

**Name of Group:** Education, Jobs, and Training

**Meeting Date:** February 9, 2021

**Meeting Time:** 6:30 PM

**Meeting Location:** Zoom

**Members Present:** Connie Gomez-Joiner, Destiny Quick, Bryan Fox, Mimi Kessler, Kayla Seibel, Miles Spann, Christa Gibson, Andy Miracle, Mathew Palmer, Adria Graham Scott, Kim Cameron, Kristen Brookshire

1. Introductions/Ice breaker
2. Refresher from last meeting for those who missed and remaining follow up items
  - a. Connie presented information about Durham Tech partnerships/programs
    1. Comprehensive Plan Goals and Objectives align with Durham Tech Strategic Plan
      - Differences between community college and 4 year institution
      - 4 year - student graduates from high school, attends 4 years, first two years are general education and second two years major courses
      - In community college, you can focus on general education and transfer but there are so many non-traditional educational programs.
    2. Programs
      - Adult high school for community members
      - Free ESL classes that are State and Federal funded
      - Applied Science degrees, certificates, and diplomas
      - 2 year automotive degree—many standalone programs; back to work initiative started in July 2020
      - Developing 911 academy based on community need
    3. Small business center to support entrepreneurs
      - Pivoting to skills based education and bridging the gap with workforce education
    4. Coordination with DPS - DTCC has 4 high school liaisons assigned to help students interested in community college
    5. Dual Enrollment program
      - Works well for DACA and undocumented students
    6. Durham Co and Orange Co high school graduates can get a \$2k scholarship to DTCC funded by the County Commissioners
    7. Summer program for recently arrived immigrants with coordination with DPS ESL Director
      - Offering a curriculum to train Spanish teachers in DPS—cultural immersion
    8. Planning Affordable Housing on DTCC land for students and community members

9. Counting on community partners to tell us what they need –for green technology jobs or whatever is needed in the future
  - DTCC is trying to expand but money is short
10. How much does Fed/State cover? Regulated by community college system of NC - and distributes the money as needed to the 58 community colleges
11. How long does it take to launch a new program? Depends on program but the 911 academy doesn't take too long.
12. Adria - you can enter the stream of resources at DTCC through workforce development too. NCWorks Career Center is another way to access WIOA and will pay for training
  - If a DTCC student, there is a finish line grant to provide 1k each semester to pay for expenses
  - When we partner with businesses in private sector there is a demand for entry level that they will sometimes pay for training programs and develop a curriculum with DTCC
  - Great HRD program to connect with justice involved and youth. Focus on work readiness skills
13. Andy- great conversation for folks working in this space
  - Durham Co. made some investments. Andy facilitates a nonprofit RFP to ask nonprofits who need help getting their populations in the back to work program
  - Specifically focused on biotech. Durham has 40% life sciences here and lots of jobs, benefits, and pathways. Can get a certificate/training program for this. Enhanced scholarships from Durham Co to reduce barriers—getting ready to pilot this program in may/june.
  - Partners with DPS too
14. Durham Public Schools connection - interfaces with middle college and early college.
15. Miles asked - Where are the gaps in these programs?
  - Adria- marketing and getting the word out is a big barrier. The second is retention after you recruit. Barriers: childcare, transportation, and coaches/mentors are needed.
  - Connie - perception of the community colleges being inferior to 4 year colleges
  - Andy - partnering with DPS to talk about awareness of industries and jobs in Durham
  - Bryan - One of the issues we face in identifying gaps is that we need to let other groups that we're available to talk
  - Mathew- In the past we were siloed with the kind of tracks and pathways for students to explore—now we're thinking about it

differently. Intentionality of where we put the programs and the size of them too.

