

Transitions: The Education-Workforce Connection

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**“Governors recognize that states’
long-term economic success in
the 21st Century depends on their
ability to create, attract and retain
an educated and skilled
workforce...”**

*Governor’s Guide to Creating a 21st Century
Workforce*

Workforce Policy Academy

- Context for the Academy
- Challenges Addressed
- Goals for the Academy
- The Academy Model
- Lessons Learned

A Dynamic Economy and Changing Workforce

- Churning economy – every year a third of all jobs are in flux
- Skill shortages – during the economic downturn skill shortages continued in many industries and still do today
- Diverse workforce – new challenges and opportunities
- High productivity – slow job growth
- Outsourcing of jobs – puts a premium on innovation and skills

Challenges in Building a Skilled Workforce

- Many state workforce systems do not reflect market needs
- Public education is not adequately preparing individuals for the new economy
- Workers must navigate a more uncertain career path
- Many low-income workers need work supports to advance
- Effective governance and accountability is lacking

Goals for the Workforce Academy

- Connect workforce development to state economic needs
- Build a stronger education pipeline to produce skilled workers
- Expand opportunities for continuous learning
- Enhance workers ability to manage their careers
- Strengthen work supports to promote employment retention and career advancement
- Strengthen governance and accountability in the workforce system

The Academy Model

- Competitive application process
- Academy meetings
- Expert faculty
- Cross-state learning networks
- Site visits
- Implementation plan
- Evaluating results

Six Academy States

- Idaho
- Missouri
- Montana
- New Jersey
- Ohio
- Virginia

Lessons Related to Project Goals

Lesson 1:

Aligning workforce and education with economic development goals requires a clear understanding of the industries in the state and a common understanding of the knowledge and skills required to compete successfully

Lessons Related to Project Goals

Lesson 2:

Building a stronger education pipeline of skilled workers requires seamless connections between the components of the system and with the skill demands of the workplace

Lessons Related to Project Goals

Lesson 3:

Expanding opportunities for continuous learning requires building partnerships with business and education and ensuring that individuals have the literacy skills necessary to advance

Lessons Related to Project Goals

Lesson 4:

Building career pathways requires good information, ongoing assessment and certification of skills, and access to learning opportunities

Lessons Related to Project Goals

Lesson 5:

Strengthening the governance of workforce programs requires meaningful outcome measures that are system-wide and tied to the economic goals of the state and communities

Lessons Related to Reauthorization of Federal Legislation

- Reform all related workforce and education programs in tandem
- New information systems are needed by policymakers, employers and individuals
- Redefine the role of the private sector
- Encourage greater access to training and skill certification
- Allow for flexible service delivery structures not one-size fits all
- Promote cross-system measures and integrated performance information systems

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