WORKFORCE DEVELOPMENT: INTERSECTIONS WITH STATE & FEDERAL POLICY

PRESENTED BY
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Vision
A society in which economic advancement is attainable for all

Mission
JFF is building a society in which everyone has the skills, resources, and credentials they need to achieve economic advancement.

To reach this goal, we drive transformation of the American workforce and education systems.
JFF PARTNERS WITH

APPRENTICESHIP PROVIDERS,
EDUCATION INSTITUTIONS,
PHILANTHROPY, CORPORATIONS,
INDUSTRY, STARTUPS, GOVERNMENT,
WORKFORCE BOARDS, NONPROFITS
Our approach

**DESIGN**
We bring evidence-based models and innovative solutions to life

**SCALE**
We leverage national networks and advanced technologies to drive change in systems

**INFLUENCE**
We shape policy and drive the national conversation among workforce, education, government, and corporate leaders

**INVEST**
We invest capital to incubate new solutions, accelerate innovation, and generate impact
JFF’s Strategic Priorities

We design, scale, influence, and invest in solutions that . . .

Help People Rebound & Advance

Build Inclusive Regional Economies

Redesign Education and Workforce Development Systems

IMPACT ON PEOPLE

IMPACT ON PLACES

IMPACT ON SYSTEMS
FEDERAL AND STATE POLICY

FRAMEWORK FOR AN EQUITABLE ECONOMIC RECOVERY

Help People Advance
- Rapid reskilling
- Career navigation
- Innovative financing
- Wraparound supports

Build Inclusive Economies
- Inclusive approaches to economic development
- Expansion of quality jobs
- Sector strategies
- Job generating investments

Redesign Ed & Workforce
- Accelerated & efficient pathways
- Skills- & competency-based
- Work-based learning
When 2020 began, the U.S. economy was strong. Even then, economic mobility was out of reach for millions of Americans.

- 71 million U.S. workers had no education beyond high school.
- 15% of U.S. workers lived below the federal poverty line.
- 27 million U.S. adults did not have a high school diploma.

Less than 14% of low-wealth students who attended college completed their studies and graduated.

Only 50% of people born in 1985 earned more than their parents did, compared with more than 90% of those born in 1940.

Sources: https://www.jff.org/econcite/ Note: Data reflect economic conditions prior to the COVID-19 crisis.
WHY RECOVERY MUST BE EQUITABLE

COMPETITIVENESS OF METRO AND RURAL AREAS

Struggling workers and families cannot

• Buy goods and services
• Contribute to tax base

A broad and diverse skilled workforce

• Increases business productivity and bottom line
• Stimulates creation of new businesses
• Spawns dynamic economic activity that make places prosperous and resilient.

The Great Recession – Lessons from an inequitable recovery

“Of nearly 200 metro areas that together are home to 80 percent of U.S. population, not one managed to grow its economy, raise standards of living, and reduce gaps by income, race, and place.”
FEDERAL ACTION

Infrastructure (passed Senate)

Build Back Better (House budget reconciliation)
- $80B for workforce development: registered apprenticeships and training for direct care workers.
- $9B over four years for a TAACCCT-style grant.
- $111B for higher education: tuition-free community college, $500 boost to Pell Grant max award, and $9 billion for student retention and completion grants

Apprenticeship reauthorization (passed House)
- $3.5B over 5 years, with goal 1 million new apprentices
- Expansion in sectors, pre-apprenticeship, youth, and diverse pops
- Codifies federal and state roles
- Interagency agreements

Other policies to watch
- WIOA
- Higher Education Act
- JOBS Act (“short-term Pell”)
Today’s Session

1. Apprenticeship

2. Short-term postsecondary credentials
APPRENTICESHIP
CENTER FOR APPRENTICESHIP & WORK-BASED LEARNING

Center4Apprenticeship.jff.org
HIGHLIGHTS

4 YEARS OF JFF’S CENTER FOR APPRENTICESHIP & WBL

- 5,200+ apprentices served
- 650+ employers engaged
- 16 funders
- $46m+ in grants and contracts
- 363,000+ page views to apprenticeship & WBL content on JFF.org
- 230+ blogs, reports, tools, resources, webinars, & media mentions

Key Content
- 2019’s Framework for a High-Quality Pre-Apprenticeship Program has received over 10,000 views in just 2 years
- 2021’s Diversity in Manufacturing webinar generated over 17,000 views
**Expanding Apprenticeship to Opportunity Youth**

Since 2019, JFF has enrolled more than 100 opportunity youth into apprenticeship programs and started a cohort of 15 programs across the country.

**Improving Diversity and Equity in Apprenticeships for Manufacturing**

Over the next 5 years, JFF will work to provide apprenticeship opportunities in manufacturing to nearly 2,000 women and people of color.

**Youth Apprenticeship Intermediaries**

JFF is committed to registering 900 new youth apprentices by 2023 through the creation and expansion of strategic partnerships across the country.

