

## **Ready to Work: Job-Driven Training and American Opportunity**

### **New Actions to Expand Job-Driven Training and Broaden the Pathway to the Middle Class**

*“So tonight, I’ve asked Vice President Biden to lead an across-the-board reform of America’s training programs to make sure they have one mission: train Americans with the skills employers need, and match them to good jobs that need to be filled right now. That means more on-the-job training, and more apprenticeships that set a young worker on an upward trajectory for life. It means connecting companies to community colleges that can help design training to fill their specific needs. And if Congress wants to help, you can concentrate funding on proven programs that connect more ready-to-work Americans with ready-to-be-filled jobs”.*

— President Obama, State of the Union, January 28, 2014

Across the country, federal job training programs help hard-working Americans find good jobs and careers, employers recruit and hire the skilled workers they need to compete, and American communities build the skilled workforces they need to attract business investment and create jobs. In order to continue to grow the economy, expand opportunity, and widen the pathway to the middle class, the President and Vice President are committed to improving training opportunities for Americans by replicating strategies that work.

In his 2014 State of the Union Address, and as part of his plan to make 2014 a Year of Action, the President announced that he was asking the Vice President to lead a review of federal training programs in order to identify and implement steps to make these programs more “job-driven”: to be responsive to the needs of employers in order to effectively place ready-to-work Americans in jobs that are available now or train them in the skills needed for better jobs. Today, the President and Vice President will announce the results of the review, including new actions by the federal government and the private sector. The Vice President will release a new [report](#) that details these actions and highlights successful job-driven strategies. The President will also sign the Workforce Innovation and Opportunity Act, which will help improve business engagement and accountability across federally-funded training programs.

In the months ahead, the Administration will continue to work with business and union leaders, school administrators, workforce experts, and state and local elected officials to replicate successful training strategies in communities throughout the United States.

#### **Engaging Employers in Partnerships to Define Needed Skills, Offer Apprenticeships, and Hire Graduates**

Matching ready-to-work Americans to in-demand jobs works best when employers engage to define needed skills, shape training programs, and invest in apprenticeships and on-the-job training.

- **Competitive grants to launch hundreds of job-driven industry partnerships across the country.** \$950 million in job-driven grants have already been launched and will have been awarded to over 100 job-driven industry partnerships by this fall. Starting October 1, all applicants for 25 annual competitive grant programs across federal agencies must follow the job-driven checklist, meaning that over \$1.4 billion in existing job training funds for youth, displaced workers, long-term unemployed, and others will be awarded to hundreds of community organizations and education and training institutions in partnership with employers.
- **Expanding American Apprenticeships.** In addition to making \$100 million available for the American Apprenticeship Grants to expand apprenticeships to more Americans, the Administration

has engaged high-growth industries and is today announcing new resources to help employers start or expand apprenticeships.

- **Using a job-driven checklist to ensure \$15 billion in job training funds are more effective.** Agencies boiled down what makes training programs successful and created a Job-Driven Checklist that will be used to drive successful practices like employer engagement and apprenticeship into all training programs.

### **Information to Help Job Seekers, States, and Communities Make Smart Choices**

In-demand skills and job opportunities evolve as our economy and technology changes. Making data-driven tools available at all levels allows individuals, employers, and taxpayers to realize higher returns on training investments.

- **Ensure all federal programs track employment outcomes.** Employment measures will be added to any program without them, including programs serving Americans with disabilities and veterans.
- **Mobilizing America's innovators.** Following a White House Data Jam for Job Seekers, Glassdoor, Apploji and others are committing to make personalized guidance on job search and training freely available.
- **Give states and localities information and incentives to tailor job-driven strategies locally.** Agencies will provide states guidance and flexibility to tailor job-driven strategies, offering grants for implementation.

### **Innovation and Promoting More Effective Strategies**

We will enable agencies to pilot promising job-driven training strategies and learn how best to scale them.

- **High-impact innovations in higher education.** The Department of Education will waive particular federal student aid rules to enable the testing of innovative education models awarding degrees based on demonstrated skills rather than seat time, and the Department of Labor will award \$25 million to create an online skills academy designed to prepare adult learners for in-demand careers.
- **Testing effective strategies for adult learners.** The Department of Agriculture will award \$200 million for up to 10 pilot projects to rigorously test employment and training programs. A partnership of employers, foundations, and non-profits is launching a national competition to crowd source for the best technologies to upskill this population.
- **Testing strategies for disconnected youth.** The Administration will allow up to 10 state and local pilot programs to blend funds from multiple federal programs to test new models for serving disconnected youth, and the Department of Labor will use Job Corps' demonstration authority to experiment with new models to improve outcomes for youth under age 20.

