIOA Section 121(b) that offer programs or activities through the One-Stop/American Job Center workforce development system. Section 188 prohibits discrimination because of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and for beneficiaries, applicants, and participants only, citizenship status, or because of an individual's participation in a program or activity that receives financial assistance under Title I of WIOA.

This proposal would increase equality of opportunity for the millions of job applicants, training participants, program beneficiaries, and funding recipients' employees who interact with the workforce development system each year. The NPRM's updates also would ensure access to the system, in particular for people with disabilities, individuals with limited English proficiency, transgender individuals, and individuals who are pregnant or have related medical conditions. The NPRM contains substantive changes necessary to address developments in equal opportunity and nondiscrimination law since CRC first issued regulations implementing the Workforce Investment Act (WIA). The NPRM also reflects changes in the practices of recipients, including the use of computer-based and Internet-based systems.

The Proposed Rule

Interested parties may submit written comments on the proposed rule at www.regulations.gov. Only comments received during the comment period identified in the *Federal Register* published version of the NRPM will be considered part of the rulemaking record. Read the [Proposed Rule](#) [Read the Fact Sheet](#)

Administration

White House's Computer Science For All Initiative: CS For All

(Courtesy of the White House Office of Public Engagement)

Computer Science for All is the President's bold new initiative to empower all American students from kindergarten through high school to learn computer science and be equipped with the computational thinking skills they need to be creators in the digital economy, not just consumers, and to be active citizens in our technology-driven world. Our economy is rapidly shifting, and both educators and business leaders are increasingly recognizing that computer science (CS) is a "new basic" skill necessary for economic opportunity and social mobility.



President Obama's [Computer Science for All Initiative](#), would provide \$4 billion in funding for states and \$100 million directly for districts in his upcoming budget; investing more than \$135 million beginning this year by the National Science Foundation and the Corporation for National and Community Service to support and train CS teachers; and calling on even more governors, mayors, education leaders, CEOs, philanthropists, creative media and technology professionals, and others to get involved in the efforts. [Fact Sheet](#)

2016 National Education Technology Plan Released

(Courtesy of USDOE)

On December 10, 2015, USDOE announced the release of the 2016 National Education Technology Plan and new Future Ready commitments to support personalized professional learning for district leaders and educators working to improve teaching and student learning through the effective use of technology. As educators, advocates, parents, and policymakers, we must work to ensure equity of access to transformational learning experiences enabled by technology and personalized professional learning opportunities for educators and district leaders. The 2016 National Education Technology Plan, [Future Ready Learning: Reimagining the Role of Technology in Education](#), articulates a vision of equity, active use, and collaborative leadership to make everywhere, all-the-time learning possible.

The plan recognizes the role that informal learning spaces play in closing the digital use divide and achieving equity, including spaces such as libraries, maker spaces, museums, clubs, workplaces, adult education programs, national parks, and online learning environments such as games, simulations, and educational apps.

OCTAE celebrates the 2016 Plan and the added energy it brings to its ongoing priorities, including:

- The LINCS [Learner Center](#), making high-quality learning opportunities available on demand for adult earners

- The LINCS [website](#) and [community of practice](#), making learning opportunities available for youth and adult educators, and supporting [digital literacy](#) in adult education programming
- The [Reach Higher Career App Challenge](#), promoting the development of mobile solutions that will help students navigate education and career pathways
- The [EdSim Challenge](#), pursuing the next generation of immersive educational 3D simulations
- The [CTE Makerschool Challenge](#), broadening the reach of makerspaces through career and technical education

The U.S. Department of Education has released several resources and announced new Future Ready commitments including: (1) [2016 National Education Technology Plan](#), (2) [Professional Learning Resources for Future Ready Leaders](#), and (3) [Seventeen Future Ready Statewide Initiatives](#).

CTE Presidential Scholars Candidates Announced

(Courtesy of ACTE)

USDOE recently [announced 236 candidates](#) for the inaugural class of Presidential Scholars in CTE. The high school seniors were nominated from across the country by state education leaders, and now have the opportunity to submit applications in the next phase of the award process.

Application information will be due in February, with finalists announced in early May and the first group of 20 CTE Scholars recognized in Washington, DC, in June as part of the annual U.S. Presidential Scholars Program recognition.

