



The National Fund for Workforce Solutions

Data Brief 2013



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Summary of Key Findings

Introduction

The strategy of the National Fund for Workforce Solutions rests on a model of workforce development in which organizations and systems that address the needs of employers and workers as dual customers, target industry sectors, support career advancement, and seek systemic change will result in better workforce development systems and stronger workforce development outcomes for all stakeholders.

This section briefly summarizes findings drawn from the most recent annual submissions of regional collaborative and workforce partnership data. The findings are organized around the four primary goals of the National Fund: the development of a national network of collaboratives and sector-based workforce partnerships; the facilitation of employment and advancement of low-income workers; assisting employers to meet their human resource needs; and investment in a systems change agenda that addresses the needs of both employers and low-income workers. Together, these findings illustrate National Fund accomplishments and opportunities as the initiative enters a new stage of implementation.

I. Collaboratives and Workforce Partnerships

National Fund Goal

Organize, support, and develop a national network of regional funding collaboratives dedicated to investing in workforce partnerships that effectively assist low-income individuals to obtain employment and advance in careers paying family-sustaining wages and benefits, while at the same time ensuring that employers have the high-quality human resources that will enable them to succeed in this dynamic and competitive economy.

Key Findings

Funding Collaboratives. Over the course of the initiative, the National Fund has supported the development of 32 collaboratives, including 29 collaboratives that reported in 2012.

- Collaboratives reported investments from a total of 383 local funders in 2012, and over half of all collaboratives were supported by 10 or more funding organizations.
- Funding sources are diverse: philanthropic investors represented over half of all funders; 21 percent of funders were from public agencies, and 16 percent were from employers and employer organizations.
- The total budgeted revenue across collaboratives reached \$38,127,893; over one-third of collaboratives had annual budgets of over \$1 million.

Workforce Partnerships. Over the course of implementation, the total number of workforce partnerships supported by the National Fund through its regional and rural collaboratives has grown substantially from 34 partnerships in 2008 to a total of 151, of which 96 were active in 2012.

- NFWS partnerships served a total of 42,299 participants during the course of the initiative. Over one-quarter of partnerships served between 101 and 500 participants, and fewer than one-tenth of partnerships served nearly half of all participants.
- Partnerships entered the National Fund at varying levels of maturity and experience. Over one-third of all partnerships had been formed in 2008 or earlier, while 40 percent were formed in 2010 and later.
- The composition of workforce partnerships illustrates continued strong focus on healthcare (40 percent of all partnerships), construction (17 percent), and manufacturing (14 percent) sectors.
- Although healthcare partnerships continued to provide services to the largest proportion of individuals (44 percent of all participants), this share has decreased over time, from an initial 64 percent of all participants in 2008. The manufacturing sector has seen the largest proportional growth since the start of the Fund; as of 2012, the manufacturing sector had served 16 percent of all participants, up from 4 percent in 2008.
- Half of all partnerships were led by community-based organizations and “other nonprofits”; these organization types have led the majority of partnerships since the National Fund’s inception.

- As of 2012, over three-quarters of partnerships offered a jobseeker program, and almost half offered an incumbent program. The share of partnerships serving incumbent workers increased substantially during the course of the initiative.

II. Low-Income Individuals

National Fund Goal

Assist 50,000 low-income workers/jobseekers find employment, advance in careers, and/or receive a postsecondary or industry recognized credential that will likely lead to job placement and/or advancement.

Key Findings

Low-Income Individuals. Active workforce partnerships served an additional 12,645 participants in 2012, bringing the total of individuals served to 42,299 unduplicated participants over the first five years of National Fund reporting. This represents a 43 percent increase in the cumulative total of participants served over the past year.

- As of 2012, almost half of NFWS participants were female, over one-third were African-American, and almost one-half had a high school diploma or less education.
- Over half of the participants, or 25,390 individuals, received occupational skills training, which remained the most common education or training service received.
- By 2012, 28,748 participants had completed an education and training service; two-thirds of those completions, or 19,064, were in occupational skills training.
- A total of 28,614 credentials were reported in 2012, reflecting a 58 percent increase over 2011 in the cumulative number of credentials achieved.
- As of 2012, 11,694 participants were placed in jobs, reflecting a 52 percent increase from the 2011 cumulative number of job placements reported. Over one-quarter of job placements paid more than \$15.00 an hour, and two-thirds were full-time jobs.
- Despite continued issues related to missing data, retention outcomes appear to have improved during the past year for both jobseeker and incumbent participants. A total of 6,550 jobseeker and 7,194 incumbent participants achieved six-month retention, nearly doubling

the cumulative number reported in 2011. The total number of incumbent workers achieving six-month retention increased by 87 percent from 2011.

