



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

Challenges and Opportunities for State Workforce Policy

2011 Kansas Housing Conference

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Regional Field Director – Central

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Our Vision

We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.



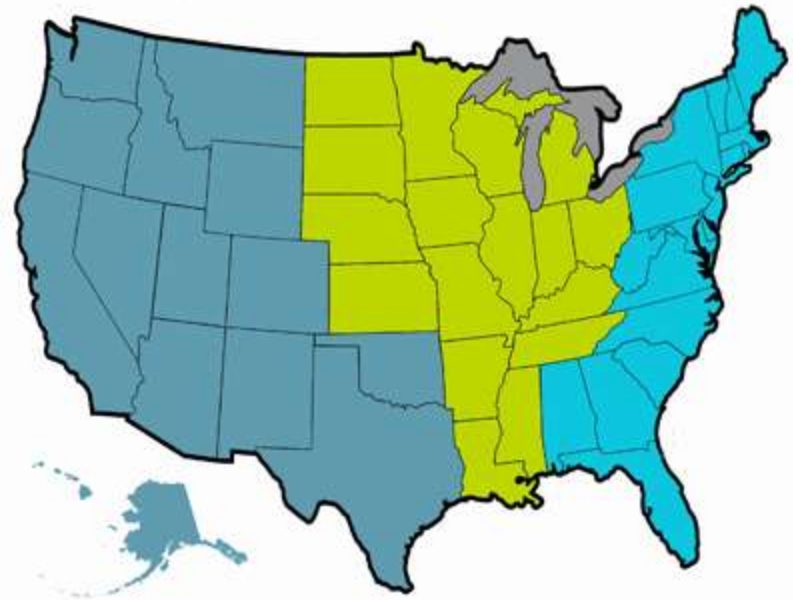
Our Mission

- We **organize** broad-based coalitions seeking to raise the skills of America's workers across a range of industries.
- We **advocate** for public policies that invest in what works, as informed by our members' real-world expertise.
- And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.