## **KEY ACTIONS RESULTING FROM THE VICE PRESIDENT'S REVIEW OF FEDERAL TRAINING PROGRAMS**

### **Making Federal Employment and Training Programs More Job-Driven**

The *Presidential Memorandum on Job-Driven Training for Workers* on January 30, 2014 called for an action plan within 180 days to make federal employment and training programs more job-driven. Led by Vice President Biden, our agencies and the White House have responded to this call to action.

Under the leadership of Vice President Biden, as well as Secretary of Labor Tom Perez, Secretary of Commerce Penny Pritzker, and Secretary of Education Arne Duncan, the Administration has engaged in

an intensive review to identify, initiate and implement new executive actions to make federal employment and training programs and policies more job-driven and effective, consistent with existing statutory authority. The review also included the Departments of Agriculture, Defense, Energy, Health and Human Services, Housing and Urban Development, Interior, Justice, Transportation, Veterans Affairs, and the Environmental Protection Agency, and benefitted from the expertise of the Department of the Treasury, the National Science Foundation, and the Office of Personnel Management.

The actions federal agencies are taking as a result of this review will make programs that serve over 21 million Americans every year – including veterans, young people navigating their way into the workforce, Americans with disabilities, those coming back from serious setbacks, and those seeking a better career path – more effective and accountable for matching and training Americans into good jobs that employers need to fill.

DOL researched and summarized the evidence of what is working in job-driven training programs and partnerships around the country in [\*What Works in Job Training: A Synthesis of the Evidence\*](#).

### [\*Providing Leadership to Our Training System: the Job-Driven Checklist\*](#)

Working together, federal agencies with employment and training programs developed a job-driven training checklist to guide administrative action and to ensure that what's working best becomes what all Americans can expect when they participate in a training program. The checklist consists of the following elements:

- ✓ **ENGAGING EMPLOYERS**. Work up-front with employers to determine local hiring needs and design training programs that are responsive to those needs, from which employers will hire.
- ✓ **EARN AND LEARN**. Offer work-based learning opportunities with employers – on-the-job training, internships, pre-apprenticeships, and Registered Apprenticeships – as training paths to employment.
- ✓ **SMART CHOICES**. Make better use of data to drive accountability, inform what programs are offered and what is taught, and offer user-friendly information for job seekers to choose programs and pathways that work for them.
- ✓ **MEASURING MATTERS**. Measure and evaluate employment and earnings outcomes.
- ✓ **STEPPING STONES**. Promote a seamless progression from one educational stepping stone to another, and across work-based training and education, so individuals' efforts result in progress.
- ✓ **OPENING DOORS**. Break down barriers to accessing job-driven training and hiring for any American who is willing to work, including access to supportive services and relevant guidance.
- ✓ **REGIONAL PARTNERSHIPS**. Coordinate American Job Centers, local employers, education and training providers, economic development agencies, and other public and private entities, to make the most of limited resources.

### **Maximizing the Job-Driven Training Impact of \$2.4 Billion in Competitive Grants over Two Years**

- **Competitive grants awarding \$950 million this year to 100+ job-driven industry partnerships across the country**. \$950 million in job-driven grants have already been launched and will have been awarded to over 100 job-driven industry partnerships by this fall, including

DOL's Ready to Work Partnership grants for the long-term unemployed and the Community College Job-Driven Training grants to support industry-education partnerships from the final round of the Trade Adjustment Assistance Act Community College and Career Training grants.

- **Competitive grants awarding \$1.4 billion in 2015 to hundreds of job-driven industry partnerships across the country.** As of October 1, 2014, competitive training grant applications by all agencies will require or preference elements of a job-driven checklist, touching 25 grants totaling \$1.4 billion.