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**CENTER FOR APPRENTICESHIP & WORK-BASED LEARNING**

Center4Apprenticeship.jff.org
DEI CENTER OF EXCELLENCE

• 1 of 4 centers established by US DOL award

• JFF will work across employers and community organizations to expand opportunities in Registered Apprenticeship for women, youth, people of color, rural communities, justice-involved individuals and people with disabilities.

STAY TUNED!
HOW WE CAN HELP YOU

Boost your state’s involvement in apprenticeship

Align apprenticeship with workforce development and postsecondary systems

Expand access for specific populations, like opportunity youth and in-school youth.
Expanding High-Quality Apprenticeships

Key Considerations for States

RA not solely in federal domain
26 states oversee apprenticeship
Switch in AL, VA, TN
State role can increase alignment, response

Several states allocate funding
General revenue in MD, IA, NJ, AL, SC

Elected leadership matters
Leg and Gov have led apprenticeship initiatives in MD and CA

Aligning to PS can spur expansion
SC 700% increase thru comm college role in customer service; $1,000 tax credit
NC “free college” proposal for apprentices
Address barriers i.e., prohibiting tuition

Goal is credentials and credits
Desire is every apprentice earns industry recognized credential and receives college credit for OJT and technical instruction

Set standards for pre-apprenticeship
Reach under-served populations
Ensure quality and recognition
SHORT-TERM TRAINING
UNDERLINING THE URGENCY

• Increased disruption and societal challenges
  • Unemployment #s
  • Increase in automation/rapidly changing economy
  • People struggling to reenter the workforce
  • & millions of students falling through the cracks of our education system

• Potential for short-term credential programs (if of value) to solve these challenges
  • Offer more rapid retraining for those that are unemployed for better career prospects
  • Appeal to interests of today’s students
  • Provide a critical first rung to upward economic mobility
POLICY LEADERSHIP TRUST

Mission
To advance evidenced-based, practitioner-informed policy approaches that build the nation’s skilled workforce and expand to economic opportunities for all

Commitments
Close equity gaps in access to skills and opportunities
Focus on economic impact for people, communities, and businesses
SHORT-TERM TRAINING

KEY STATE & FEDERAL POLICY CONSIDERATIONS

- Quality Standards
- Enhanced Data Systems
- Institutional Financing
- Student Affordability & Accessibility
POLICY CONSIDERATIONS

QUALITY STANDARDS

KEY TAKEAWAY

• More holistic and relative approach to outcome measures (i.e., quality of life measures, responsiveness to community needs, and prosperity impacts) to account for different circumstances of individuals and communities

HOW POLICY CAN GET US THERE

Essential Steps

• Create & adopt state-level quality criteria
• Federally recognize and invest in what works
• Ensure Stackability

Transformational Steps

• Create universal and aligned standards across postsecondary programs
• Eliminate seat time as a proxy for quality

STATE EX: LOUISIANA
POLICY CONSIDERATIONS

ENHANCED DATA SYSTEMS

KEY TAKEAWAY

• Increase transparency and access to information along with modernizing and increasing resources to fund a functioning career navigation system

HOW POLICY CAN GET US THERE

Essential Steps

• Pass federal legislation on data transparency
• Provide resources to improve state and local data systems
• Transform traditional labor market information systems

Transformational Steps

• Establish a robust career navigation system
• Measure career progression across systems

STATE EX: FLORIDA
POLICY CONSIDERATIONS

INSTITUTIONAL FINANCING

KEY TAKEAWAYS
• Current funding systems provide incentives for credit and longer-term programs (i.e., the credit hour and seat time) - funding structures should reward all postsecondary credentials, including high quality short-term skill development opportunities

HOW POLICY CAN GET US THERE

Essential Steps
• Increase federal and state investments
• Fund programs equally

Transformational Steps
• End the distinction between noncredit and credit coursework
• Base funding on education and employment outcomes

STATE EX: NORTH CAROLINA
POLICY CONSIDERATIONS

AFFORDABILITY & ACCESSIBILITY

KEY TAKEAWAYS

- Most short-term credentials are left out of financial aid – driving students, especially students with low incomes, toward degree programs

HOW POLICY CAN GET US THERE

Essential Steps

- Expand the Pell Grant program to cover short-term programs
- Create or enhance employer incentives to support partnerships
- Prioritize the basic needs of students

Transformational Steps

- Expand access to ITAs
- Scale innovative financing models

STATE EX: VIRGINIA
Ways we can provide support

Research and Landscape Analysis
Share best practices and policy approaches from other states
Assess your states conditions and assets

Convening
Facilitate peer learning in-state and across states
Guide action planning

Direct Technical Assistance and Coaching
Inform policy development
Advise on plans & campaigns
Provide subject matter expertise
JFF.org/stateroadmap
JFF.org/trust

For questions or more information please contact

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