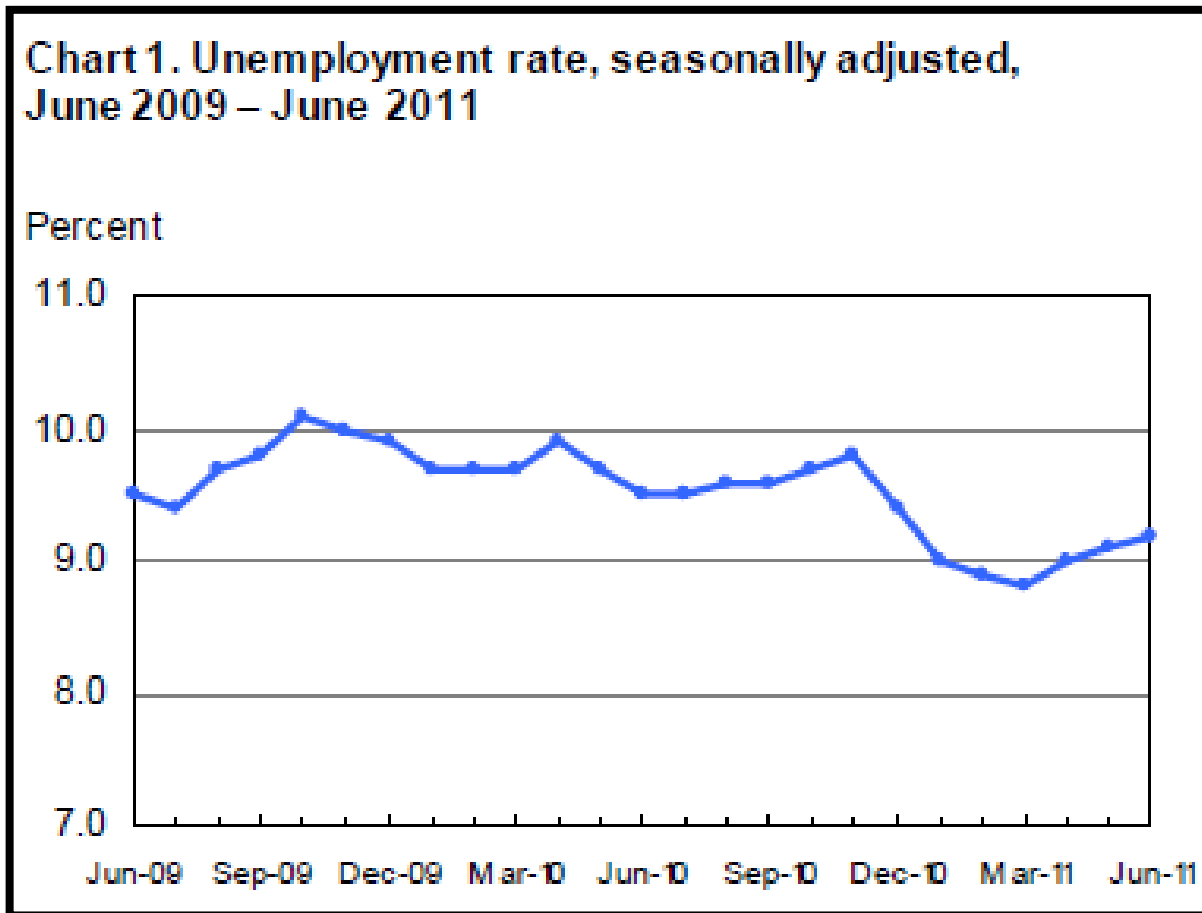


National Skills Coalition: In the States

- 3200 Members, mainly in **25 states**.
- **3 regional operations**
- Collaborate with **15 state coalitions**.
- Connect national and state advocacy efforts.