### **Encouraging State and Local Training and Employment Programs to Become More Job-Driven**

- **Incorporating the Job-Driven Checklist in Major Job Training Programs.** The new Workforce Innovation and Opportunity Act requires states to develop unified plans across all WIOA-authorized programs. This complements the Administration's job-driven training efforts by requiring these programs to be more coordinated and aligned within each state. The Departments of Labor and Education will require states to incorporate the job-driven checklist into these new plans.
- **Integrating the Job-Driven Checklist in Economic Development Programs.** The Department of Commerce will encourage economic development agencies receiving planning funds to incorporate the checklist into their plans so economic development agencies, workforce boards, and training organizations collaborate to address the workforce needs of existing and new companies.
- **The National Institute of Standards and Technology (NIST) Manufacturing Extension Partnership** will also include several of the major elements of the job-driven checklist in its new re-competition for federal funds for all centers, starting with about 10 states in August 2014.
- **Coordinated Outreach to Governors and Local Agencies on Job-Driven Training Checklist.** The Departments of Labor, Education, Commerce, and Health and Human Services have issued a joint letter to Governors encouraging them to pursue the strategies in the job-driven checklist in their state workforce and training operations. In addition, the Departments of Labor, Education, Health and Human Services, and Agriculture are issuing letters to local agencies that operate workforce training programs encouraging them to incorporate the strategies in the job-driven checklist into their programs.

### **Ensure all federal training programs are engaging employers to better match job seekers to jobs**

- **Establishing a New Center to Spur Regional Workforce and Industry Partnerships.** The Department of Labor - in partnership with the Department of Commerce and tapping the expertise of other agencies - is establishing a new Center for Workforce & Industry Partnerships, which will champion regional workforce and industry partnerships that include business and industry, community colleges and training providers, labor unions, nonprofits and community organizations, and philanthropy.
- **Measuring Business Engagement in all Workforce Innovation & Opportunity Act (WIOA) programs.** Based on best practices in our workforce system identified in this review, the Administration is creating a metric to hold job programs accountable for business engagement, crossing all WIOA programs as required by the new law, including the Vocational Rehabilitation

program serving individuals with disabilities and the Adult Education program serving those with low literacy and numeracy skills.

- Ensuring that Vocational Rehabilitation (VR) Counselors Engage Employers Effectively. Vocational Rehabilitation counselors play an essential role helping Americans with disabilities to find pathways to employment, but few are trained to assess data on industry and occupational trends and employer-friendly ways to customize employment for workers with disabilities. The Department of Education will ask universities applying for \$34 million to train VR counselors to address how their curriculum helps VR counselors build and maintain relationships with employers by teaching successful approaches to working with employers to provide job opportunities for persons with disabilities.
- Require Adult Education Programs to Teach Employability Skills. The Department of Education will require States to address how to incorporate “employability skills” development in the \$564 million Adult Education program, which provides basic education and English literacy skills to 1.7 million out-of-school youth and adults every year. Employability skills like critical thinking and communication are valued by employers and job-relevant context has been shown to improve remedial education success
- Maximizing Business Engagement to Train and Hire Veterans. The Department of Labor is establishing a strategic outreach team to connect national and regional employers seeking to hire veterans with American Job Centers. In addition, the Department of Veterans Affairs will coordinate with the Department of Labor to help vocational rehabilitation counselors determine the unique training needs of veterans with disabilities, access data on in-demand jobs and build employer partnerships.

### **Improve Information on Employment Results**

- Require All Federal Job Training Programs to Track Employment Outcomes. While most federal employment and training programs already track such employment outcomes, several others either do not track, or only partially track, employment outcomes of participants in their programs. WIOA has required that all programs authorized under that bill include employment outcomes, including two programs at the Department of Education which do not currently track the full range of employment outcomes measures: Vocational Rehabilitation and Adult Education, which total \$4.5 billion in annual funding. The Departments of Education and Labor will work together to implement these measures before the end of the Administration. In addition, by the end of the Administration the following programs, totaling nearly \$3 billion in annual funding, will either begin tracking or substantially improve their measurement of the core employment outcomes: Veterans Vocational Rehabilitation and Employment (Veterans Affairs), Homeless Veterans Reintegration Program (Labor), Youth ChalleNge (Defense), Re-entry & Training (Justice), and SNAP Employment & Training (Agriculture).
- Scorecards for Training Providers. The Workforce Innovation and Opportunity Act (WIOA) requires that states collect information on the employment and earnings outcomes of all students from training providers for the providers to maintain eligibility for federal WIOA funding. The Department of Labor does not plan to issue waivers of these requirements as has been done in the past and is committed to provide technical assistance to help states implement this requirement. In addition, WIOA requires a standardized format for training providers to display performance outcomes; the Administration will build on work already initiated with community colleges to pilot the scorecard development.

