



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

Workforce Strategies: The State of the Field

The Jay & Rose Phillips Family
Foundation of Minnesota

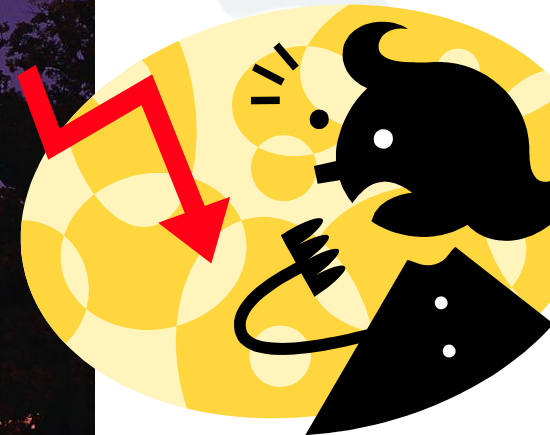
Eric Seleznow, National Skills Coalition
January 12, 2012

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.



A Word About Federal Policy



Minnesota's Growing Skills Gap

SKILLS@WORK
Minnesotans working together to close the skills gap



MINNESOTA
fastTRAC

POSITIVELY
Minnesota
Department of Employment and Economic Development

All Hands on Deck

Sixteen Ideas for Strengthening Minnesota's Workforce



Workforce Investment
Works

Greater Twin Cities
United Way
United Way
JOBS AND TRAINING BLOG

COMPLETE TO COMPETE



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Investing in the Forgotten Middle

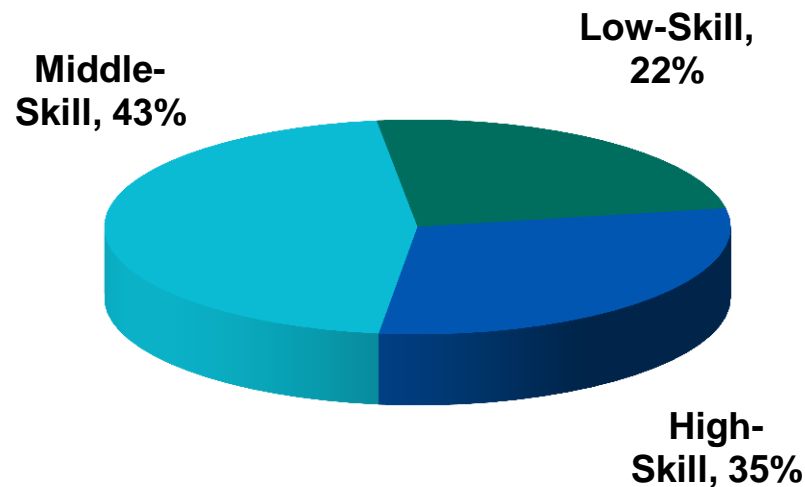
Middle-skill jobs, which require more than high-school, but less than a four-year degree, make up the largest part of the American's labor market.