Unemployment: Stubbornly High



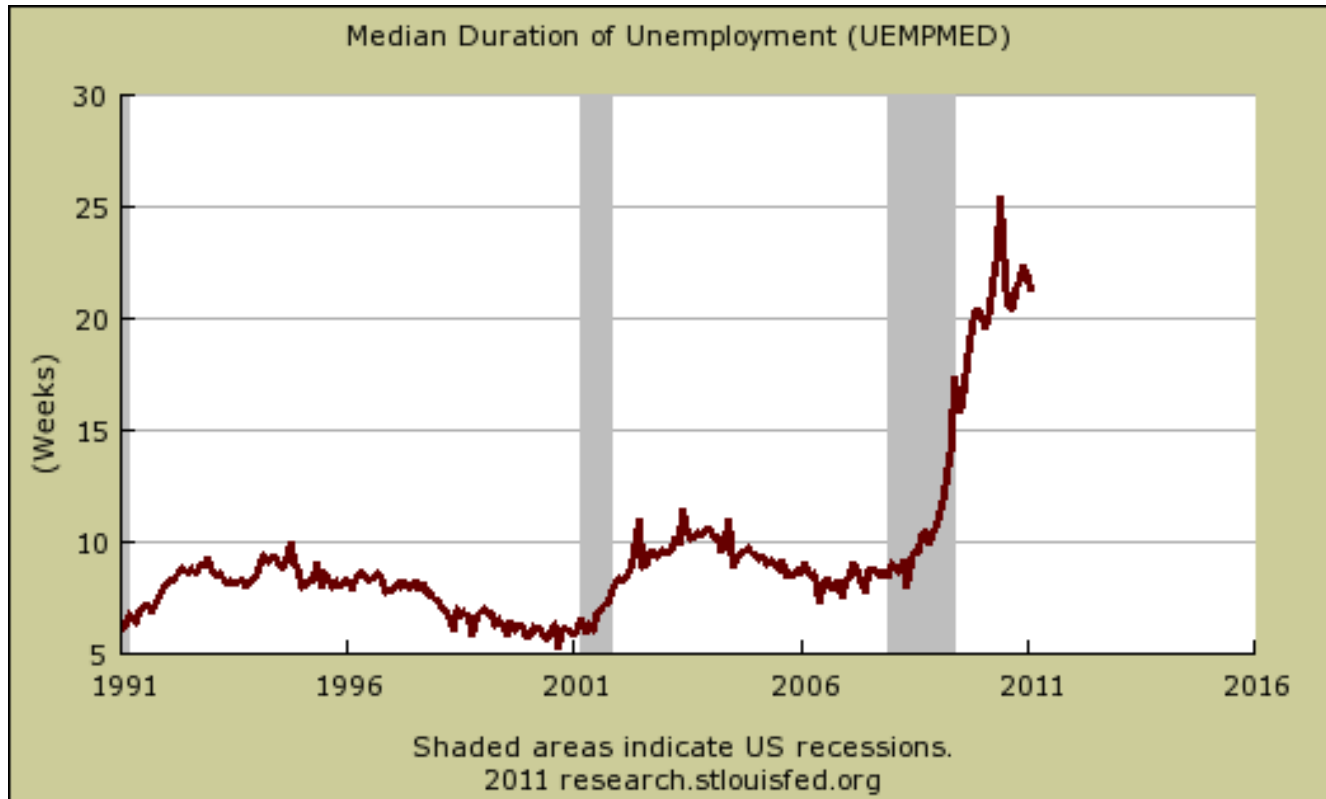
Source: US Bureau of Labor Statistics

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Long-Term Unemployment



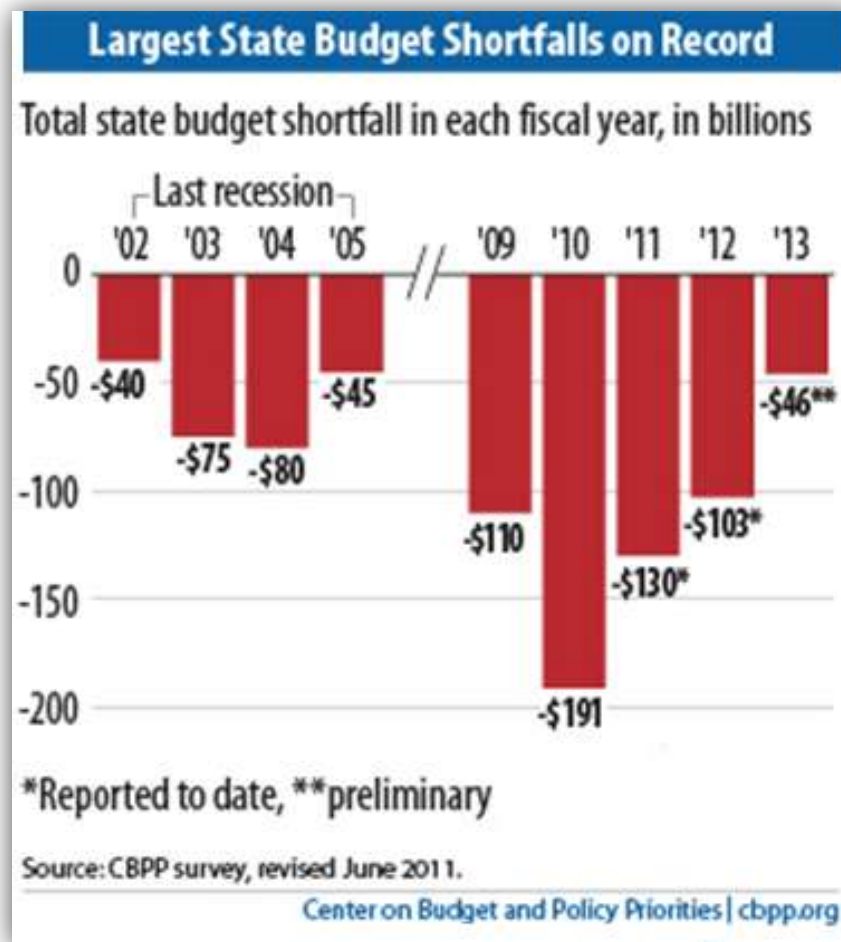
Source: US Bureau of Labor Statistics



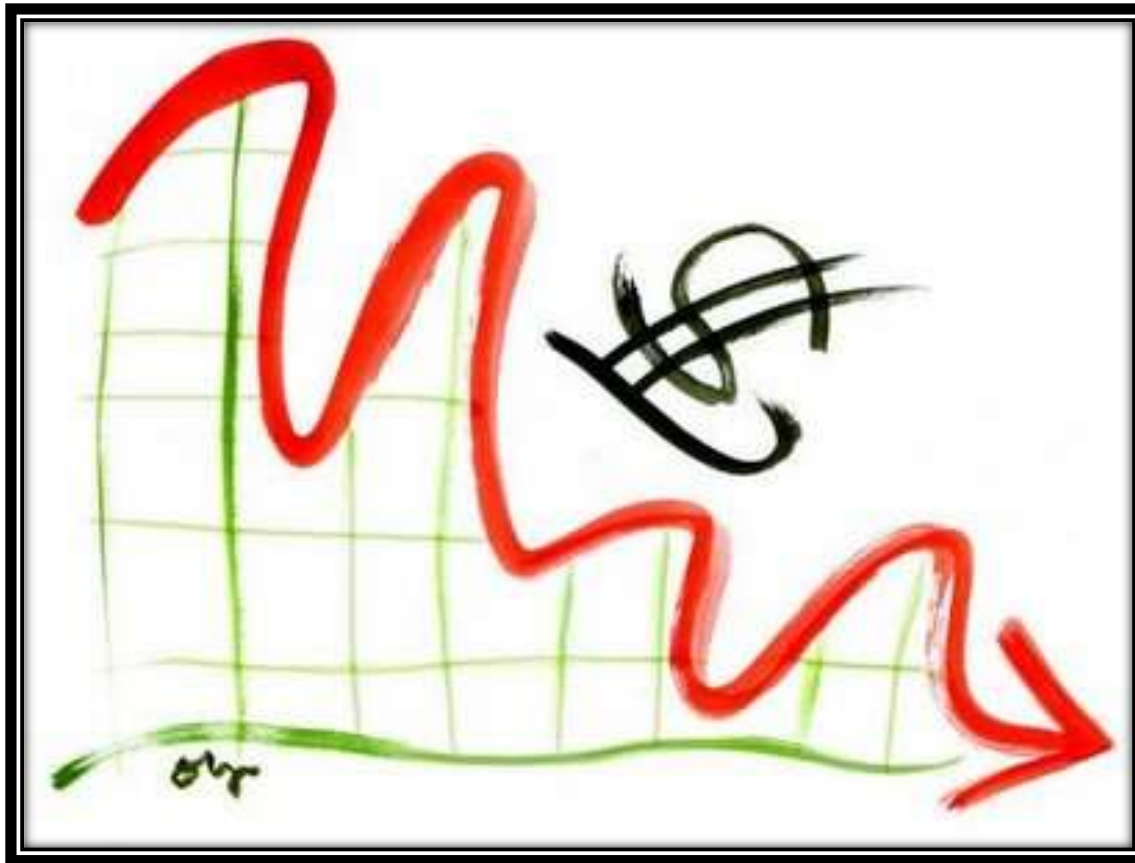
Policy Response: Job Creation