## *Encouraging innovation to develop more job-driven and effective models*

- Testing new approaches to student financial aid to support faster and more flexible ways to attain job-driven skills. This year, the Department of Education plans to issue regulatory waivers for four “experimental sites” that align with both the Administration’s skills training and college affordability agendas. One such experiment would give greater flexibility to colleges to access student aid for programs of study that help students earn credentials and ~~to~~ degrees in a self-paced way, progressing based on demonstration of skills mastery rather than how many hours they spend sitting in a classroom. A second experimental site will provide flexibility to incorporate credit for prior learning achieved through prior learning assessments. ED also plans to expand participation in two current experimental site pilots in the Federal Pell grant program that allow the use of the grant for students in short-term training programs that are meeting critical local or regional workforce needs. These flexibilities will make it easier to identify effective ways to deliver student financial aid to adult learners who face challenges combining work and school and for those who have already gained skills through prior work that could be used to accelerate their progress towards a degree or credential.
- \$200 million SNAP Employment and Training (E&T) Pilots. The E&T program within the Supplemental Nutrition Assistance Program provides employment assistance and training for participants registered for work, including unemployed individuals with some recent work experience, others out of work for many years, and still others work at low-paying jobs. In August, USDA will announce a \$200 million funding opportunity for up to 10 SNAP E&T pilot projects that will test strategies designed to increase employment among SNAP work registrants. USDA will incorporate elements of the job-driven checklist as a factor in evaluating applications and require collaboration with workforce boards with an emphasis on strong supportive services for all pilot participants.
- Performance Partnership Pilots for Disconnected Youth. In August, the Department of Education will release an application for performance partnership pilots. These pilots will allow the blending of funds across the Departments of Labor, Education, Corporation for National and Community Service, and Health and Human Services to create strategies that serve disconnected youth better. The agencies have also combined grant sources to offer at least \$7 million in new funding. In line with the job-driven agenda, these pilots will emphasize the key role of partnerships across youth-serving programs and the private sector. Among the models that states and local governments could test are programs developed in partnerships with employers that build skills and offer work experience for disconnected youth.
- Job Corps to Test Models for Disconnected Youth. Job Corps, the federal government’s largest investment in residential job training for disadvantaged youth, aims to help high school drop-outs and unemployed youth ages 16 to 24 train for a career and obtain their high school equivalency or high school diploma. Research on the program shows that while it increases the education and earnings of program participants, the program is more beneficial for youth over age 20 than for its younger participants. To strengthen the program for youth under age 20, the Department of Labor, within the next year, will use Job Corps’ demonstration authority to begin the process of testing and evaluating innovative and promising models that could improve the outcomes of these youth. These models may include blended academic and occupational training combined with work experience in a high-demand field, a residential model for at-risk youth with a rigorous academic, college preparatory and career focus, or a military-style education and character

development model similar to National Guard Challenge, or other innovative models that integrate cognitive and non-cognitive skills training.

### **Encouraging Collaboration within the Federal Training Programs and Within States**

- **Workforce Innovation Funds (WIF) for State-Level Reforms.** The Department of Labor will announce \$30 million in competitive grants for states to align policy, governance, program, and performance measurement across training programs. DOL will send a letter to states with funding criteria in the fall of 2014, with an application available in winter 2015. Grants will be awarded to five to ten states. More state winners could follow, if Congress continues to appropriate WIF funding in future budgets.
- **Helping States to Coordinate Job-Driven Training Investments Across Programs.** State, city, and county officials often express frustration at the challenges to coordinate the use of various federal funding streams to achieve better job-training and placement outcomes in their communities. As a result of this review, federal agencies will clarify and ease the process of such coordination in three ways: using both adult education and occupational training funds in programs that blend basic skills and occupational training; combining training and support funding to improve employment outcomes for workers and job seekers with disabilities; and coordinating funds to increase youth employment, learning, and supports.
- **Collaborating Across Federal Programs to Improve Training Opportunities for Americans.** As a result of this review, federal agencies are taking new steps to work together on training programs to help each other to improve outcomes for the individuals they serve. For example, the Departments of Transportation, Education, and Labor are kicking off a multi-stage strategy to understand demands of transportation careers, implement pilot solutions with five to six state transportation agencies, and then share lessons across the system. Similarly, ten Federal agencies are working together to help people with disabilities prepare to qualify for the array of jobs offered by federal contractors; connect federal contractors with jobs to qualified job seekers with disabilities; and provide federal contractors with the tools and resources they need to recruit, retain and promote people with disabilities. This “silo busting” work will continue, spreading job-driven training best practices more rapidly among agencies.

