

Reading the Tea Leaves: Changes in the Workforce World?



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Public Policy Drivers

These possibilities are also in plain sight and would have huge implications for the workforce development system; however, I am not including them in this presentation:

- “Free” Community College Tuition
- Universal Health Care
- More/Most Employers Pay for Training (with tax deductions of course)
- U.S. Adopts a Guaranteed Income
- U.S. Reinstates a Significant Child Tax Credit
- Minimum Wage Increase or Other Mandated Employee Changes
- Free Universal Childcare and Pre-K Education
- Large Scale Public Jobs Programs

3 Top Workforce Policy Challenges?

1. Creating more well-paying jobs and skilled workers to fill them;
2. Generating a growing workforce as baby boomers retire; and
3. Preparing for the labor market dislocations associated with artificial intelligence (AI).

* From “3 critical workforce challenges: How would the presidential candidates address them?” Harry J. Holzer, Brookings Commentary

A Training Minimum Looks Sticky

50%

- How about 70%
- 50% was House compromise in ASWA
- 40% sounds good to some
- 30% is rule in some states
- What is counted matters
- How about zero mandate on training expenditures but measure training investments in some other way?

Workforce Areas



FIND YOUR LOCAL WORKFORCE BOARD



VISIT OUR SITE TO LEARN MORE: OKLAHOMAWORKS.GOV/LOCAL-WORKING-DEVELOPMENT-BOARDS/

550 Workforce Development Areas

Regional Planning vs. Regional Systems

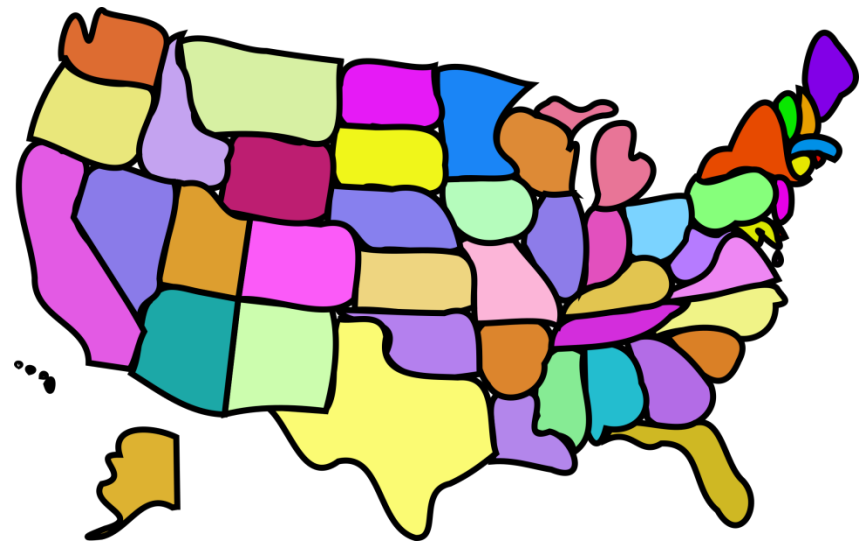
Who Determines Local Areas?
Governor, LEOs, Current Boards??

Special Status for Large Central Cities?

Consolidate Rural Areas Under State Administration?

How Do We Best Balance Roles: Feds, States, Local Govs, Customers?

- Opportunity for states to obtain “single state” status
- Demo for a state and a few local boards to experiment with block grants
- Greater flexibility to serve incumbent workers and dislocated workers
- State administered “critical skills fund”
- Sector partnerships with private sector and community colleges



Workforce Boards

- “Invented” in 1978 Title VII CETA Amendments to gain greater business support
- Granted enhanced authority in JTPA, WIA, and WIOA
- What role should they play today in policy, programs, oversight?
- More labor reps, community reps, educators?
- Does an expanded State role lead to reduced local board influence?

