



Workforce Development

A National Perspective

December 12, 2017

September 2017

National Workforce Development Month

115th Congress S. RES. 267:

- ❖ Designated September 2017 as “National Workforce Development Month”
- ❖ As of September 2017, middle skill jobs (require more than HS diploma but not a 4-year degree) comprise 53% of the labor market, but only 43% of US workers are trained at that level creating discrepancy that may limit growth in changing industries such as health care, manufacturing, and information technology

September 2017

National Workforce Development Month

115th Congress S. RES. 267:

- ❖ More than 550 workforce development boards and 2,500 American Job Centers - driving force behind growing regional economies by providing training, resources, and assistance to workers
 - ✓ Nearly 7 million youth and adults served
 - ✓ Nearly 14 million unemployed served
 - ✓ Nearly 11 million high school and college students served
 - ✓ Nearly 500,000 registered apprentices

September 2017

National Workforce Development Month

115th Congress S. RES. 267:

- ❖ Workforce development programs will play a critical role in addressing the expected 2 million unfilled manufacturing jobs over the next decade
- ❖ Workforce development is crucial to sustaining economic security for US workers: The Senate:
 1. Designates September 2017 as “National Workforce Development Month”
 2. Supports Federal initiatives to promote workforce development
 3. Acknowledges that workforce development plays a crucial role in supporting workers and growing the economy

The Need for Workforce Training

- ❑ In December 2016, there were a reported 1.5 million individuals who experienced layoff/discharge from US companies; rate remained fairly consistent throughout the year
- ❑ Entirety of 2016 saw 60.1 million separations from jobs; 62.5 million hires, for a net employment gain of 2.4 million jobs
- ❑ Dynamic market that job seekers must navigate is illustrated by apparent mismatch of industry skill needs and workers' skills
- ❑ There are 5.5 million U.S. job vacancies, 7.6 million Americans unemployed, and an additional 5.8 million working PT, or considered underemployed
- ❑ Contrast of these numbers illustrates the need for qualified workers and the importance of labor market information so that workers acquire the skills needed for open positions



National Association of Workforce Boards

The National Association of Workforce Boards (NAWB) works to ensure that workforce development remains a national priority. NAWB champions and supports its members by:

- ❖ Developing advocacy and outreach tools
- ❖ Communicating the latest developments in Washington
- ❖ Providing best-in-class learning opportunities



NAWB Membership

- ❖ NAWB members consist of local workforce boards, state boards, state associations, regional affiliates, and national affiliates
- ❖ NAWB helps its members leverage more than \$4 billion in annual federal funding
- ❖ Over 300 members covering 42 states and territories
- ❖ Over 8,000 private sector leaders

2017 NAWB Annual Report

The Power of the Network

❖ Is in *What We Know*:

- Dynamics of American economy are changing at dizzying pace - increased technology development/deployment, robotics, and artificial intelligence
- NAWB uses the dynamics of change to identify topics/areas of focus where membership may need professional development, capacity building, or subject matter analysis

2017 NAWB Annual Report

The Power of the Network

❖ Is in *What We Do*:

- Workforce development is changing too: labor market data widely accessible - but job seekers need assistance translating data into actionable “intelligence” informing their career choices
- NAWB supports its members in their work, whether creating opportunities for stronger peer-to-peer connections, or by better explaining the policies that are shaping out industry

2017 NAWB Annual Report

The Power of the Network

- ❖ *Is in Our Collective Voice:*
 - President Trump has proposed deep budget cuts to workforce development and support services we rely on the help people advance in their careers
 - NAWB dedicates much of its time and resources to ensuring that our story is being told - on the Hill, to the Department of Labor, and within the White House

2017 NAWB Annual Report

The Power of the Network

❖ Is in *Our Collective Voice*:

- 2016 Policy Consultation - held in December 2016 focused on:
 - ❑ Why the connection between workforce boards and the education community is critical in building a workforce development system and a pipeline of talent
 - ✓ Download: <http://bit.ly/BeyondWIOA>
 - ❑ How workforce development efforts will be funded as federal support continues to decline
 - ✓ Download: <http://bit.ly/FinancingWorkforceDevelopment>
 - ❑ What policy changes are needed at the federal, state, and local levels to make our work more effective
 - ✓ Download: <http://bit.ly/PolicyFindings>

2017 NAWB Annual Report

The Power of the Network

❖ Is in *Our Collective Voice*:

- 2017 Policy Consultation - held December 7th - 9th focused on:
 - ❑ The unemployed: What is our role in connecting/re-connecting the out-of-work in a system focused on serving employers?
 - ❑ The national narrative: What is the story we tell and how is that received? Lessons to build on from human services marketing research.
 - ❑ Technology and skills: What does tomorrow's work look like? What do we do today so we are prepared to assist people in the transition to jobs of the future?