- Similarly, reported data showed jobseeker 12-month retention tripling over the past year to a cumulative total of 3,862 individuals, and incumbent 12-month retention grew by 89 percent during this time to total 5,159 individuals.
- Among participants who achieved 12-month retention, wage gains were the most frequently reported indicator of advancement, achieved by over half of incumbent participants and over one-third of jobseeker participants.

III. Employers

National Fund Goal

Assisting 2,000 employers to find and retain the skilled workers they require to successfully compete in today's global economy.

Key Findings

Employers. As of 2012, the National Fund's workforce partnerships had served 4,064 employers, more than doubling the Fund's goal of serving 2,000 employers through the life of the initiative.

- Over half of all partnerships served fewer than 10 employers, while one-third of partnerships served more than 20 employers.
- The services provided to employers remained relatively stable over the past year, with assessment and screening/job referral services still the most common services provided to 57 and 53 percent of employers, respectively.
- New hire training in both basic skills and occupational skills categories continued to be provided to over one-quarter of employers. The share of employers receiving incumbent worker occupational skills training reached almost one-fifth of all employers.

IV. Systems Change

National Fund Goal

Implement a systems change agenda locally, in key states, and nationally that results in significantly improved opportunities for low-wage workers to advance in careers because of:

- *Employer commitments to human resource practices that lead to career advancement opportunities for low-wage workers;*
- *Significant improvements to education/training practices for low-wage workers and disadvantaged adults; and*
- *Federal, state, or local policy changes and/or innovations based on evidence-based research that advance career opportunities for low-wage workers.*

Key Findings

Systems Change. Collaboratives continued to report a diverse range of systems change outcomes across state policy, education, and employer human resource institutions and practices.

- Two-thirds of collaboratives reported changes in state policy, including new legislation to increased state investment in workforce development and improvement to related public programs.
- More than three-quarters of collaboratives reported some change in education and institutional practices; the most commonly reported change was in curricula and design.
- Almost all collaboratives achieved some change in employer practices, with almost three-quarters reporting an increase in employer investment in worker education and training, a considerable increase from 2011.

Conclusion

The data brief signals meaningful progress made by the National Fund toward its goals. And, with progress made, new opportunities emerge. These opportunities include new ways to leverage the interest of funders to participate in this collective work, scale up the participant outcomes of workforce partnerships, diversify the industries targeted, and more consistently measure career advancement. As the National Fund enters a new stage in its evolution, it is an opportune time to revisit underlying initiative goals and progress, and apply relevant findings to ongoing development of the NFWS framework.

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Introduction

The National Fund for Workforce Solutions was designed to find new ways to meet the employment challenges of low-income Americans and the talent needs of employers. In 2012, the journey of the National Fund reached a five-year milestone. What began in 2007 with initial investments in select cities has grown to a national network of workforce funding collaboratives and partnerships with industry.

The National Fund is framed by goals for collaborative and partnership implementation, low-income individual employment and advancement, employer human resource success, and systems change in workforce development. Over the course of the initiative, a national evaluation has tracked implementation and documented progress toward the National Fund's goals.

This data brief documents one stop along the National Fund's journey. Its purpose is to provide a timely update to NFWS investors, staff, and stakeholders on the results of reported progress toward the Fund's major goals. The data brief is a continuation of annual data updates delivered by a team of third-party evaluators and draws on information reported by National Fund collaboratives and partnerships through the initiative's online data collection system. Findings from the annual analysis of National Fund data describe the characteristics and pace of the Fund's progress.

Throughout the initial five years of implementation, the National Fund and its partners increased the scale of participants served, the extent of education and training services provided, and the share of degrees and certificates received by participants. These accomplishments have expanded the Fund's reach and boosted the skill levels of workers of all types. In 2012, the Fund achieved marked increases in job placement and retention among participants.¹

¹ Note that selected changes to data structure and/or outcomes have been made retrospectively based on collaborative and partnership input. As a result, some historical data presented in this report may not match the data presented in previous years. However, those changes were minor and did not substantively change the findings.

