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