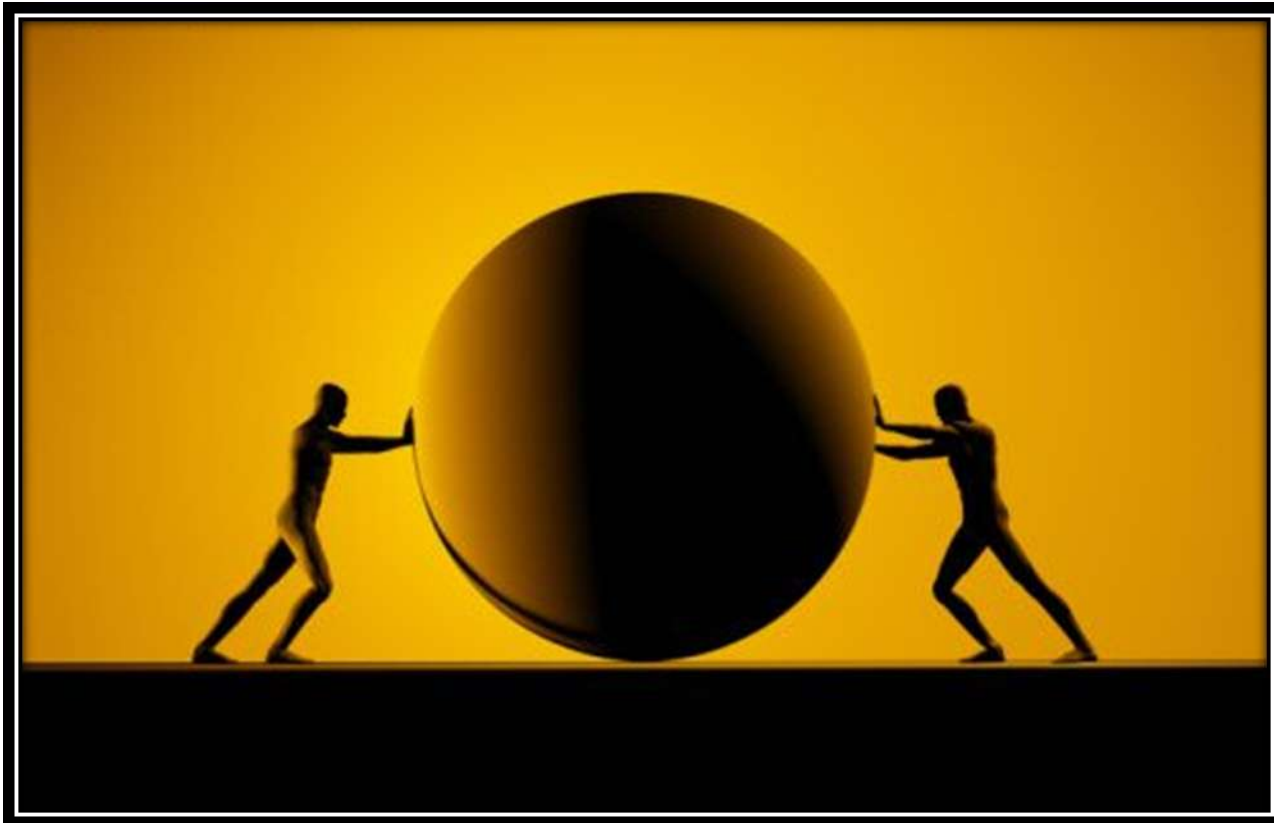
Huge State Budget Deficits



Policy Response: Cut Spending



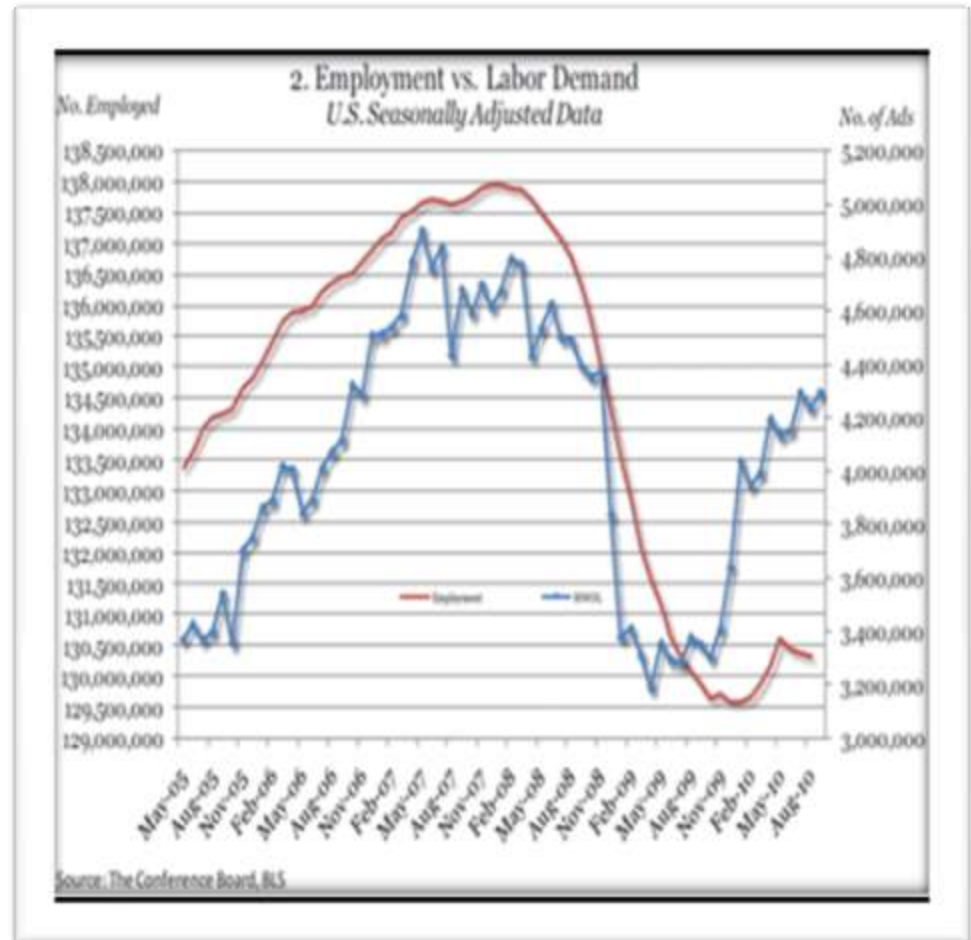
Job Creation vs. Budget Deficits



Economic Recovery & Skills Gap

Minneapolis Federal Reserve Bank:

Estimates that if there was a normal match between the skills workers possess and the skills employers require, the unemployment rate would be reduced by 2-3%.



Source: www.minneapolisfed.org/news_events/pres/speech_display.cfm?id=4532

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Economic Recovery & Skills Gap

Education counts

With high unemployment in the U.S., workers without adequate skills are being left behind.