This data brief captures these and other notable trends as reported by participating collaboratives and workforce partnerships. The first section of the report describes the characteristics of collaborative and partnership implementation. The second section summarizes outputs and outcomes for low-income workers, including training, employment, and advancement findings. Third, the report describes the scale and range of services provided to employers. The final section describes the progress that collaboratives have made in effecting systems change. The conclusion briefly reviews overall findings of NFWS progress toward goals, and describes high-level implications for on-going initiative development and implementation.

The report also includes extensive appendices, including a brief overview of reporting methodology and data context, and detailed breakdowns of data collected through the National Fund online system.

I. Collaboratives and Workforce Partnerships

National Fund Goal

Organize, support, and develop a national network of regional funding collaboratives dedicated to investing in workforce partnerships that effectively assist low-income individuals to obtain and advance in careers paying family-sustaining wages and benefits, while at the same time ensuring that employers have the high-quality human resources that will enable them to succeed in this dynamic and competitive economy.

Collaborative Characteristics and Variations

Collaborative Cohorts

The National Fund began in 2007 with six pilot sites; by 2012, 32 regional and rural funding collaboratives had formally joined NFWS over the course of the initiative, in five chronologically distinct cohorts. In 2012, 29 active collaboratives reported annual progress.² Since the inception of the National Fund, the reach of the initiative expanded from a concentration in the Northeast to one with more equal geographic distribution across the country. (See *Exhibit I-1*.)

² By 2012, Opportunity Chicago, Los Angeles Workforce Funders Collaborative, and Skill Build Colorado collaboratives had reached the end of their funding periods, and did not report collaborative data. Two additional collaborative, Skill Up Rhode Island and the Greater Washington Workforce Development Collaborative also had ceased receiving funds from NFWS, but continued to remain active, and reported on collaborative progress in 2012.

Exhibit I-1: NFWS Funding Collaboratives by Region and Cohort (n=29)

Cohort	Northeast	South	Midwest	West
1. Participated in Workforce Intermediaries pilot	Baltimore Boston New York Pennsylvania Rhode Island			Bay Area
2. Joined NFWS in October 2007	Washington, DC		Chicago	Los Angeles San Diego
3. Joined NFWS in October 2008	Hartford Philadelphia	Dan River	Central Wisconsin Cincinnati Denver Des Moines Milwaukee Omaha Wichita	Seattle
4. Joined NFWS between 2009 and 2011	Newark	Manatee/ Sarasota	Detroit	San Joaquin
5. Joined NFWS in 2011		Atlanta Greenville Jackson/Delta Louisville Mobile New Orleans Shreveport		

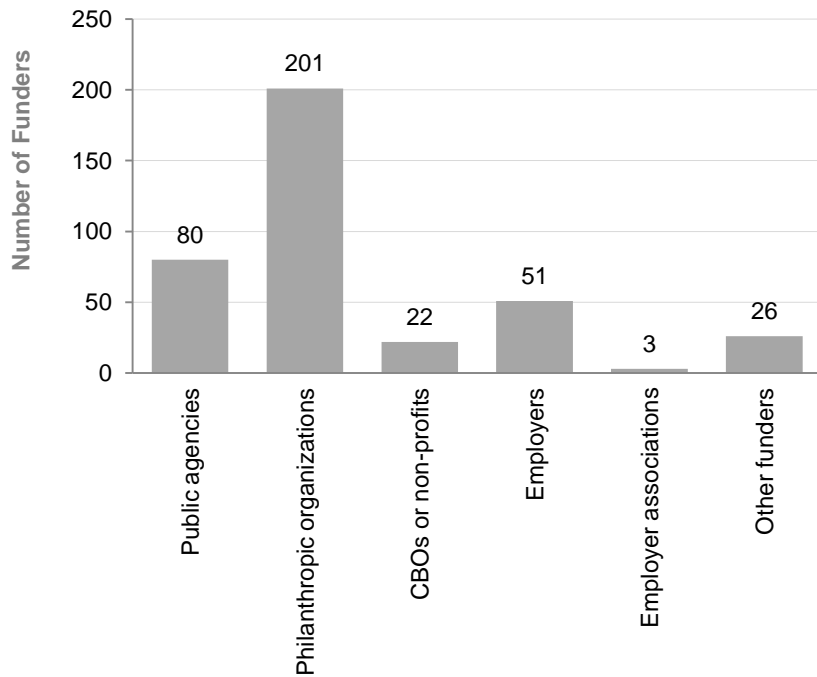
Source: NFWS Data Reporting System

Investors, Organization, and Funding

Collaboratives reported support from a total of 383 local funders in 2012, and over half of all collaboratives were supported by 10 or more funding organizations (59 percent).

