

Workforce Development in the US: Opportunities and Challenges

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Workforce Development: Who are the Skill Providers?

- Colleges – 2-year and 4-year, Public and Private, Not for Profit and For Profit
- Community Based Organizations
- Other Private Sector Vendors – Companies, Proprietary Schools
- Employers – Incumbent Worker Training, Work-Based Learning

Workforce Development: Who are the Funders and What are the Systems?

Funders:

- Workers, Employers
- Higher Education: Title IV – Pell, Federal Loans, Work Study; States
- WIOA – Core/Intensive Services and Training

Systems:

- Higher Ed – State and Federal
- WIOA – State and Local Workforce Boards, AJCs
- Employers/Industry Associations, Workers/Unions

Positive Evidence, Opportunities

- Strong Labor Market Returns to Many Credentials
- Strong Returns to Guidance and Support Services
- Sectoral Training – Success of the Best Programs – Per Scholas, Year Up, Project Quest, JVS, WRTP
- Growth of Apprenticeship and Evidence of Positive Impacts
- Innovations – Community Colleges
- Improving Data – Administrative, Other

Less Positive Evidence, Challenges

- For Profits: Nimble but High Cost, Low Market Value
- Community Colleges: Low Completion Rates, Mixed Market Value, Debt and Defaults – Lack of Structure and Guidance, Supports
- For-Credit v. NFC Programs – Tension and Tradeoffs
- WIOA System – Vastly Underfunded! Low \$/Low Impact, Mixed Quality of Providers – Data Needs (ETPL)
- Apprenticeship/WBL: Too Little Take-Up; Registered, Unregistered, IRAP
- Complexity and Fragmentation!

More Challenges

- Scaling Up Best Sectoral Programs While Maintaining Quality and Reducing Cost
- Training Not for Everyone: Minimum Skill Requirements for Training
- Integrating Players into Regional Systems
- Low Quality Jobs

Policy Implications - Federal

- Short-Term Pell with Guardrails – 3 Bills
- Gainful Employment Regs
- More Funding for WIOA – Adult Programs, AJCs
- More Funding for WBL/Incumbent Worker
- More Funding for Guidance/Supports
- More Funding for Scaling the Best Sector Programs/Evaluation!
- Good Jobs, Subsidized Jobs

Policy Implications: State/Regional and Private

- CC Reforms and Innovations
- Regional Economies/Economic Development
- Apprenticeship Models
- Good Job Promotion – Not Universal (e.g., Federal \$15 Min Wage)

- Private Groups: Google, Industry Associations to Promote Apprenticeship; Good Jobs