U.S. unemployment rate
by education, May 2011*

Less than a high school diploma



High school graduates, no college



Some college or associate degree



Bachelor's degree and higher



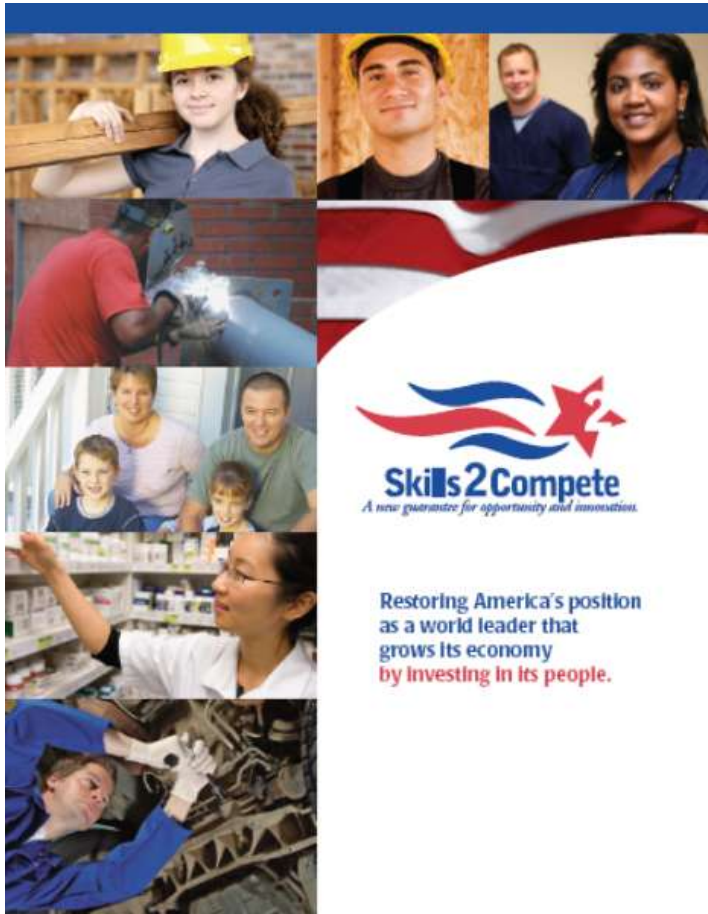
*Civilian population 25 years and over

SOURCE: Bureau of Labor Statistics AP



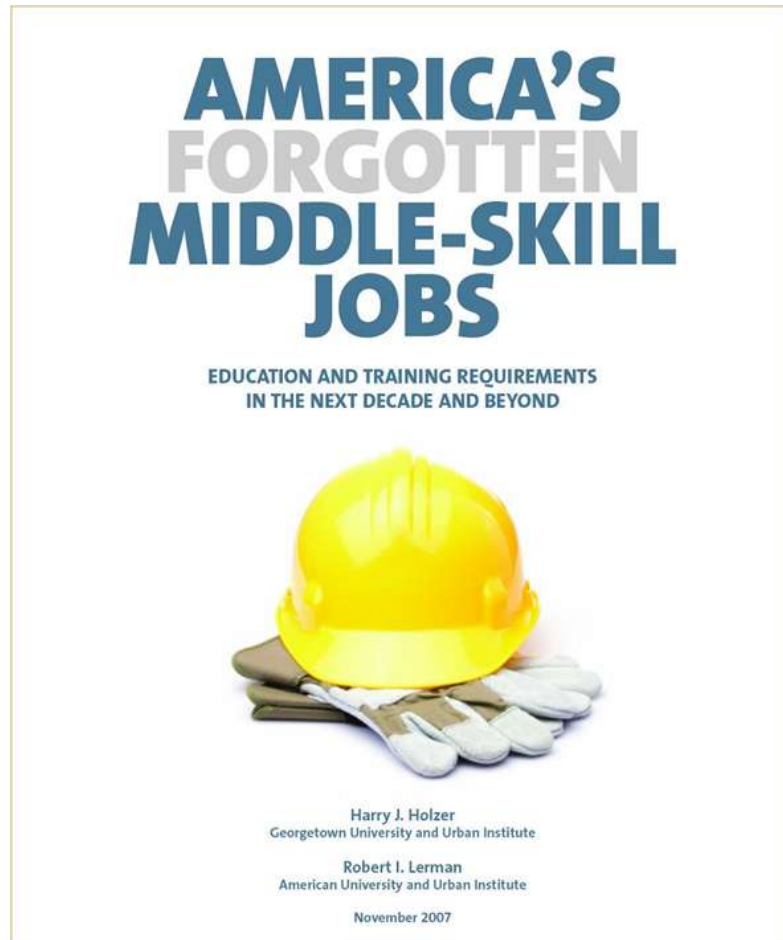
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Our Response: Skills2Compete



- **Goal:** Restoring America's position as a leader that grows its economy by investing in its people.
- **Vision Statement:** Every worker should have access to the equivalent of at least two years of education or training past high school leading to a vocational credential, industry certification, or one's first two years of college.