Collaboratives continued to draw on a diverse mix of funding sources to support their workforce development activities. Philanthropic organizations represented the largest share of all local funders, followed by public agencies and employers/employer associations. The composition of funders by type has stayed roughly the same year over year since the Fund's inception. (See Exhibit I-2.)

Exhibit I-2: Collaborative Funders by Type (n=383)



Source: NFWS Data Reporting System

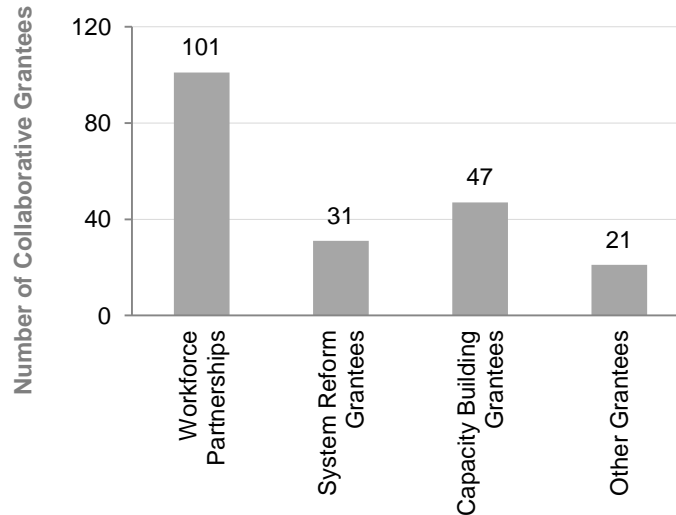
The total budgeted revenue across collaboratives reached \$38,127,893; over one-third of collaboratives had budgets of over \$1 million (38 percent).

Investments

Collaboratives reported a total of 200 grantees, including workforce partnerships³, systems reform, and capacity building, reflecting the National Fund’s key priorities. (See Exhibit I-3.)

³ The discrepancy between the number of workforce partnerships reported by collaboratives (101) and the number of actively reporting workforce partnerships (96) likely reflects newly emerging, but non-reporting, workforce partnerships.

Exhibit I-3: Number of Collaborative Grantees (n=200)



Source: NFWS Data Reporting System

Workforce Partnerships

Over the course of the initiative, 151 partnerships have reported cumulative data through the NFWS system. Collaboratives actively supported 96 workforce partnerships in 2012, nearly triple the number supported in 2008. The average number of workforce partnerships reported per collaborative increased over the course of the initiative doubled from two in 2008 to four in 2012. Forty-one percent of collaboratives in 2012 reported supporting four or more workforce partnerships.

Capacity Building and Systems Reform Grantees

In 2012, 55 percent of collaboratives reported formally supporting capacity building grantees and 48 percent reported investing in systems change grantees. These shares reflect a similar distribution as 2011, but illustrate an increase from 36 percent⁴ and 33 percent⁵, respectively, in previous reporting years.

⁴ Proportion of collaboratives reporting capacity building in January 2010, which was the first reporting period that this indicator was collected.

⁵ Proportion of collaboratives reporting systems reform grantees in April 2009, which was the first reporting period that this indicator was collected.

Target Sector

Similar to previous years, the major sectors targeted by the collaboratives in 2012 were healthcare, manufacturing, and construction. However, since 2008, the range of targeted sectors has broadened to include more investment in information technology, hospitality, transportation and logistics and automobile repair; in 2012, most sectors were targeted by a larger share of collaboratives. (See *Exhibit I-4.*)

Exhibit I-4: Collaborative Target Sector

Sector Target	2008 (n=21)		2012 (n=29)	
	#	%	#	%
<i>Aerospace</i>	1	5%	3	10%
<i>Automobile Repair</i>	1	5%	3	10%
<i>Biotechnology</i>	4	19%	4	14%
<i>Construction</i>	10	48%	11	38%
<i>Energy</i>	6	29%	8	28%
<i>Financial Services</i>	2	10%	4	14%
<i>Healthcare</i>	20	95%	28	97%
<i>Hospitality</i>	3	14%	7	24%
<i>Information Technology</i>	4	19%	7	24%
<i>Logistics/Transp./Distribution</i>	4	19%	6	21%
<i>Manufacturing</i>	7	33%	16	55%
<i>Retail</i>	1	5%	1	3%
<i>Other</i>	1	5%	6	21%

