

## Workforce Development

Compiled by Alexis Ernst-Treutel, December 2014

[www.legis.wisconsin.gov/lrb/pubs/tapthepower.htm](http://www.legis.wisconsin.gov/lrb/pubs/tapthepower.htm)

A skilled workforce is an integral part of a thriving economy. With many states still recovering from the recent recession, there has been an emphasis on public policies regarding workforce development programs. These programs not only train workers with the necessary skills to gain employment but also prepare the workforce for 21st century jobs.

- Bradley, David H. "The Workforce Investment Act and the One-Stop Delivery System." *CRS Report R41135*. Washington, DC: Library of Congress, Congressional Research Service, 2013. <http://fas.org/sgp/crs/misc/R41135.pdf>.  
The report details Title I of this federal program for workforce development and provides an overview of the other parts.
- Center on Wisconsin Strategy. *Employers Take the Lead: A Report on Wisconsin's Industry Partnership Project*. Madison, WI: Center on Wisconsin Strategy, University of Wisconsin-Madison, 2013. (338.21/C33) [http://www.cows.org/\\_data/documents/1489.pdf](http://www.cows.org/_data/documents/1489.pdf).  
This initiative focused on connecting the private sector with workforce development agencies to improve skills training.
- Cleary, Jennifer, and Michelle Van Noy. *A Framework for Higher Education Labor Market Alignment: Lessons and Future Directions in the Development of Jobs-Driven Strategies*. New Brunswick, NJ: Heldrich Center for Workforce Development, Rutgers University, 2014. [http://www.heldrich.rutgers.edu/sites/default/files/products/uploads/Dimension\\_of\\_Labor\\_Market\\_Alignment.pdf](http://www.heldrich.rutgers.edu/sites/default/files/products/uploads/Dimension_of_Labor_Market_Alignment.pdf).  
Labor market alignment is the matching of job vacancies to skills. This paper outlines the strategies to accomplish this through higher education.
- Congressional Digest. "Job Training." *Congressional Digest* 93, no. 3 (March 2014): 1-32. (331.862/C762d) <http://congressionaldigest.com/issue/job-training/>.  
This issue discusses federal workforce development programs and presents different points of view on H.R. 803, the Supporting Knowledge and Investing in Lifelong Skills Act.
- Council of State Governments. "Hot Topics: Workforce Development." *Capitol Ideas* 57, no. 2 (March/April 2014): 12-43. (029/C83b) [http://www.csg.org/pubs/capitolideas/2014\\_mar\\_apr/2014\\_mar\\_apr\\_images/CIMarApr14.pdf](http://www.csg.org/pubs/capitolideas/2014_mar_apr/2014_mar_apr_images/CIMarApr14.pdf).  
This issue of *Capitol Ideas* is dedicated to workforce development and contains many articles about state policy and other related topics.
- Good, Larry, et al. *Advances in Workforce Policy: Insights from the American Recovery & Reinvestment Act Training Grants*. Washington, DC: National Governors Association Center for Best Practices, 2014. <http://www.nga.org/cms/home/nga-center-for-best-practices/center-divisions/page-ehsw-division/col2-content/list---ehsw-left/list-ehsw-highlight/content-reference-1@/advances-in-workforce-policy-ins.html>.
- Gordon, Edward E. *Future Jobs: Solving the Employment and Skills Crisis*. Santa Barbara, CA: Praeger, 2013. (331.862/G65)  
Edward Gordon has over 40 years experience consulting leaders in the private and public sector on employment and training.
- Holzer, Harry J. "Good Workers for Good Jobs: Improving Education and Workforce Systems in the US." *Institute for Research on Poverty Discussion Paper* No. 1404-13. Madison, WI: University of Wisconsin, Institute for Research on Poverty, 2013. <http://www.irp.wisc.edu/publications/dps/pdfs/dp140413.pdf>.  
This paper analyzes not only the issue of aligning workers with jobs in general, but good-paying jobs to reduce income inequality.
- Katel, Peter. "Jobs Outlook: Is a College Education Important?" *CQ Researcher* 20, no. 21 (June 4, 2010): 481-504. (331.12/C761b)  
An issue of *CQ Researcher* focusing on the state of the job market and unemployment as the economy recovers from the recession of 2007.
- Larson-Krieg, Michelle. *Workforce Development and the States*. Denver, CO: National Conference of State Legislatures, 2007. (331.862/N214m)  
A primer for workforce development policy at the state level.
- Manpower Group, Right Management. *Be Bold 2: Growing Wisconsin's Talent Pool*. Madison, WI: Competitive Wisconsin, Inc., 2012. (331.12/C731) [www.competitivewi.com/wp-content/uploads/2012/10/BeBold2\\_Study\\_October2012.pdf](http://www.competitivewi.com/wp-content/uploads/2012/10/BeBold2_Study_October2012.pdf).  
This report of Competitive Wisconsin's Be Bold 2 project identifies "specific, measurable, actionable strategies that will make Wisconsin a global leader in the race to educate, train, and support the talent that job creators much have."
- Peterangelo, Joe, Rob Henken, and David Helpap. *Pathways to Employment: Exploring the Activities and Resources of Milwaukee's Workforce Development System*. Milwaukee, WI: Public Policy Forum, 2012. (331.862/P961a) <http://publicpolicyforum.org/sites/default/files/PathwaystoEmployment.pdf>.
- Public Policy Forum. *Wisconsin's Workforce Development System: A Graphical Guide to Employment and Training Resources in Wisconsin*. Milwaukee, WI: Public Policy Forum, 2012. (331.862/P961) <http://publicpolicyforum.org/sites/default/files/2012WorkforceMap.pdf>.  
Includes charts of federal and state funding sources and programs.
- Rothwell, Jonathan. *The Hidden STEM Economy*. Washington, DC: Metropolitan Policy Program at Brookings, 2013. (331.12/B79) [www.brookings.edu/~media/research/files/reports/2013/06/10%20stem%20economy%20rothwell/thehiddenstemeconomy610.pdf](http://www.brookings.edu/~media/research/files/reports/2013/06/10%20stem%20economy%20rothwell/thehiddenstemeconomy610.pdf).  
An analysis of the science, technology, engineering, and math fields that include a blue-collar marketplace.