Reframing the debate

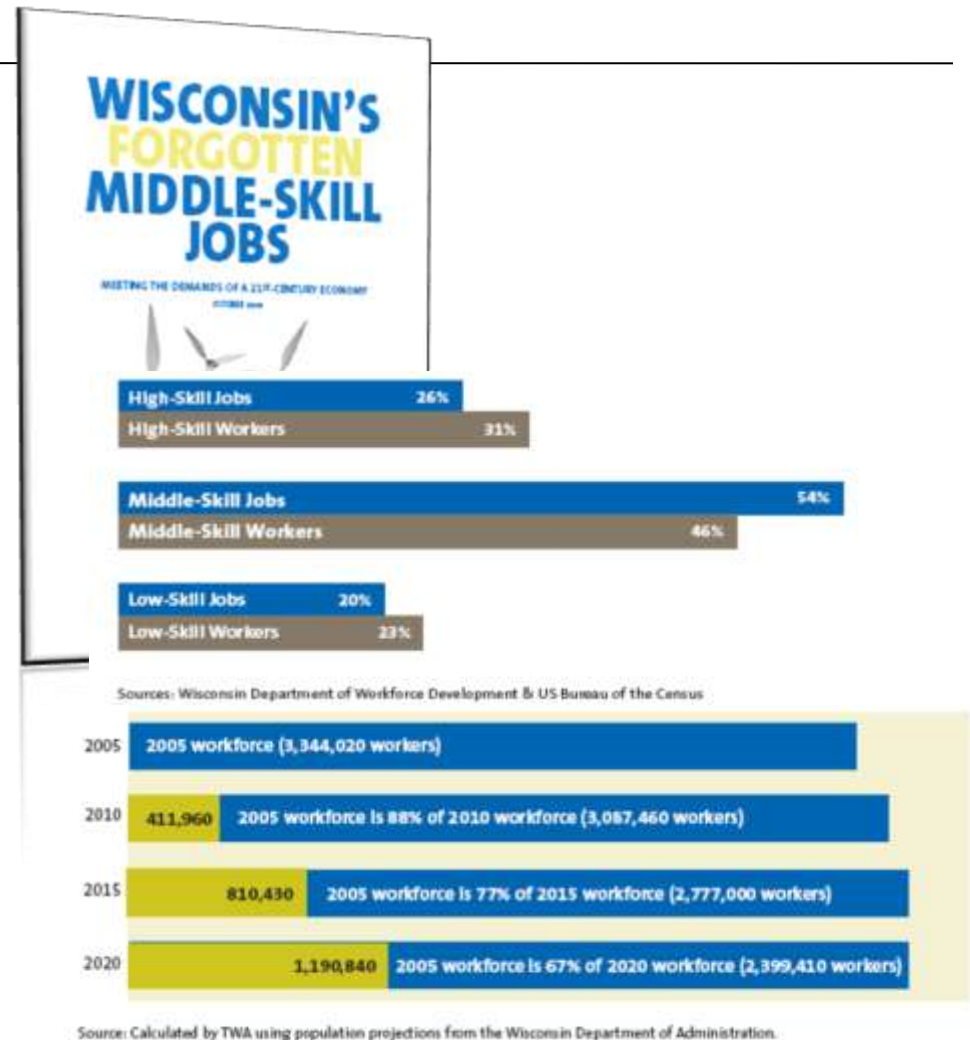


- Research & Key Messages: Middle-skill jobs: Majority that don't require a 4-year degree.
- Workforce of the future: Current workforce = future workforce.

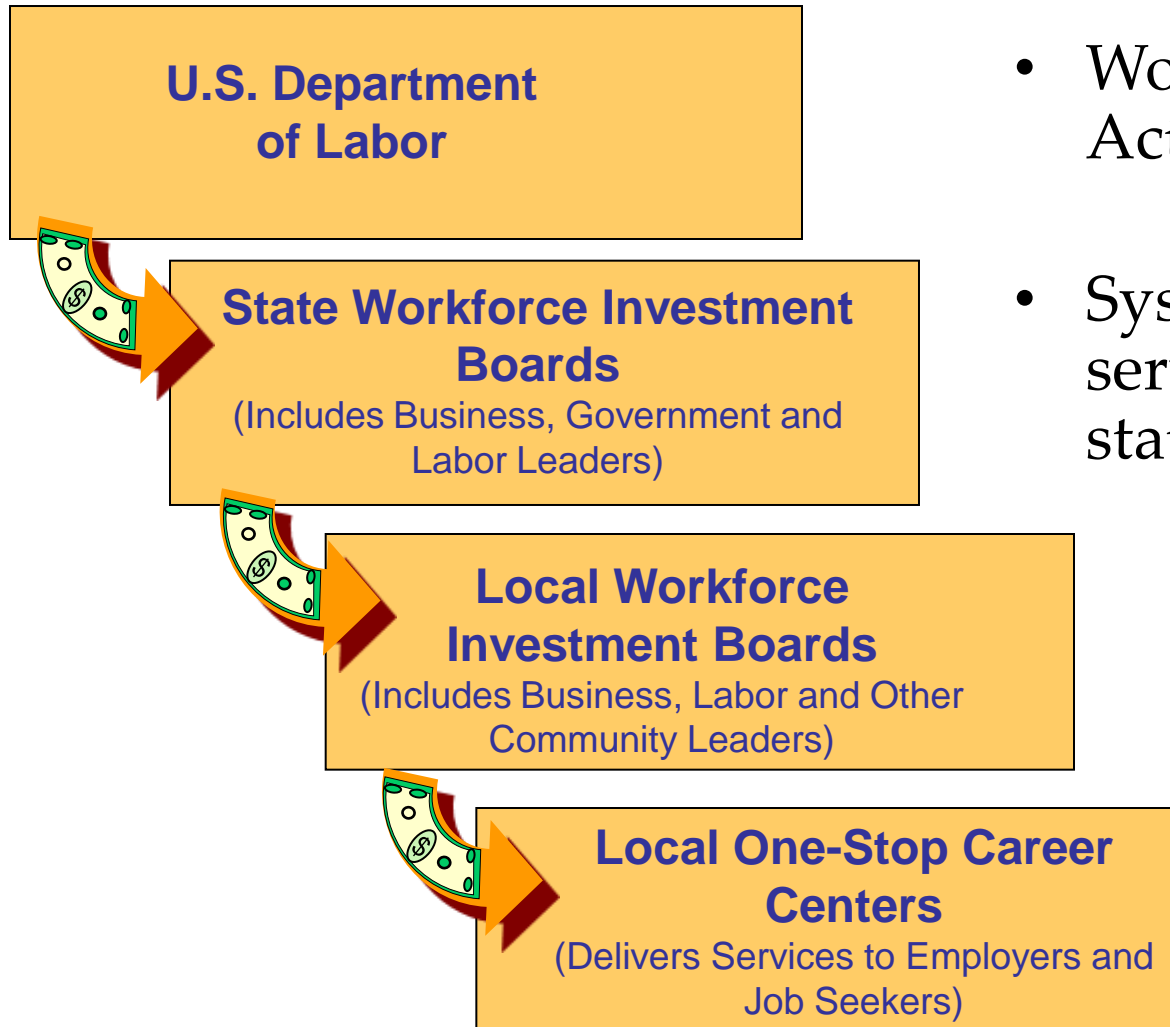
Skills2Compete in the States

Research / Publication:

- Non-wonky, modeled after national report.
- Distribution of state jobs and workers by skill level.
- Projects adult worker population in 2020.