### **Mobilizing Industry, Innovators, Educators, and Communities for Skills and Jobs**

The active engagement of businesses and employers is vital to ensure that training and education delivers Americans the skills needed to be productive and decently rewarded in rapidly changing industries and a globalizing economy. The Administration is working with industry and using competitive grant programs to make the entire workforce system, not just federal programs, more job-driven. In our work to make job-driven training strategies a powerful tool for upward mobility and strengthening our middle class, this review has identified three particularly promising opportunities:

- 1) Getting long-term unemployed Americans back to work
- 2) Upskilling American workers through apprenticeships and on-the-job training
- 3) Accelerated training for in-demand information technology jobs across the economy

The Administration will ensure the Federal government encourages and collaborate with state and local leaders, businesses of all sizes, educational and workforce institutions, unions, philanthropy, technology innovators, social entrepreneurs, and civic and community organizations to mobilize our country’s tenacity and ingenuity to realize these opportunities.

### *Fielding a Full Team: Getting Long-Term Unemployed Americans Back to Work*

As the economy improves, hard-hit Americans with skills, experience, and desire to work should have the opportunity to get back to work. At a January summit at the White House, the President called attention to the fact that the long-term unemployed risk being left behind. Since the summit, long-term unemployment has declined by 500,000 in 6 months. Despite this progress, 3.1 million Americans are long-term unemployed today and the long-term unemployment rate remains well above the 2001-2007 average.

The White House continues its focus on the initiatives announced by the President in January. In October, the Department of Labor will award 25-30 grants to replicate innovative partnerships among employers and non-profits in communities across the country, to prepare and place the long-term unemployed into good jobs. Over 150 grant applications were received. In June, the Department of Labor awarded \$155 million to 34 states to expand promising job-driven partnerships to get long-term unemployed and dislocated workers back to work.

Efforts by outside partners to scale successful practices will improve regional partnerships and build on the increased work to train the long-term unemployed catalyzed by the Department of Labor's grants:

- Long-Term Unemployment Playbooks. As part of their commitment to address the challenges of long-term employment, Deloitte and The Rockefeller Foundation are working to create playbooks that can be used by employers and the long-term unemployed job seekers to return a greater number of job seekers to the workforce. The employer playbook will provide tactical tools to help employers operationalize the Best Practices and tap into the full potential of the long-term unemployed population. The job seeker playbook will provide the long-term unemployed with targeted resources and recommendations to improve their job searching process. Before release, they will engage several cities in a pilot to deploy the playbooks.
- Demand-Driven Guide to Expand and Improve Regional Partnerships. In response to requests for sharing best practices to support replication of its demand-driven model, Skills for Chicagoland's Future is finalizing an online "playbook" of core principles and materials for organizations across the country. The playbook was made possible by support from The Aspen Institute's Skills for America's Future, and a sneak preview can be found online now at [www.SCFplaybook.com](http://www.SCFplaybook.com).

In June the White House conducted a survey of best practice signers. Survey results show that employers signing the best practices find them effective overall and have hired people as a result of these practices. The most effective best practice in generating hires is engaging with local and regional entities. Businesses hiring as a result of these Best Practices and featured in the report include Metlife, Aetna, and Frontier Communications.

### *Upskilling America: Expand Apprenticeships and Create Training Pathways for Low-Wage Workers*

There should be no dead-end jobs in America. Low-wage, entry-level jobs should be stepping stones to robust career pathways, because no one who works full time should have to raise his or her family in poverty. Through Registered Apprenticeships or other forms of on-the-job training, American workers who start in a lower wage job should have the opportunity to gain the skills needed to progress in their careers and earn more.

## Expanding American Apprenticeships and On-the-Job Training

Apprenticeships are a proven path to employment and the middle class: 87 percent of apprentices are employed after completing their programs and the average starting wage for apprenticeship graduates is over \$50,000. On April 16<sup>th</sup>, the President announced a \$100 million Department of Labor competitive American Apprenticeship Grant program to reward partnerships that help more – and a more diverse group of - workers to participate.