in the **middle**



Demand for Middle-Skill Jobs Will Remain Strong in Minnesota

Jobs by Skill Level, 2019

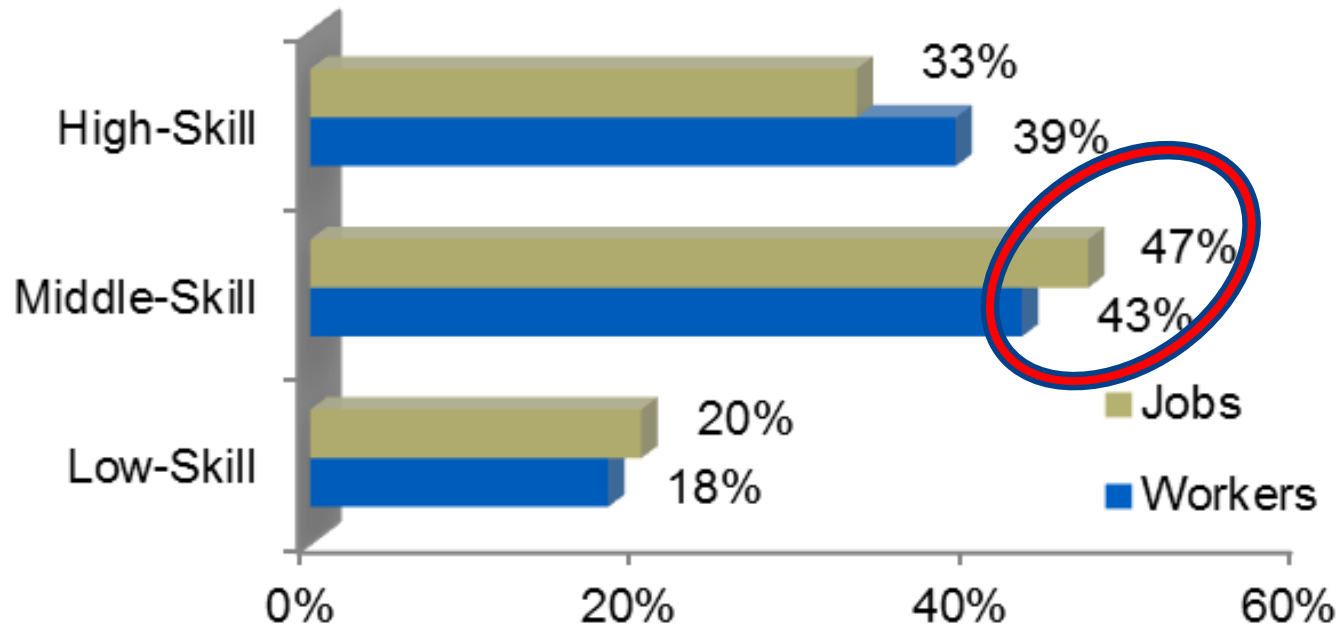


Source: Minnesota Department of Employment and Economic Development



Minnesota Skills Mismatch: A Middle-Skills Gap

Minnesota Jobs and Workers by Skill Level, 2009

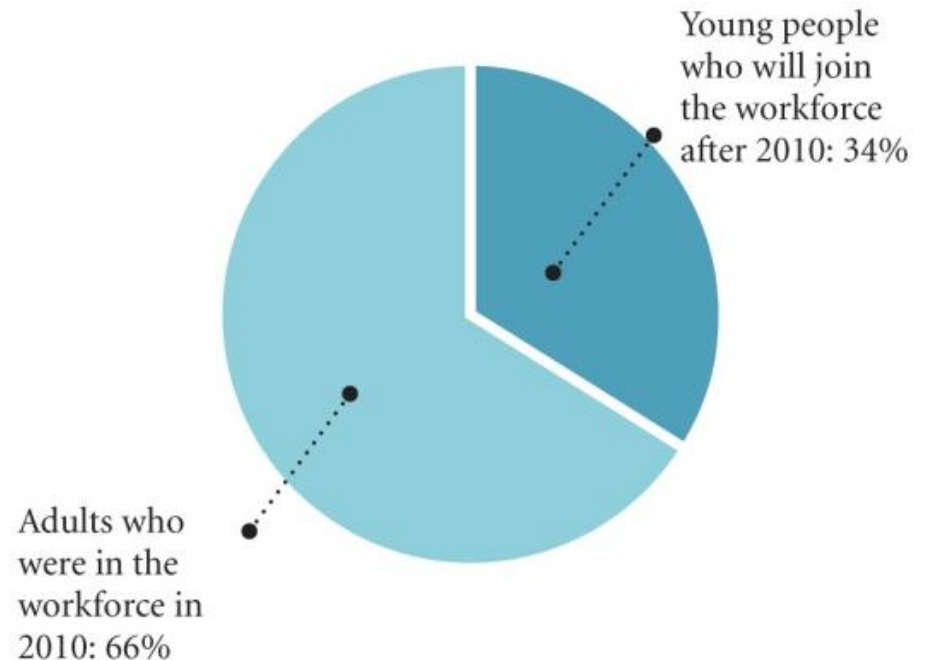


Sources: U.S. Department of Labor and U.S. Bureau of the Census



The Region's Workforce of Tomorrow is the Workforce of Today

Minnesota cannot address its middle-skill challenges by focusing solely on the next generation of workers coming out of high school.