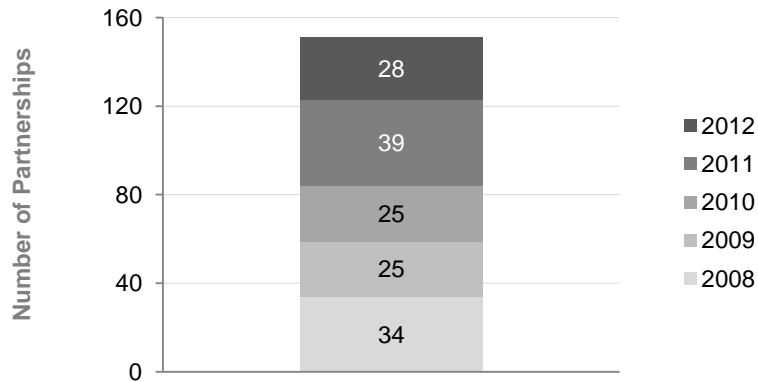
Source: NFWS Data Reporting System

Workforce Partnership Characteristics and Variation

Number of Partnerships

Over the past year, 28 new partnerships reported in the National Fund online system, bringing the cumulative number of reporting workforce partnerships over five years to 151. (See *Exhibit I-5.*)

Exhibit I-5: Number of New Partnerships by NFWS Year (n=151)



Source: NFWS Data Reporting System

Scale / Size

By the end of 2012, these partnerships had enrolled 42,299 participants. Among partnerships that reported serving participants, the size of the partnerships ranged from a low of six participants to a high of 3,736 participants.⁶ Similar to the past two reporting years, the largest share of partnerships (28 percent) served from 101 to 500 participants. (See *Exhibit I-6.*)

Exhibit I-6: Number of Partnerships by Number of Participants Served

Participants Served	Workforce Partnerships	
	Number	Percent
N=	151	
0	5	3%
1-25	21	14%
26-50	24	16%
51-100	35	23%
101-500	43	28%
More than 500	23	15%

Source: NFWS Data Reporting System

Almost half of all participants (49 percent) were served by the 12 largest partnerships, and over one-quarter (26 percent) were served by the four largest partnerships.⁷

⁶ An additional five newly reporting partnerships submitted a report, but did not report serving any participants.

⁷ The largest partnership is the Health Careers Collaborative of Greater Cincinnati. The next three largest are WRTP Construction in Milwaukee, the Worker Education and Resource Center in Los Angeles, and Port Jobs in Seattle.

Maturity

As might be expected, given the iterative and flexible granting process, the National Fund portfolio includes a mixture of both older and newly contracted partnerships. (See *Exhibit I-7.*)

Exhibit I-7: Number of Partnerships by NFWS Contract Start Date

Year	Partnerships by Contract Start Date	
	Number	Percent
N =	151	
2008 or earlier	35	23%
2009	33	22%
2010	34	23%
2011	28	19%
2012	21	14%

Source: NFWS Data Reporting System

The NFWS portfolio also includes both more and less experienced partnerships, based on the reported year of formation, with the largest share (43%) formed in 2008 or earlier. The most established partnerships served the highest average number of participants, while less mature partnerships show progressively lower averages. (See *Exhibit I-8.*)

Exhibit I-8: Total Participants by Year Formed

Year	Partnerships		Participants Served		
	Number	Percent	Number	Percent	Average per Partnership
N=	151		42,299		Varied
2006 or earlier	45	30%	21,890	52%	486
2007	9	6%	3,256	8%	362
2008	10	7%	3,026	7%	303
2009	27	18%	7,489	18%	277
2010	23	15%	2,377	6%	103
2011	24	16%	3,681	9%	153
2012	13	9%	580	1%	45

Source: NFWS Data Reporting System

Sector Focus

Similar to previous years, the greatest share of partnerships was in healthcare (40 percent), construction (17 percent), and manufacturing (14 percent). The shares of partnerships in health care and construction remained fairly robust and consistent since 2008, with a slight decline in the proportion of health care partnerships and a slight increase in the share of construction partnerships. The manufacturing sector has seen the largest proportional growth since the start of the Fund, from 6 percent in 2008 to 14 percent in 2012. (See Exhibit I-9.)