The paragraph below, from the Department of Education's website, summarizes the program:

“The U.S. Presidential Scholars Program was established in 1964, by executive order of the President, to recognize and honor some of our nation's most distinguished graduating high school seniors. In 1979, the program was extended to recognize students who demonstrate exceptional talent in the visual, creative and performing arts. In 2015, the program was again extended to recognize students who demonstrate ability and accomplishment in career and technical education fields. Each year, up to 161 students are named as Presidential Scholars, one of the nation's highest honors for high school students.”

Strengthening Working Families Initiatives: \$25M Funding Opportunity

(This is a cross-posted announcement from USDOE and USDOL)

To help parents obtain affordable, quality child care necessary to pursue education and training opportunities leading to good jobs in growing industries, USDOL announced [the availability of up to \\$25 million in grants](#) through the Strengthening Working Families Initiative. These grants reflect the Obama administration's commitment to support working families and fuel policies aligned with 21st Century workforce realities.

The grants will support public-private partnerships that bridge gaps between local workforce development and childcare systems. In addition to addressing these systemic barriers, funded programs will enable parents to access training and customized supportive services needed for IT, health care, advanced manufacturing jobs, and others. All participants in grant funded programs must be custodial parents, legal guardians, foster parents, or others standing in loco parentis with at least one dependent. Up to 25 percent of the grantees' total budget may be used to provide quality, affordable care and other services to support their participation in training.

“For too many working parents, access to quality, affordable child care remains a persistent barrier to getting the training and education they need to move forward on a stronger, more sustainable career path,” said Labor Secretary Thomas E. Perez. “Our economy works best when we field a full team. That means doing everything we can to provide flexible training options and streamlined services that can help everyone in America realize their dreams.”

Grants up to \$4 million will be awarded to partnerships that include the public workforce system, education and training providers, business entities, and local childcare or human-service providers. In addition, all partnerships must include at least three employers. Grantees will also be required to secure an amount equal to at least 25 percent of the total requested funds through outside leveraged resources.

The department will award grants in spring 2016 with program activities beginning in July 2016. For additional information and to apply, read the full funding opportunity announcement online at Grants.gov.

Other News

JPMorgan Chase & Co. to Invest \$75 M in CTE, Partner with Education Advocates

(Courtesy of ACTE)

Global financial institution JPMorgan Chase & Co. (JPMorgan) announced last week that in response to growing concern about youth unemployment nationwide, it will invest \$75 million over the next 5 years in CTE programs that prepare students for their future. The initiative, titled [“New Skills for Youth.”](#) will be conducted in partnership with the Council of Chief State School Officers (CCSSO) and the National Association of State Directors of Career Technical Education Consortium. Twenty to 25 states will receive \$100,000 each to support the development of CTE programs that reflect the needs of local employers, with an emphasis on career paths in high-skill industries, and 10-15 states will receive a 3-year grant of up to \$650,000 annually to implement their strategy.

The announcement received significant attention from media outlets and policymakers alike, notably including U.S. Senator Tim Kaine (D-VA), co-chair of the Senate CTE Caucus.

“[CTE] has always been a passion of mine,” said Kaine in a release. “The New Skills for Youth program will help prepare America’s students for the jobs of the 21st century through hands-on learning experiences. I’m proud to help announce this program, which will help states make

systemic changes to transform CTE programs and expand partnerships between schools, businesses and communities.”

[U.S. News and World Report](#) and [USA Today](#) ran Op/Ed pieces penned by JPMorgan leadership on the announcement, including Head of Workforce Initiatives Chauncy Lennon and Chairman and CEO Jamie Dimon. In addition, *Education Week's* High School and Beyond blog published an [article](#) explaining the grant competition and additional investment JPMorgan will make to strengthen CTE systems nationwide, including building on CCSSO's [Career Readiness Initiative](#).

To access information about the grant program and application process, click [here](#) to visit the CCSSO page.

Upcoming Events

IEEE Women in Engineering Conference

Join more than 1,100 women in tech to network, celebrate, and innovate at the 2016 IEEE Women in Engineering conference from May 23-24 in San Jose, California. This is a great opportunity to make connections with mid to senior level women in engineering in the heart of Silicon Valley. Visit [their website](#) to register, where you can enter promo code ILC2016DISCOUNT to get 10% off your registration purchase.