Today, the Administration is announcing additional actions to expand apprenticeship opportunities, generate new, sustainable models to expand apprenticeships into new occupations, industries, and demographics:

- Modernizing and expanding the Office of Apprenticeship. DOL will increase its Office of Apprenticeship's capabilities to partner with employers on creating and expanding apprenticeships by adding additional staff and launching new industry-focused technical assistance to help employers start or expand apprenticeship programs. The Department of Labor will also begin efforts to streamline and improve the process employers must undergo to register their apprenticeship programs.
- Reducing barriers to individuals pursuing apprenticeships. Many employers who offer apprenticeships find it difficult to attract a diverse group of apprentice candidates to expand their programs. In June, the Department of Labor awarded grants to create three new apprenticeship assistance centers to support employers looking to recruit more women into apprenticeship. With women only making up seven percent of apprentices, representing an untapped source for employers seeking a skilled workforce.
- Laying the Groundwork for Fall Apprenticeship Competition. In partnership with a range of national organizations, Skills for America's Future will undertake an outreach and capacity building program for prospective applicants and their employer partners to the forthcoming grant solicitation on the expansion of the country's apprenticeship opportunities.

## Expanding Tools that Provide Pathways to Better Jobs: Online training, Credentials, and Job Matching

Today, job seekers may submit their resumes for countless job openings without success or even feedback as to what they should do differently in the future to improve their chances, nor which jobs would better suit their skills. The Administration is working closely with employers, innovators, unions and educators to arm job seekers with the tools and programs they need to make the best investment of their limited time and resources:

- Launching a \$25 million Online Skills Academy so people can upskill from a computer. DOL will competitively award \$25 million to launch an online skills academy that offers open online courses of study, helping students earn credentials online through participating accredited institutions, and expand access to curriculum designed to speed the time to credit and completion. Building off the burgeoning marketplace of free and open-licensed learning resources, including content developed through the TAACCCT grant program accessible through DOL's online repository, the online skills academy will ensure that workers can get the education and training they need to advance their careers, particularly by developing skills in-demand by employers.

- Working with Unions and Labor Management Partnerships to Expand Quality Training Programs to Provide Pathways to Middle-Class Jobs. In partnership with ED, over 45 unions and labor management organizations have pledged to expand low-skilled workers' access to their training programs and share best practices on effective workforce and career pathway programs, and to expand opportunities for women to improve their foundational skills to access higher-wage occupations in construction, transportation, healthcare, and manufacturing. This collaboration represents partnerships with almost 8,000 employers and will provide unprecedented access to educational and training opportunities as well as supportive services necessary for women and working families to be successful.
- Data-Driven Approach to Helping Entry Level Workers Progress up the Career Ladder. Burning Glass Technologies will support a coalition of employers in selected industries and other partners with data and analytics about how lower-wage American workers can progress from job to job, highlighting the specific skills they need to take the next step along their career pathway. These career pathway roadmaps will help to prioritize the education and training content that committed employers can make available to invest in the career and wage progression of their entry level workers.
- Job Skills Innovation Nationwide Prize Competition. Jobs Madness is a national prize competition to bring forward and test radical innovations to train lower skilled youth and adult for higher wage employment; build accelerated pathways to employment in high demand sectors; and developing other innovative technologies outside of the traditional education to employment pathway. Announced today, this national prize competition is run by Innovate & Educate in partnership with the Hope Street Group, CompTIA, The Rockefeller Foundation, The Wadhvani Foundation, Burning Glass Technologies and STEMconnector.
- New Map for Job Seekers to See Where there are Open Jobs. Glassdoor has published a new map for job seekers to see where there are open jobs county-by-county across the country. Recognizing the rising number of dual-earner families, the platform will also enable job seekers to view job density for two jobs at the same time, so a user could better understand where the open jobs are for her or his spouse. Finally, by using their existing resume bank, Glassdoor has determined likely career paths: for example what percentage of warehouse workers went on to become truck drivers.
- Developing New Tool for Job-Relevant and Personalized Career Guidance. Today Apploi is announcing a commitment to use real time data about local employer needs to develop a new tool, freely available to job seekers, to show where the greatest job demand is geographically and by sector, as well as personalized recommendations about the education and training needed to get to the next level and the best route for such advancement.
- Encouraging Greater Employer-Community College Engagement. As a complement to federal efforts to develop job-driven workforce development practices, Skills for America's Future will survey states policy makers and develop a policy maker's guide to support state officials and community college leaders in working closely with employers to foster better outcomes for job seekers. SAF will also work directly with community colleges to develop tools and practices for assessing their current employer engagement and to suggest strategies for expand partnerships with employers to support the implementation of job-driven employment practices.

