



**NATIONAL
SKILLS
COALITION**

Every worker. Every industry.
A strong economy.

Creating an Equitable and Resilient Workforce System

Nakeisha Ricks-Pettyjohn
Senior Fellow, Workforce Development
October 18, 2023



Our Vision

- ▶ Jobs that require skills training are the backbone of our economy.
- ▶ National Skills Coalition fights for a national commitment to inclusive, high-quality skills training so that more people have access to a better life, and more local businesses see sustained growth.



Our Networks



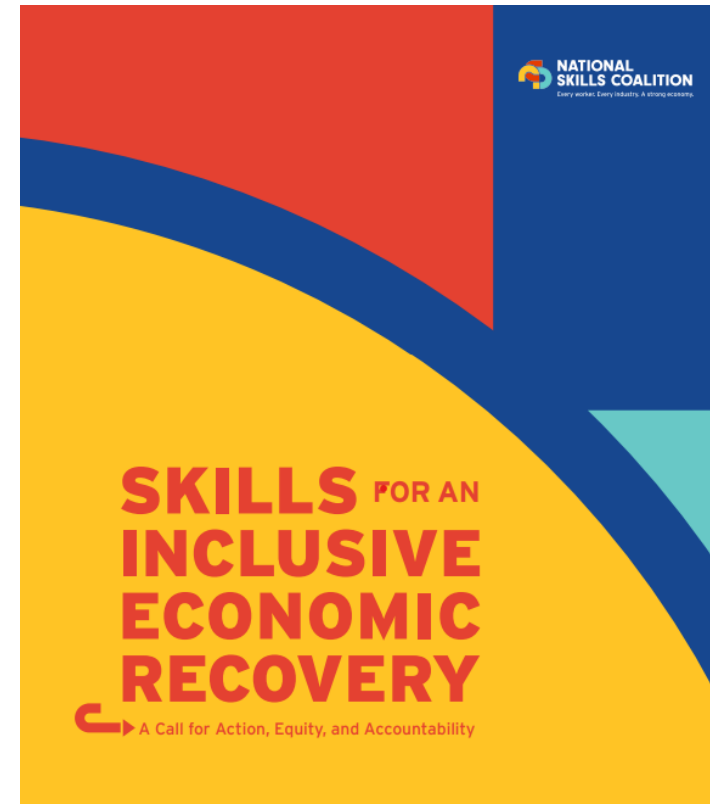


Listening to the Voices of Program Leaders and Practitioners

15 listening sessions with over 160 stakeholders representing approximately 140 organizations

Participants represented a wide range of perspectives – workforce boards, community-based workforce training providers, workforce advocacy coalitions and organizations, community colleges, businesses and chambers of commerce, funders, unions, and labor management partnerships

From both rural and urban areas and represented 40 states and several Tribal nations





Listening Session Themes

- Prioritize investments in communities and workers most impacted by the pandemic and structural inequities
- Center the voices of people in shaping policies and programs
- Align programs and resources that support the whole person
- Change what we're measuring to close disparities in outcomes
- Support industry partnerships that promote workforce inclusion
- Increase digital access and learning for all working people
- Increase support for frontline workforce development staff



CREATING AN EQUITABLE, RESILIENT WORKFORCE SYSTEM

New Ideas for the
Workforce Innovation
and Opportunity Act

01

Invest More

Invest in programs to provide equitable high-quality skills training, economic supports, and pathways to quality jobs

02

Invest Differently

Provide accountability for our workforce system to contribute to an inclusive economy

03

Invest Equitably

Strengthen the delivery of equity-advancing career services to better meet the needs of working people and people of color

[LEARN MORE](#)

A group of diverse healthcare students, including a young man in the foreground with a stethoscope, are smiling and working together at a computer. They are wearing teal and blue scrubs. The background is blurred, showing other students in a classroom or lab setting.

STATE LEVERS FOR SUPPORTING AN INCLUSIVE 21ST CENTURY ECONOMY



Invest in programs to provide equitable high-quality skills training, economic supports, and pathways to quality jobs



- Guarantee high-quality skills training for qualifying workers through state investments and programs
- Invest in a state network of high performing industry/sector partnerships that advance workforce equity and job quality
- Expand training programs that build digital, literacy, numeracy, and language skills in the context of occupational education or training



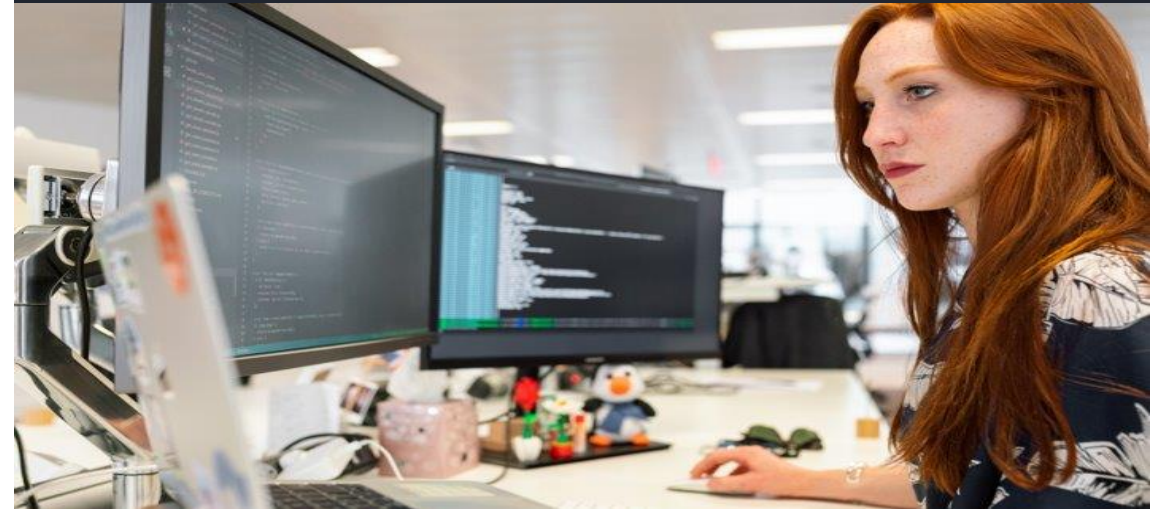
Strengthen the delivery of equity-advancing career services to better meet the needs of working people and people of color in particular