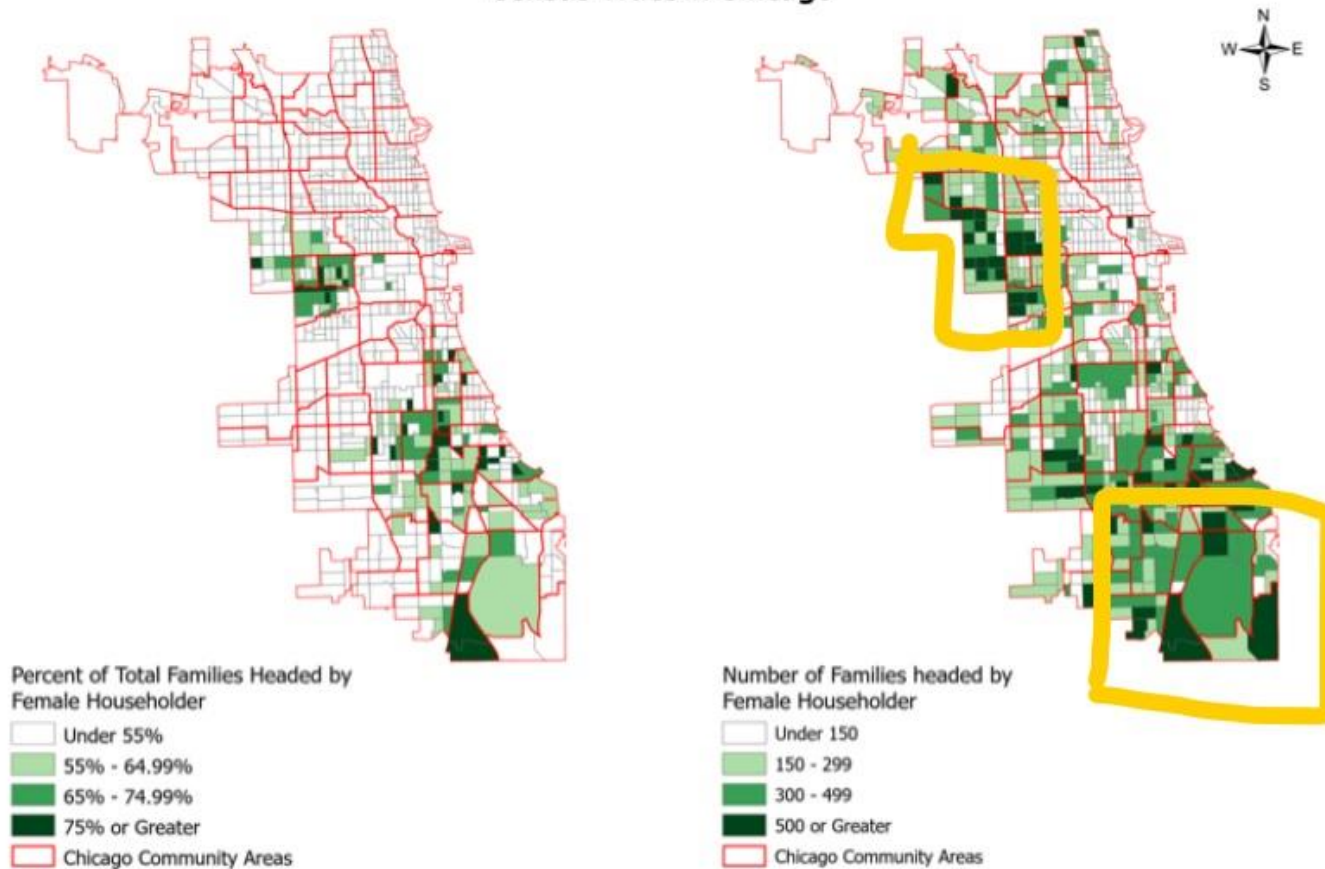


Is the Sun Setting on Comprehensive Career Centers?

- One-stop state demos date to early '90s
- Were a key component of 1998 WIA legislation and remain a core to WIOA's design
- Technology now exists to link multiple contact points
- Virtual services preferred over in-person by many customers
- Will we move to a service model favoring access and replacing comprehensive centers with multiple points of service but for the majority perhaps virtual services?
- Would smaller service centers primarily in low-income communities better serve priority populations?