***The Tech Workforce: Creating On-Ramps to Fill America's Highest-Demand Jobs***

The Bureau of Labor Statistics estimates that projects that between 2012 and 2022, 1.3 million jobs will need to be filled from new jobs and replacement need for computer occupations and information systems managers, but without serious growth in the number of people with information technology (IT) skills, it is highly unlikely that American workers will meet that demand. The United States should seize this opportunity. Workers can boost their earnings on IT employment tracks, with strong potential for upward mobility. Businesses burdened with high IT vacancy and recruiting costs, and the U.S. economy as a whole, can become more competitive. While many of these jobs are in tech centers such as the Bay Area and New York, CEB's 2013 IT job market data shows Pennsylvania, Illinois, and Oklahoma with the highest IT worker demand relative to supply. IT cyber security skills are in particularly high demand, and the U.S. government plays an important role in the market.

This Administration is taking many steps in partnership with educators, employers, and technology innovators.

- National Initiative for Cybersecurity Education (NICE) to increase access to Cyber Education and Training. NICE, which is designed to improve cybersecurity education from K-12 to postgraduate schools in the United States, is taking new actions to expand the number of individuals who are prepared for in-demand cybersecurity jobs. NICE aims to expand pathways to cyber skills and jobs by developing an interactive US map that shows where cybersecurity job openings exist while identifying for applicants the skills the job requires and the training programs available to applicants seeking each job. NICE will also expand its active engagement with employers, academic institutions, and industry to promote cybersecurity education and training programs and opportunities at colleges and universities (particularly community colleges), technical schools, and accredited two-year proprietary schools.
- Department of Veterans Affairs Letter to Accelerated Learning Programs regarding eligibility requirements for GI Bill and Vocational Rehabilitation and Employment. The Department of Veterans Affairs (VA) is keenly interested in the viability of innovative learning models, such as accelerated learning programs (ALPs), for both employment of our Veterans, especially in growing sectors like information technology. Recognizing that many institutions in the emerging field of accelerated learning are not familiar with the process by which programs can be approved for GI Bill eligibility or be eligible for the Vocational Rehabilitation & Employment (VR&E) program, VA is sending a letter to ALPs with a fact sheet on the GI Bill accreditation process through State Approving Agencies, as well as a fact sheet on the VR&E eligibility process.
- Department of Veterans Affairs Accelerated Learning Competition. To ensure that Veterans can take full advantage of innovative learning models, the Department of Veterans Affairs (VA) will sponsor a \$10 million competition to identify leading practices among alternative learning models, and evaluate the employment outcomes of accelerated learning programs (ALPs) for post 9/11 Veterans. The competition will be a multi-stage event leading to direct funding of Veteran participation in IT centric ALPs, including coding bootcamps. This two-year demonstration project will start in FY15, with the help of funding through the VA Center for Innovation, and has the potential to scale to other communities based on demonstrated outcomes and the availability of resources.
- Expanding Innovative Coding Bootcamps. Three cities - Kansas City, Missouri; Louisville, Kentucky; and Minneapolis, Minnesota - together with the Wadhvani Foundation are creating new public-private partnerships, working closely with local IT employers and city leaders to attract coding bootcamps. Each will quantify employer demand for IT positions and specific skills necessary to fill those jobs, and have identified funding immediately available to provide tuition

support. The Wadhvani Foundation will provide support to document and evaluate these efforts as they move forward.

- Developing User-Friendly Apps for Job Seekers. OSTP, OVP, and NEC hosted a White House Data Jam for Job Seekers in June, bringing together some 50 technology innovators, including Google, Microsoft, Simply Hired, Code for Progress, Glassdoor, Zillow, The Ladders and others, and the leaders of five innovative state workforce systems (NY, MN, OK, PA, CA), working in teams to envision and ‘mock up’ new apps and uses of data to give job seekers better information about their employment and training options. A second data jam will be held on July 25th at Morgan State University in Baltimore. These teams will create prototypes to launch at a White House “Datapalooza for Job Seekers” this fall.
- CEB Analysis of IT Jobs by Location, Skill, and Job Type. CEB is announcing the publication of a report the IT job market in the United States built from an analysis covering more than 900 cities and metro areas globally, quantifying each city’s “demand” - open IT jobs for which employers across all industry sectors want to hire - relative to their “supply” of IT skills. The report finds, for example, that