The Washington Teachers' Union Free Community Education Conference: Reclaiming the Promise of Public Education in the District of Columbia

February 20, 2016, 9:00 am to 3:00 pm
Kellogg Conference Center at Gallaudet University, 800 Florida Ave., NE Washington, DC
Free, Breakfast and lunch provided

This 1-day community conference offers a rich and exciting opportunity to bring together teachers, parents, community leaders, and other stakeholders to talk about a shared vision for reclaiming the promise of public education in our city.

Participants will learn about research-based, proven strategies for successful schools, teacher development and evaluation, and how to work together to fulfill the promise of a great public education for all children! All DC educators receive 6 Professional Learning Units for attending.

- Introductory Remarks: Elizabeth “Liz” Davis, President, Washington Teachers' Union
- Keynote Speaker: Dr. Linda Darling Hammond
- Lunch Plenary Session
- Keynote Speaker: Dr. John King (Invited)
- Learning Sessions and Panel Discussions
- Community Partners Exhibitions and WTU Service Providers

Online registration for full WTU members begins January 16. Registration for agency fee payers and the public opens on January 25. [Register](#)

NDD United Town Hall: Budget Bonanza!

February 17, 2016, 10:00 am to 11:30 am

National Education Association, 1201 16th St NW, Main Auditorium, Washington, DC 20036

February is budget month! During this timely NDD United Town Hall, Michael Deich, Senior Advisor for Budget, Office of Management and Budget, will discuss the President's budget request and experts from the Center on Budget and Policy Priorities (CBPP) will share more information about the congressional budget resolution and potential threats to nondefense discretionary programs therein. CBPP will also share more about what we might expect from the fiscal 2017 appropriations process. There will be ample opportunity for Q&A with guest speakers. [Register](#)

A Better Balance

Join A Better Balance, along with esteemed CNN journalist Kelly Wallace and award-winning author Brigid Schulte, as it reviews exciting advances in the work-family movement, and engages expert panelists about new opportunities to promote equality and change the way America works. Panelists include:

- Dina Bakst, A Better Balance
- Monifa Bandele, MomsRising
- Ann Crittenden, Author of The Price of Motherhood
- Jessica González-Rojas, National Latina Institute for Reproductive Health
- Carol Joyner, Labor Project for Working Families
- Julie Kashen, Make it Work
- Sherry Leiwant, A Better Balance
- Josh Levs, CNN
- Anna Wadia, Ford Foundation
- Judith Warner, Author of Perfect Madness: Motherhood in the Age of Anxiety

This event has been approved for 2 CLE credits in the Areas of Professional Practice. The credit will be both transitional and non-transitional and is appropriate for both newly admitted and experienced attorneys. Space is limited. [Register](#)

Center for American Progress: Investing in Our Nation's Human Capital Through Apprenticeship

February 9, 2016, 10:00am ET - 11:30am ET

Please join the Center for American Progress (CAP) for a conversation with leading experts to discuss the barriers to expanding apprenticeship in the United States and to consider what policy solutions can be implemented to expand opportunities for workers to get in-demand skills through apprenticeship. [RSVP to attend this event](#)

- *Welcoming remarks:*
Winnie Stachelberg, Executive Vice President for External Affairs, CAP

Keynote speaker:

Former Governor Steve Beshear (D-KY)

Featured speaker:

Cary James, first-year Inside Wireman apprentice, NECA/IBEW Local 26 JATC, Washington, DC

Featured panelists:

- Jeremy Diebel, Sr. Manager, Machining, MTU America Inc.
- Ariane Hegewisch, Program Director, Employment and Earnings, Institute for Women's Policy Research
- Susan Helper, Carlton Professor of Economics, Weatherhead School of Management, Case Western Reserve University
- Harry Holzer, Professor of Public Policy, McCourt School of Public Policy, Georgetown University
- Portia Wu, Assistant Secretary, Employment and Training Administration, U.S. Department of Labor

Moderated by:

Angela Hanks, Associate Director for Workforce Development Policy, Center for American Progress