ALIGNING WORKFORCE POLICY WITH ECONOMIC DEVELOPMENT

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National Fund for Workforce Solutions
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The National Fund for Workforce Solutions

- 32 Regional Funder Collaboratives in 25 states
- 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
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
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