NAWB 2017 - 2018 Federal Priorities

❖ FY 2018 Funding:

- ❑ The Office of Management & Budget (OMB) have issued warnings that the tax bill will necessitate either cuts or increased revenue to comply with the Balanced Budget and Emergency Deficit Control Act of 1985.
- ❑ OMB calculates the Joint Committee reductions will lower the discretionary cap for the revised security (defense) category by \$54 billion and for the revised non-security (nondefense) category by \$37 billion.
- ❑ OMB estimates that there would need to be a 6.6% cut to the Employment & Training Administration budget (that is us)
- ❑ 12/7/17 - Continuing Resolution (CR) to prevent a government shutdown and continue funding for federal programs and services until December 22, 2017

NAWB 2017 - 2018 Federal Priorities

❖ FY 2018 Funding (cont'd):

- ❑ Cuts could not come at a worse time for our economy:
 - ✓ Unemployment rates are generally low (although still very high in minority neighborhoods and rural areas)
 - ✓ Recent study estimates that > 11 million people could be in labor force but are not due to lacking prior work experience and/or have less education/skill development required for the available jobs
 - ✓ Congress considering additional work requirements for Federal assistance programs
 - ✓ The need for intense support for skill development has increased
 - ✓ Efforts like work-based approach many local/regional workforce boards are developing requires sustained funding



NAWB 2017 - 2018 Federal Priorities

- ❖ Pell Grants for Career Pathway Training:
 - NAWB urges support for S.206, the “Jumpstart Our Businesses by Supporting Students Act of 2017, known as the JOBS Act of 2017”. Act would extend Pell funding to programs that are part of a career pathway.

- ❖ Broadband Access for Rural Economic Development:
 - NAWB urges support for S.1676, the “Broadband Connections for Rural Opportunities Program Act”. Recognize access to reliable and fast internet is critical for learning & economic development in today’s economy. National Rural Electric Co-Ops Association estimates > 20 million Americans are without reliable broadband and ~ 73% of those live in rural areas.

NAWB 2017 - 2018 Federal Priorities

❖ Career & Technical Education:

- ❑ NAWB urges support for H.R.2353, the “Strengthening Career and Technical Education or the 21st Century Act” passed the House in June 2017.
 - ✓ Re-authorize the Carl Perkins Career and Technical Education Act with focus on improved alignment with in-demand jobs, increased accountability, and more empowerment for state and local leadership
 - ✓ Increase allowed state set-aside from 10% to 15% to assist rural areas and areas with high levels of CTE students
 - ✓ Allow states to set own performance targets and improvement plan
 - ✓ Directs research on promising practices and evaluations completed by independent entities

NAWB 2017 - 2018 Federal Priorities

- ❖ Provide Maximum Flexibility and Further Control at the Local Level:
 - ❑ WIOA brought numerous changes to existing federal employment and training programs, including consolidation of overlapping programs and new common performance accountability system across the 6 WIOA-designated core functions
 - ❑ These changes aligned and maximized the impact of Federal investment by extending the oversight through local WDB's
 - ❑ Believe that local control by and flexibility for local WDB's should be a key element in any Federal investments whether through WIOA or other legislation

NAWB 2017 - 2018 Federal Priorities

- ❖ Provide Maximum Flexibility and Further Control at the Local Level (cont'd):
 - ❑ Changes in WIOA have led to multiple levels of regulation that have curbed much needed flexibility
 - ❑ Local workforce boards should be allowed to implement WIOA in ways that meet unique local challenges and that account for variations in regional economics that drive skill demands
 - ❑ Additional regulations and associated compliance are detrimental for WDB's which are already understaffed
 - ❑ NAWB calls for streamlining regulations and reducing restrictions to ensure that implementation is not narrowly focused on compliance and reporting

NAWB 2017 - 2018 Federal Priorities

- ❖ Include Workforce Development Programs in Federal Infrastructure Funding:
 - ❑ NAWB urges that spending on infrastructure projects should include criteria and funding for WDB programs - the acknowledgement of a skills gap shows a significant unmet need
 - ❑ WDB's are best positioned to work with local, state, and federal decision makers, employers and higher education system to ensure workers are skilled up appropriately
 - ❑ Given WDB's are business-led, boards are able to apply real-time shifts to meet market demand

Apprenticeship Update

❖ The State of Apprenticeship Among Workforce Boards

- ❑ NAWB, in collaboration with Jobs for the Future, disseminated a survey in the summer of 2017 to better understand how workforce boards are engaging in apprenticeship and what challenges they face as they try to expand apprenticeship in their regions
- ❑ There were 145 local and single-state workforce boards that responded (26% of those surveyed, 24% of all state/local boards in the country)
- ❑ Key areas for both activity and concern among workforce boards:
 - ✓ Employer engagement
 - ✓ Recruitment of apprentices
 - ✓ Administration and implementation processes
 - ✓ Funding

Apprenticeship Update

- Recommendations for investments to better engage workforce boards:
 - ✓ Centralized hub - publications and tools
 - ✓ Step by step resources for workforce boards
 - ✓ Case studies of boards that have developed successful apprenticeship programs
 - ✓ Convene regional in-person apprenticeship accelerator events addressing national and state-specific challenges & opportunities
 - ✓ Ongoing peer learning group to include customized & shared TA support
 - ✓ Implementation of outreach/recruitment strategies to attract candidates
 - ✓ Pilot programs with WDB's as sponsors with high impact - rural or non-traditional occupations