Targeting Services to Low-Income Neighborhoods

Families Headed by Females by Census Tract in Chicago



A Focus on “Good Jobs”

- SKILLS, CREDENTIALS, EXPERIENCE, DEGREES ...
 - Apprenticeship
 - OJT
 - Customized Training
 - Internship

But also

- WEX
- Classroom/Virtual Learning
- Career Pathway Strategies



A Focus of Employers

Staffing Sector
Programs

Consulting on Skill-
Based Hiring
Practices

Marketing/Developing
Apprenticeships

Job Quality and
Retention Issues

Upskilling

Meanwhile, at Other Federal Agencies

TANF NPRM

- Would establish a ceiling for “needy” families at or below 200% FPL
 - Impact on some youth WEX programs
 - Might increase training resources

TANF Pilot Program

- HHS authorized to allow up to five states to operate a pilot program testing an alternative performance system for state TANF work programs.

Commerce

- Good Jobs challenge

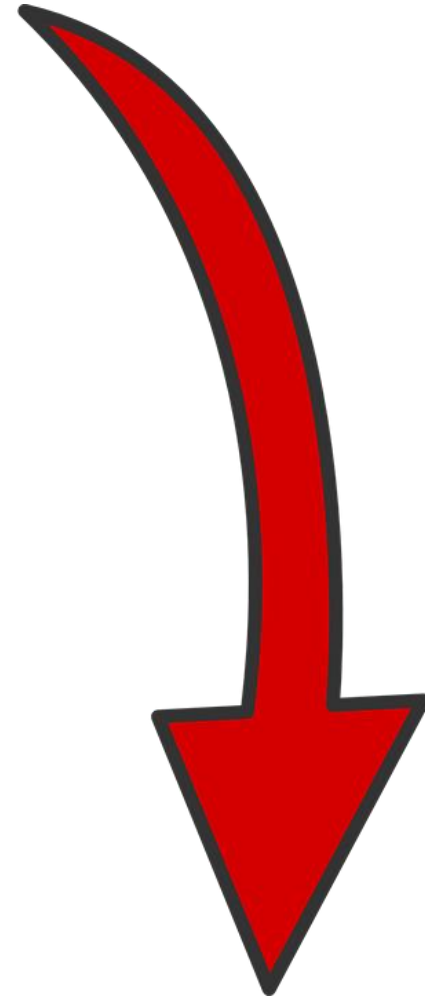
HUD

- Issued NPRM that will make it easier to provide workforce support with CDBG grants

Industrial Policy?

- ARPA, CHIPS, Infrastructure Investment & Jobs Act, Inflation Reduction Act (energy and climate)
 - Will create thousands of jobs throughout the decade
 - DEI and marginalized communities a focus for opportunities
 - Hundred of grant opportunities
 - Much of hiring will be private sector
 - Can/will workforce system be able to identify training and make the right connections to communities and employers?

A BIG VISION!! BUT



Balancing Community Realities with Good Jobs and In-Demand Skills

Community Needs

- Accessible Jobs with Predictable Schedules
 - Childcare
 - Transportation
 - Pre-K and K-12
- Basic Skills
- Work-Based Learning
- Broad Band Access
- Business Development and Entrepreneurship Opportunities
- Stable Housing
- Social Services including Mental Health Services

In-Demand Skills

- Sector Strategies
- Expanded and New Apprenticeships
- College-Business Partnerships
- Upskilling of Current Workforce
 - Including under utilized labor pools—part time and low-wage workers, people with disabilities, gave up looking, returning citizens, and more
- Adequate Childcare/Transportation
- Counseling/Info on Job Retention and Advancement

Workforce Development Challenges— What Is the Right Balance?



- Good Jobs
- Skilled Workers
- Growing Workforce
- People “Not in Labor Force” and Immigrants
- Preparing for AI Disruptions
- Education Starting at Home

Thank You!!

**For Questions and
Comments Please
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