

TRANSFORMING U.S. WORKFORCE DEVELOPMENT POLICIES FOR THE 21ST CENTURY CONFERENCE

Workforce Policies for Disadvantaged Populations

In anticipation of the fall 2017 workforce development conference in Austin, Texas and the companion book, this month we're examining the topic, **Workforce Policies for Disadvantaged Populations**. Please see the following list of products from the 2014 conference and 2015 book, both known as **Transforming U.S. Workforce Development Policies for the 21st Century**, to learn more about what was discussed.

Workforce Policies for Disadvantaged Populations | Laurie Harrington (panel summary)

In the recovery from the Great Recession, several segments of the U.S. workforce continued to struggle in the labor market, including individuals with disabilities and youth and young adults. This session addressed the current labor market realities of these workers and the promising practices and programs aimed at overcoming the barriers that exist for these individuals.

Capital IDEA and Austin Community College: A Case Study of a Nonprofit-Community College Partnership | Matt Helmer and Maureen Conway (book chapter)

More students are turning to community colleges for their postsecondary education due to the rising costs of education, but funding challenges and institutional constraints limit how much colleges can do alone. In this chapter, the authors provide a case study outlining the complex undertakings involved in collaborations between nonprofit organizations and community colleges to help students overcome challenges and find success in the classroom as well as within the labor market. The authors also discuss findings from the Aspen Institute's research into these valuable partnerships

and present a case study on a partnership between Capital IDEA, a nonprofit organization, and Austin Community College.

Improving the Effectiveness of Education and Training Programs for Low-Income Individuals: Building Knowledge from Three Decades of Rigorous Experiments | Richard Hendra and Gayle Hamilton (book chapter)

This chapter examines the large body of rigorous evidence that has accumulated over the past 30 years on the effectiveness of dozens of different types of human capital development programs that aimed to help low-wage workers acquire better jobs, stay employed, and advance in the labor market and that targeted public assistance recipients and other low-wage workers. The authors show how knowledge gained from each set of multisite randomized control trials led to the development and testing of a subsequent results-based next generation of programs. They then explain how this progressive evidence-development process has led to a current focus on rigorously examining the effectiveness of programs emphasizing several approaches.

Basic Food Employment and Training: How Washington State Brought to Scale Skills Training for its Food Stamp Population | David Kaz (book chapter)

Washington State's efforts to utilize the Supplemental Nutrition Assistance Program employment and training program to better meet the needs of low-income/low-skilled residents for skills leading to better-paying jobs are described in this chapter. An innovative program, Basic Food Employment and Training, was undertaken in a time of diminished public resources for workforce development

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programs, particularly those targeting low-income/low-skilled individuals with multiple barriers to employment. Since the program's launch, it has grown from a \$150,000 program to a more than \$2.9 million program and went from serving a few hundred individuals each year to now serving nearly 30,000 people.

Social Enterprise: An Innovative Strategy to Create Real Jobs for People with Disabilities | Elaine E. Katz (book chapter)

Social enterprise businesses established by non-profit organizations that generate new revenue, provide jobs, and benefit local communities are increasing in prevalence. This promising trend is advancing employment opportunities for individuals with disabilities, as it provides an alternate model for providing meaningful jobs with living wages. This chapter highlights two case studies of social enterprise businesses and discusses the promising results and inherent risks for the organizations that invest in such businesses.

The Plus 50 Initiative | Nancy Latham and Mary Sue Vickers (book chapter)

In this chapter, the authors describe The Plus 50 Initiative, a project of the American Association of Community Colleges that supports the development, refinement, and replication of a workforce development program model for community college students, age 50 and older. The authors also outline the programming gap that existed for community college students over age 50 when the initiative was first developed, and offer details on the program model as well as the initiative's approach to scaling.

Video Interview

Please click on the interview subject's name to view her recommendations on what should be done to address the workforce challenges facing the United States. Elaine Katz is one of the panelists who participated in the October 2014 conference.

Elaine Katz, Vice President of Grants and Communications, Kessler Foundation