- Utilize WIOA to expand career navigators and provide training for frontline workers to provide equity-advancing career services
- Strengthen services delivered through partnerships between local workforce boards and organizations with a track record of delivering culturally and linguistically competent services



Provide accountability for the workforce system to contribute to an inclusive economy



- Expand outcome measures, disaggregate data, and invest in evaluation and data systems to promote high-quality skills training, racial equity and quality jobs
- Require WIOA state and local boards and plans to incorporate racial equity goals that include workers' voices



Glance into States: Minnesota

MINNESOTA: DISAGGREGATING DATA

The Workforce System Race and Class Disparities in Minnesota Report (also called the Workforce System Disparities Report) examines statewide disparities specifically among participants in workforce development programs that target recently laid-off and low-income adults and are administered by the Minnesota Department of Employment and Economic Development (DEED). It engages workforce professionals from around the state regarding approaches and recommendations to addressing those disparities.

Employment Gap - Adult Program Participants

Figures 5 through 8 show the full-time and part-time employment status before and after participation in the Adult program. See more about the data sources used in this report in [Appendix C](#). Read our definitions of race, class, and employment in [Appendix D](#).

Figure 5. Employment status of Adult program participants prior enrollment, by race

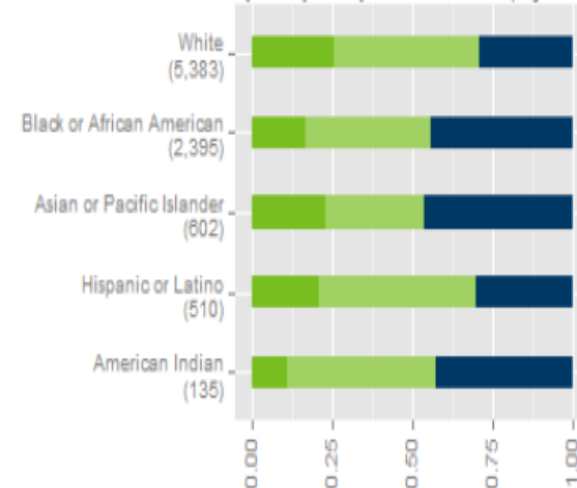
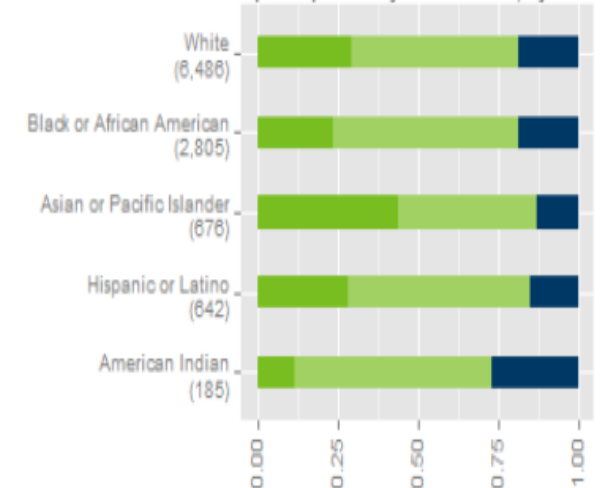


Figure 7. Employment status of Adult program participants in year after exit, by race



Nevada's Goals for Preparing an Educated and Skilled Workforce

01

ACCESS

Increase engagement with groups who have high unemployment and/or low labor force participation

02

ALIGNMENT

Align, coordinate and integrate education, employment and training programs to meet the needs of Nevadans

03

COLLABORATION

Improve collaboration between required partners through the use of common processes and systems.



Measures What Matters: Factors to Consider

- System Goals and Objectives
 - What specific outcomes and objectives do we want to achieve through WIOA-funded programs? How do these goals align with the broader workforce and economic development needs of our region?
- Equity and Inclusion Considerations
 - Do they address potential disparities in outcomes for underrepresented groups i.e., access, labor participation, and/or occupational segregation
- Data Sources & Collection
 - Where will we source the data needed for the expanded measures? How often will data be reported and to whom?
 - Is the data collection process reliable and consistent? What systems and processes will be used to collect data for the measures?
- Measures Foster Data-Driven Decision-Making
 - How can the new measures be used to inform program planning and resource allocation? Is there a process for regularly reviewing and adjusting programs based on the data?





Reflections and Questions





**NATIONAL
SKILLS
COALITION**

Every worker. Every industry.
A strong economy.

Thank you!

Nakeisha Ricks-Pettyjohn, Senior Fellow
Nakeishar@nationalskillscoalition.org