Exhibit I-9: Workforce Partnerships by Industry Sector and Reporting Year

Industry Sector	2008		2012	
	Number	Percent	Number	Percent
N=	34		151	
<i>Aerospace</i>	1	3%	1	1%
<i>Automotive Repair</i>	0	0%	3	2%
<i>Biotechnology</i>	6	18%	7	5%
<i>Construction</i>	5	15%	25	17%
<i>Energy</i>	0	0%	8	5%
<i>Financial Services</i>	1	3%	4	3%
<i>Healthcare</i>	15	44%	60	40%
<i>Hospitality</i>	1	3%	4	3%
<i>Information Technology</i>	0	0%	4	3%
<i>Logistics, Transportation, Distribution</i>	2	6%	5	3%
<i>Manufacturing</i>	2	6%	21	14%
<i>Marine Trades</i>	1	3%	2	1%
<i>Other⁸</i>	0	0%	4	3%
<i>Multiple⁹</i>	0	0%	3	2%

Source: NFWS Data Reporting System

Similarly, almost half of all participants (44 percent) were served by healthcare partnerships, followed by construction (21 percent), and manufacturing (16 percent). Since 2008 the share of participants in healthcare experienced the greatest relative decline, from 65 percent to 44 percent, while the share in manufacturing partnerships grew the most, from four percent to 16 percent. (See Exhibit I-10.)

⁸ This category includes four partnerships that provide services focused on education, landscape/horticulture, forestry, and pest control.

⁹ This category includes three partnerships that offer participant services focused on more than one sector.

Exhibit I-10: Participants by Industry Sector and Reporting Year

Industry Sector	2008		2012	
	Number	Percent	Number	Percent
N=	3,262		42,299	
<i>Aerospace</i>	0	0%	1,079	3%
<i>Automotive Repair</i>	0	0%	192	0%
<i>Biotechnology</i>	298	9%	764	2%
<i>Construction</i>	582	18%	8,975	21%
<i>Energy</i>	0	0%	528	1%
<i>Financial Services</i>	41	1%	586	1%
<i>Healthcare</i>	2,091	64%	18,504	44%
<i>Hospitality</i>	0	0%	772	2%
<i>Information Technology</i>	0	0%	64	0.2%
<i>Logistics, Transportation, Distribution</i>	107	3%	2,229	5%
<i>Manufacturing</i>	126	4%	6,728	16%
<i>Marine Trades</i>	17	1%	224	1%
<i>Multiple</i>	0	0%	1,422	3%
<i>Other</i>	0	0%	232	1%

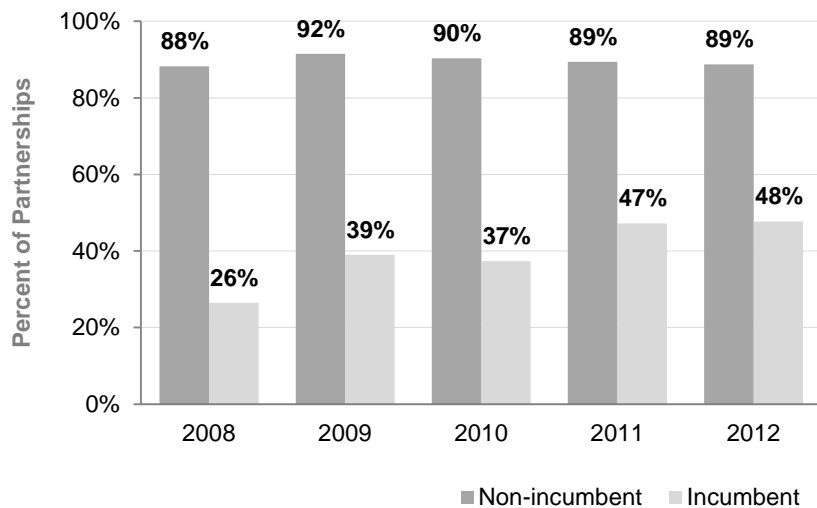
Source: NFWS Data Reporting System

Program Type¹⁰

In 2012, the great majority of partnerships (89 percent) offered a jobseeker program, and almost half (48 percent) offered an incumbent program; more than one-third (38 percent) provided services to both groups. The share of partnerships serving incumbent workers increased substantially during the course of the initiative, while the share serving jobseeker participants remained relatively stable. (See Exhibit I-11.)

