

# **National Academies Committee on the Supply for Middle Skill Jobs**

**September 10, 2015**

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***Topic: State Models of Integration and Coordination of  
Education and Workforce Programs and Policies***



# ***Presentation Content:***

- **NGA Talent Pipeline Project**
- **Leading State Profiles:**
  - *Colorado*
  - *Indiana*
  - *New Jersey*
  - *Virginia*
- **Discussion**



# *NGA Talent Pipeline Project*

- **Purpose:** Achieve systemic changes to increase the number of citizens with a postsecondary credential so more people will have access to the middle class, employers will have the skilled workers they need, and states will benefit from a stronger economy.
- **Focus:** Aligning education and workforce development with the state's economic development strategies and the needs of industry for a skilled workforce.
- **Fourteen States Participating:** CO-IA-IL-IN-KY-LA-MN-MT-NC-NJ-OK-VA-WA-WV
- **Duration:** Two years – Completed Year One



# ***Talent Pipeline Project***

## **Components:**

- 1. Articulate a Strong Vision and Message – Redefining the “New Minimum”**
- 2. Use Data to Inform Policy, Track Progress, and Measure Success**
- 3. Build Partnerships to Get Results**
- 4. Modify the Use of Resources and Incentive to Support the Integrated Vision**



## **Colorado Profile – Vision and Leadership**

**Colorado Blueprint** – the state’s Framework for economic vitality

**Colorado Competes** – the state’s Master Plan for increasing postsecondary educational attainment



## **Colorado Profile – Integrate and Use Education and Workforce Data to Inform Policy**

### **Strategies:**

- Established a data sharing agreement between higher education and workforce agencies.
- Building a stronger infrastructure for integrating and using data.
- Issuing the annual “Colorado’s Talent Pipeline Report.”
- Building a Talent Development Dashboard.



## **Colorado Profile – Support and Scale Industry-Education Partnerships to Get Better Results**

- Passed legislation in 2014 that codifies sector partnerships as the vehicle to develop career pathways to critical occupations in key industries.
- Developed a prototype for a career pathway system – issued a “Step-by-Step Guide” for career pathways.
- Institutionalize sector partnerships at the local level.
- Developed a set of metrics to measure partnership outcomes.



## **Colorado Profile – Modify the Use of Resources and Incentives**

- **Sector Partnership Pilots**
- **Colorado's Opportunity Scholarship Initiative Legislation**





# ***Indiana Profile – Vision and Leadership***

## **Vision:**

- Every Indiana business will find the educated and skilled workforce necessary to compete successfully in the global economy and every Indiana citizen will have access to the information, education and skills required for career success.

## **Goal:**

- At least 60% of the workforce will have postsecondary knowledge, skills and credentials demanded within Indiana's economy by 2025.
  - Launching “Return and Complete”



## *Indiana Profile – Integrate and Use Education and Workforce Data to Inform Policy*

### **Strategies:**

- Established the “Indiana Network of Knowledge” (Ink)
- Creating a state dashboard to display progress toward the vision and goals across agencies and regions.
- Launching and expanding regional sector partnerships in priority industries as a mechanism to collect information on and respond to industry sector needs.



## ***Indiana Profile – Support and Scale Industry-Education Partnerships to Get Better Results***

### **Strategies:**

- Established Regional Workforce Councils
- Linking career pathways to Indiana high-wage, high-demand careers for students and workers across the K-12, postsecondary and adult systems.
- Adopted a data-driven, sector-based approach that directly aligns education and training with the needs of Indiana's regional economies.
- Elevating the importance of work-and-learn opportunities.



## *Indiana Profile – Modify the Use of Resources and Incentives*

- Developed an asset map of all publicly-funded education, job skill development and career training programs.
- Adopted policy to link public investments in education and training and career development to the priority industry sectors within Indiana's economy.



## *New Jersey Profile – Vision and Leadership*

- **"Blueprint for Talent Development"**
- **Mission:** Promote a coordinated effort to increase the number of New Jersey residents with postsecondary, industry-valued credentials – with a focus on STEM.

### **Goals:**

- Increase the number of individuals with industry-valued postsecondary credentials.
- Increase the number of people on the path to economic opportunity.
- Reduce the amount of time people are unemployed.
- Use cross-system data to align investments across education and training programs and hold the system accountable.



## ***New Jersey Profile – Integrate and Use Education and Workforce Data to Inform Policy***

- Make performance data on workforce development programs accessible to workforce decision-makers and the public.
- Created a Consumer Report Card
- Capitalizing on the WIOA Eligible Training Provider List to inform individual and programmatic decisions.
- Developed Talent Development Performance Dashboards



## ***New Jersey Profile – Support and Scale Industry-Education Partnerships to Get Better Results***

### **Strategies:**

- Created Talent Networks - State-Level Entities Focused on 7 Specific Industries
- Built a “Partnership Development Corps” to increase capacity for building partnerships
- Established New industry-focused centers of excellence - Talent Development Centers
- Implemented Skills Partnership and Opportunity Grants
- Incorporate Career Pathways into all Training Programs



# ***New Jersey Profile – Modify the Use of Resources and Incentives***

## **Strategies:**

- Talent Development Centers
- Skills Partnership Grants
- Opportunity Partnership Grants
- NJ Prior Learning Assessment Pilots





## **Virginia Profile – Vision and Leadership**

### **Goals:**

- **Governor set a goal of nearly .5 million postsecondary credentials by 2030 to make the Commonwealth #1 in the U.S. with the largest % of its population with postsecondary credentials.**
- Governor issued an Executive Order to increase by 50,000 STEM credentials to fill “middle skills” jobs.
- **Credentials to Compete Campaign**



## **Virginia Profile – Integrate and Use Education and Workforce Data to Inform Policy**

### **Strategies:**

- Passed legislation that requires “business endorsed” common performance metrics and reporting accountability across state and federal CTE and workforce programs to align with the state credential attainment goals.
- Developing a State-Regional Supply-Demand Dashboard for targeted industries and the state’s first official list of demand occupations.



## ***Virginia Profile – Support and Scale Industry-Education Partnerships to Get Better Results***

- Career Pathways Workgroup supporting regional partnerships in 10 regions across the state
- “Competition for Talent Solutions” grants to business consortia
- “Talent Pipeline Management” Project to address 30,000 IT job openings



## **Virginia Profile – Modify the Use of Resources and Incentives**

### **Strategies:**

- Mapped all existing education and training funding
- Re-purposed existing funds to support middle-skills credentials aligned with growing middle-skill economy.
- Redirected nearly \$4.5 million in federal funds to support regional training for workforce credential attainment – first pay for performance incentives

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