# Workforce Development

## Continued

- Sullivan, Tim. *The Road Ahead: Restoring Wisconsin's Workforce Development*. Madison, WI: Wisconsin Department of Administration, 2012. (331.12/Su5) <http://cdm16119.contentdm.oclc.org/cdm/ref/collection/p267601coll4/id/5483>. Tim Sullivan prepared this report during his tenure as Special Consultant to the Governor on Economic, Workforce and Education Development. The report discusses the skills gap and makes recommendations.
- United States Government Accountability Office. *Workforce Development: Community Colleges and One-Stop Centers Collaborate to Meet 21st Century Workforce Needs*. Washington, DC: United States Government Accountability Office, May 2008 (374.5/X3) [www.gao.gov/assets/280/275362.pdf](http://www.gao.gov/assets/280/275362.pdf).
- Wisconsin Department of Workforce Development. *Wisconsin Fast Forward Annual Report*. Madison, WI: Wisconsin Department of Workforce Development, 2013. <http://cdm16119.contentdm.oclc.org/cdm/ref/collection/p267601coll4/id/6735>. This program, created in 2013 Wisconsin Act 9, set up worker training grants, a labor market information system, and the Office of Skills Development.
- Related Web Sites**
- American Association of Community Colleges. *AACC Publications*. Accessed November 4, 2014. <http://www.aacc.nche.edu/Pages/default.aspx>.
- Council of State Governments. *CSG's State Pathways to 21st Prosperity Initiative*. Accessed October 27, 2014. [www.csg.org/programs/statepathwaystoprosperity.aspx](http://www.csg.org/programs/statepathwaystoprosperity.aspx). There are many archived webinars with accompanying pdfs pertaining to workforce development.
- Educational Testing Service (ETS). ETS conducts research and publishes many papers on job readiness and other aspects of workforce development.
- "The Job Readiness and 21st Century Skills Initiative." Accessed October 31, 2014. [https://www.ets.org/job\\_readiness?WT.ac=jobreadiness\\_overwrite\\_25813\\_140421](https://www.ets.org/job_readiness?WT.ac=jobreadiness_overwrite_25813_140421).
  - "Policy Information Center." <https://www.ets.org/research/perc/pic>.
- The Hamilton Project. *Topics*. "Employment and Wages." Accessed November 18, 2014. [http://www.hamiltonproject.org/topics/employment\\_and\\_wages/](http://www.hamiltonproject.org/topics/employment_and_wages/). The Hamilton Project is an initiative from the Brookings Institution and "provides a platform for a broad range of leading economic thinkers to inject innovative and pragmatic policy options into the national debate."
- Manpower Demonstration Research Corporation (MDRC). *Work and Income Security*. Accessed October 29, 2014. <http://www.mdrc.org/issue/work-and-income-security>. This organization researches policy to improve the lives of low-income individuals and families.
- National Association of State Workforce Agencies (NASWA). Accessed November 18, 2014. <http://www.naswa.org/index.cfm>.
- NASWA was founded during the Great Depression and is an "organization of state administrators of unemployment insurance laws, employment services, training programs, employment statistics and labor market information."
- National Association of Workforce Boards (NAWB). Accessed October 29, 2014. <http://www.nawb.org/>. NAWB represents Workforce Investment Boards (WIBs) and business members that coordinate and leverage workforce strategies with education and economic development stakeholders within their local communities, to ensure that state and local workforce development and job training programs meet the needs of employers.
- National Conference of State Legislatures. "Workforce Development Initiatives." <http://www.ncsl.org/research/financial-services-and-commerce/workforce-development-initiatives-collaborating-to-prepare-for-the-jobs-of-the-future.aspx>.
- National Governors Association. *Center for Best Practices*. "Economic, Human Services & Workforce Division." Accessed October 29, 2014. <http://www.nga.org/cms/center/ehsw>.
- National Skills Coalition. Accessed November 3, 2014. <http://www.nationalskillscoalition.org/>. This organization advocates for state and federal policies that promote workforce education and training.
- United States Department of Education. Office of Career, Technical and Adult Education.
- *State Grant and Administration Resources*. Accessed November 6, 2014. <http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/st-grant-admin-resrcs.html>.
  - *Workforce Innovation and Opportunity Act*. Accessed October 29, 2014. <http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>.
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- Bureau of Labor Statistics. Accessed October 31, 2014 <http://www.bls.gov/>.
  - Employment and Training Administration. Accessed October 27, 2014. <http://www.doleta.gov/>.
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- Wisconsin Department of Public Instruction. *Career and Technical Education*. <http://cte.dpi.wi.gov/>.
- Wisconsin Department of Workforce Development. Division of Employment and Training.
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