The Public Workforce System



- Workforce Investment Act of 1998.
- System of workforce services at the federal, state, and local level.

Additional Parts of the System

- Carl D. Perkins Vocational and Technical Education Act
 - Supports post-secondary vocation training at technical and community colleges for adults and vocation education for you through partnerships between secondary and post-secondary institutions
- Higher Education Act
 - Pell Grant Program
- Temporary Assistance to Needy Families
 - Subsidized Work
- Trade Adjustment Assistance Act
 - Education, health care and income supports for workers affected by globalization
- Download *Training Policy in Brief* at our website.

Skill-Building Policies

Policies to close the gap:

- Sector Partnerships
- Long-Term Training
- Combining Basic Skills Education with Technical Training



Policy: Sector Partnerships

- Organizes key industry stakeholders, including employers from the same industry, labor unions, community colleges, and local workforce boards.
- Develops immediate strategies to fill pressing skilled workforce needs, and long-term plans to grow the industry with a better trained and more productive workforce.

Sector Partnerships: Pennsylvania

Competitive industry partnership grant proposals solicited from DWD every two years. Funding awarded within these targeted industry clusters:

- Advanced Materials and Diversified Manufacturing
- Agriculture and Food Processing
- Bio-Medical
- Building and Construction
- Business and Financial Services
- Education
- Energy (includes Marcellus Shale, Mining, and Utilities)
- Healthcare
- Information and Communication Services
- Logistics and Transportation
- Lumber, Wood and Paper



Sector Partnerships: Pennsylvania

- 76 partnerships in operation.
- 6300 employers actively involved; contributed \$75 M in private sector funds.
- Over 100,000 workers have been served, resulting in higher wages & retention rates.

Source: www.paworkforce.state.pa.us/portal/server.pt/community/industry_partnerships/20341

Policy: Long-Term Training

- Transform state economy and meet skill demands of new industries.
- Help more workers earn industry-recognized credentials.



Long-Term Training: Michigan

Core Elements of **No Worker Left Behind**:

- Offers up to \$5,000 per year for two years to enroll in a post-secondary program that results in a credential in an emerging industry or in-demand occupation.
- To qualify, must be unemployed or have a family income of \$40,000 per year or less, be 18 years of age or older, have not graduated from high school in the past two years, or already enrolled as a full-time college student.
- To apply, workers must visit their local one-stop career center.
- Participants can receive training from their local community college, university, private college, or proprietary training program.



Long-Term Training: Michigan

How No Worker Left Behind is funded:

- Prioritized all federal workforce funding for the program.
 - Workforce Investment Act Title I Adult & Dislocated Worker Programs
 - Trade Adjustment Assistance
 - Temporary Assistance for Needed Families
 - Vocational Rehabilitation Funding
- Discretionary Federal Grants
- State General Revenue



Long-Term Training: Michigan

Impacts of No Worker Left Behind:

- Almost 150,000 workers enrolled by October 2010 since launched in 2007.
- 59% of Michigan WIA participants enrolled in training compared to 13% nationwide.
- 74% Michigan WIA participants enrolled in training for one year or longer compared to 24% nationwide.
- 75% of participants had either retained or landed a job by December 2009.

Source: www.nationalskillscoalition.org/assets/reports-/nsc_nwlb_lessonslearned_2011-01.pdf



Policy: Combining Basic Skills Education & Technical Training

Basic Skills Crisis

- 88M workers of the 150M in US workforce have at least one major educational barrier - no high school diploma, no college, or ESL language needs.
- Federal funding for adult basic education only reaches 3M learners.
- Resources and institutions favor “traditional learners”.



Source: www.nationalcommissiononadultliteracy.org/report.html

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Combining Basic Skills Education & Technical Training: Minnesota

Core Elements of the **Fast TRAC** (Training, Resources, and Credentialing) program:

- A collaboration between the Minnesota State Colleges and Universities, Adult Basic Education, and the Department of Employment and Economic Development.
- Combines ABE and/or English as a Second Language (ESL) and career and technical instructors in the **same** classroom.
- Ensures students receive a credential, not just credits.
- Targets training for occupations that are in high demand locally and offer family-sustaining wages.
- Breaks up the long trek from basic skills to a degree into smaller steps, which builds off the one before, and culminates in a “stackable” credential. Course offerings on evenings and weekends as well as on-line learning.

Source: <http://fasttrac.project.mnscu.edu/>



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- Support our work as a Supporting Member organization or individual donor.

Comments & Questions

Please contact:

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Thank you!