**What can we do to support these programs and the universe of workforce and education with how we use land?**

- Mathew - 50,000 school age kids in Durham and 30,000 enrolled schools. The existing comp plan says that once capacity gets 110% then we can start talking about mitigating this. We are struggling with providing seats while approving all the new residential development.
  - Need an adequate public facilities ordinance
  - Example: <https://orangecountync.gov/DocumentCenter/View/4187/Schools-Adequate-Public-Facilities-Ordinance-Technical-Advisory-Committee-SAPFOTAC-Annual-Report-PDF>
  - What are we going to ask the developer to do to make sure there's enough room? Whether it is water, sewer, or schools.
  - What's the plan for approving a development if there's no room in the schools?
- Mimi- you should hear Planning Commission and City Council requesting that developers give donations to the affordable housing fund and the school system. The amounts are very low. If developers are going to benefit financially they need to be putting money into the school system for that particular area. There should be a certain percentage and adjusted for inflation over time.
- Kim - Felt the developer needed to do more. City Council can reverse Planning Commission's vote. Developers need to do more
- Mathew- cites the difficulty with impact fees and legality <https://nclawyersweekly.com/2015/07/22/court-decision-confirms-illegality-of-municipal-impact-fees/>
- Destiny - Amazing to see this area grow with new homes but I've also seen class sizes to get larger and larger. It's hard to get a personal connection with teachers. We need to be able to have schools to house the growing number of students so they have enough space to grow, talk, and get closer with teachers. When a student feels connection, they do better and get better grades and it reflects on their success later in life.
- Miles - Can we connect population density to schools somehow –especially how this impacts transportation to schools and jobs?
- Adria - Do we apply CPTED (Crime Prevention Through Environmental Design) principles when approving design, density, and scope of development projects?
  - Used this in Richmond and Baltimore and might be a useful tool to help justify scope and density issues –can lead towards safe and secure communities to reduce density and change design
- Kristen - Slowing down traffic is an option if you're going to prioritize bike, walking, and taking transit.
- Andy - Durham Co collects a transit tax and going through a transit planning process.
  - Major employment centers like Treyburn do not have a public transit system to the Northern Durham campus and has worked with City Transportation. We also

see a lot of last mile issues and connections from bus stops to businesses themselves

- Mathew - Car queue for Forest View Elementary can only hold 20 cars when there are hundreds of cars waiting. If we can get kids closer to schools we can shorten the trip— not looking for a moratorium but maybe School Oriented Development vs. the neighborhood comes then we scramble to get land (also making sure all the schools are providing similar programs)—bringing homes closer to schools
  - District is realigning boundaries to help with this
- Miles - heard about additional 6th grade wings, trailers to accommodate growth. Do we start construction on every school? More people are moving here? People are transient now more than ever and moving in from other more expensive places
- Mathew- consequences of uncontrolled growth - and it's hard to catch up. We need to think about our "learning land uses." Students need to be able to get to the schools safely
- Kristen- modal shift is needed
- Is there a space to incorporate lessons learned from the virtual experience forced on us by COVID? Can we consider assessing the benefits of virtual connectivity (such as the need for less office space as people work from home or in more diverse spaces) and how that relates to land use and how we work, educate and interact.
- Destiny - Every morning I have to cross Fayetteville and there are always so many cars I have to wait 5 to 10 minute to cross the street most of the time.
- Mimi - often with large developments, the neighbors complain about anticipated congestion. What about requiring that there be roads that connect with other roads so there are options for all the traffic

Resources shared:

<https://serpromise.org/>

<https://purposebuiltcommunities.org/>

#### . Finishing Up

- Next meeting: **Monday, Feb 28 at 6PM**
- What do folks want to focus on for our next meeting? What can we work on individually before then?
  - Kayla will bring more draft policy statement for feedback at the next meeting**
  - Destiny - comparing size of schools now and students moving here**
- Is there any information that the group needs to share with another working group, specifically the Spanish Language Working Group?
  - **Kayla will share notes with the Spanish working group**
  - **Kayla will connect Connie with Sarah Long**

- Staff will send follow-up notes to this group for review before posting publicly to the EngageDurham site.
- Any announcements for the group?
- Any last thoughts or suggestions for how we can improve future meetings?  
You can also email our team after this meeting if you have thoughts you'd like to share.