Middle-Skill Jobs in Minnesota

- Minnesota faces a middle-skill gap today.
- Based on educational projections, the region's middle-skill gap will widen without new efforts.
- Based on population projections, closing the gap will require strategies that specifically target adult workers long past the traditional K-12 to postsecondary pipeline.



What Works?

- [Sector/Industry Partnerships](#) – do we have a common understanding, common policies, and common implementation of the practice?
- [Career Pathways/Integrated Education & Training](#) – do we have a statewide system of access?
- [Credential Attainment - Counting and Measurement](#) – is there a way for policymakers to measure credential attainment progress?



Create a Policy Framework

- **Sector partnerships:** engaging employers in a meaningful way
- **Career pathways:** increasing access to education and training
- **Targeted investments:** ensuring investments lead to credentials that have value in the labor market



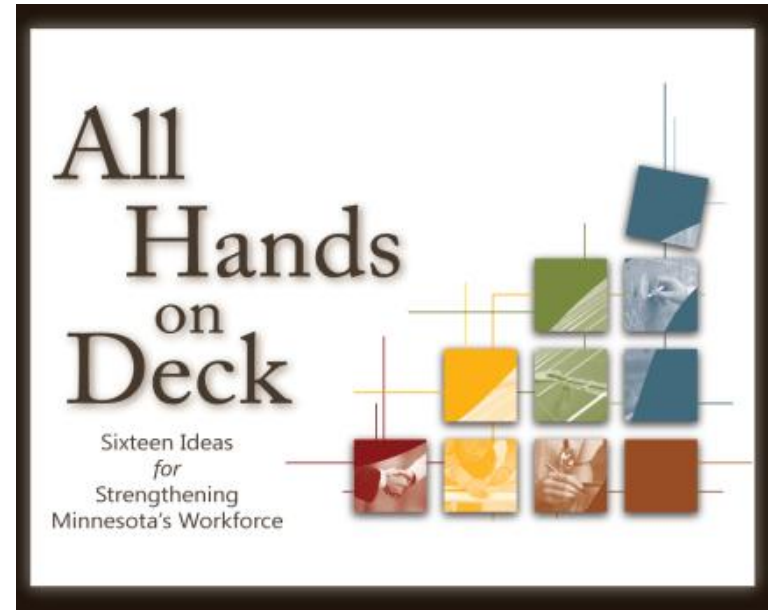
What are Some Other States Doing?

- Pennsylvania
- Rhode Island
- Massachusetts
- Indiana
- Oregon
- Washington
- Maryland



Recommendation #2: An Opportunity

- Setting goals and developing plans for increasing adult credential attainment.
- Minnesota's workforce development partners should make an explicit commitment to increasing credential attainment among working learners.



Cross Agency Credential Measurement Policy

- Enables state policy makers to assess the skills development and credential attainment outcomes of a range of the state's human capital investments, set broad statewide goals for credential attainment outcomes, and measures progress over time.



Moving the Needle on Post-Secondary Success

- All oars rowing in the same direction for a singular outcome under **Skills@Work**
- All state agencies focus and track their achievement
- Other partners under the credential counting umbrella -- LWIBs, community colleges, private career schools, and CBO's



What's the Problem?

- Lots of issues competing for time, attention, funding, etc.
- Workforce should be more central in economic policy
- Need to raise visibility



Why's the Problem?

SKILLS@WORK
Minnesotans working together to close the skills gap

- Is there common message for the field?
- Is there a clear goal the public can understand and support?
- Is there an exciting skills agenda that policy makers can support and talk about?

SECTORS



Career Pathways



Contacts at National Skills Coalition

Eric Seleznow (DC)

State Policy Director

P: 202.223.8991

erics@nationalskillscoalition.org

Andrea Glispie (Dallas)

Sr. Regional Field Director

P: 773.459.7311

andreag@nationalskillscoalition.org

