

# ALIGNING WORKFORCE POLICY WITH ECONOMIC DEVELOPMENT

Presentation by Fred Dedrick

National Fund for Workforce Solutions

2016 Northeast Ohio Regional Workforce Development Forum

June 1, 2016

# The National Fund for Workforce Solutions

- 32 Regional Funder Collaboratives in 25 states
- Lead Organizations: United Ways, Community Foundations, WIBs, Economic Development Orgs.
- Leveraged \$260 million in local match from community foundations, united ways, employers, national funders, WIBs, & city, state and federal sources

# The National Fund Network: Results

- Organized more than 100 industry partnerships in 10 sectors involving 5,000 employers
- Created CareerSTAT: Frontline worker champions
- Improved educational & workforce systems
- Improved business practices

# The National Fund: the Theory behind the Model

- Most industries are complex, dynamic, competitive
- Many sources of industry data and information
- But industry intelligence comes only from employers
- Investments in training without deep understanding of industry will be wasteful

# The National Fund: the Theory behind the Model

- Small and middle market employers enjoy talking about their business to their peers
- Employers like to learn from other employers
- Most employers do not understand the growing complexity of their talent supply chain

# Industry Partnerships

- How a partnership is organized is half the challenge
- Group dynamics is essential to uncover industry intelligence
- Employer engagement is a great first step but employer leadership is the goal

# The New National Fund

Will be a fully independent non-profit organization  
by October 1, 2016

## New Mission

Generate shared community prosperity and workforce development innovations through systems change, employer leadership, and good jobs



# Economic Development & Shared Prosperity

## Shared Prosperity:

- Employers are stable, many are growing
- Firms are nationally and globally competitive
- Individuals/families who are working full time are not poor
- A vibrant, dynamic labor market where individuals have multiple opportunities for:
  - Training and Education
  - Entry level employment
  - Earn and Learn
  - Good Careers
  - Advancement
  - Lateral opportunities for career advancement



# Economic Development & Growth

- Industry intelligence leads to economic development
- What keeps owners, plant managers, supervisors, frontline workers up at night?
- Some of these issues are not workforce issues
- Helping these businesses grow is essential
- How? Collaboration.

# Economic Development

- Creating a improved talent supply chain
- Helping small companies grow
  - ▣ Investing in skills of current workers
  - ▣ Reducing turnover
  - ▣ Focusing on the under-employed
- Identifying diverse talent for large employers
- Creating “Centers of Excellence”

# The Broken Talent Supply Chain

- ❑ College is always the solution
- ❑ Criminal background
- ❑ Drugs
- ❑ Image of manufacturing, transportation and logistics, sales
- ❑ Everyone wants someone with experience
- ❑ Weak foundational skills

# The New Talent Supply Chain

- Attract new workers from “dead-end”, low paying, no-benefit jobs
- These workers have foundational skills and have experience at “showing up” and being on a team
- Create Earn & Learn models
  - OJT
  - Apprenticeships
  - Paid internships
- Create multiple “second chance” opportunities

# Recommendations

- Industry Partnerships must be well-organized and led by employers
- Employer leaders of Industry Partnerships must take control of a new talent supply chain
- WIBs need to “formerly” collaborate with others to respond to challenges that are not part of their mandate
- Centers of Excellence retain jobs and attract new ones

# Contact Us

[fdedrick@nationalfund.org](mailto:fdedrick@nationalfund.org)

[WWW.NFWSOLUTIONS.ORG](http://WWW.NFWSOLUTIONS.ORG)

@NATIONAL\_FUND

TEL 617.728.4446

FAX 617.728.4857

88 Broad Street, 8th Floor

Boston, MA 02110