¹⁰ For NFWS reporting purposes, incumbent worker programs were defined as “a program...serving employed individuals that is typically coordinated directly with the participants’ current employer”, while jobseeker programs were defined as those “not directly offered through an employer and serving participants who are not employed or employed, but seeking new employment”.

Exhibit I-11: Workforce Partnerships by Program Type (n=151)¹¹



Source: NFWS Data Reporting System

Program Type by Sector

Healthcare continued to dominate incumbent worker programs; however, its share declined from 78 percent of all incumbent worker programs in 2008 to 54 percent in 2012. In contrast, the share of incumbent programs in manufacturing, energy, and construction sector partnerships increased to 15, 6, and 8 percent, respectively. In 2008, manufacturing partnerships comprised six percent of incumbent programs; no incumbent programs were offered in energy or construction.

In 2012, healthcare, construction, and manufacturing were the primary sectors among jobseeker partnerships, comprising 34, 19, and 15 percent, respectively, of all jobseeker programs.

Lead Organization and Types of Participating Organizations

The composition of workforce partnerships continued the trends described in recent reports. Half of all partnerships were led by community-based organizations and “other nonprofits”; these organization types have led the majority of partnerships since the National Fund’s inception. Educational organizations, including community colleges, postsecondary institutions, and training providers, comprised the next largest share at 17 percent. Employers and employer associations (8 percent) and Workforce Investment Boards (WIBs) (12 percent) also led notable shares of partnerships. (See Exhibit I-12.)

¹¹ Three partnerships reported that they offered neither jobseeker nor incumbent services.

Exhibit I-12: Workforce Partnerships by Lead Organization

Organization Type	Workforce Partnerships	
	Number	Percent
N=	151	
<i>Community college</i>	20	13%
<i>Community-based organization</i>	35	23%
<i>Employer association</i>	4	3%
<i>Employer</i>	8	5%
<i>Labor union</i>	1	1%
<i>One-stop career center</i>	2	1%
<i>Public welfare organization</i>	1	1%
<i>WIB</i>	18	12%
<i>Other nonprofit organization</i>	40	27%
<i>Other postsecondary institution</i>	3	2%
<i>Other public organization</i>	4	3%
<i>Other training provider</i>	3	2%
<i>Other</i>	12	8%

Source: NFWS Data Reporting System

II. Low-Income Individuals

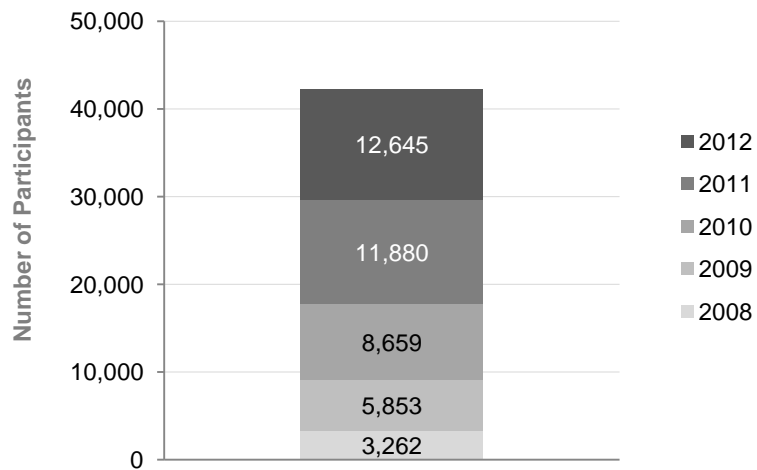
National Fund Goal

Assist 50,000 low-income workers/jobseekers find employment, advance in careers, and/or receive a postsecondary or industry recognized credential that will likely lead to job placement and/or advancement.

Participants Served

As of 2012, the NFWS partnerships had served an additional 12,645 participants for a cumulative total of 42,299, a 43 percent increase over the cumulative total reported through 2011. (See Exhibit II-1.)

Exhibit II-1: Number of Newly Reported Participants by Reporting Year (n=42,299)



Source: NFWS Data Reporting System

Between 2011 and 2012, the number of participants in jobseeker programs grew by 40 percent to reach 28,051, while the number of participants in incumbent worker programs grew 49 percent, reaching 14,248.¹²

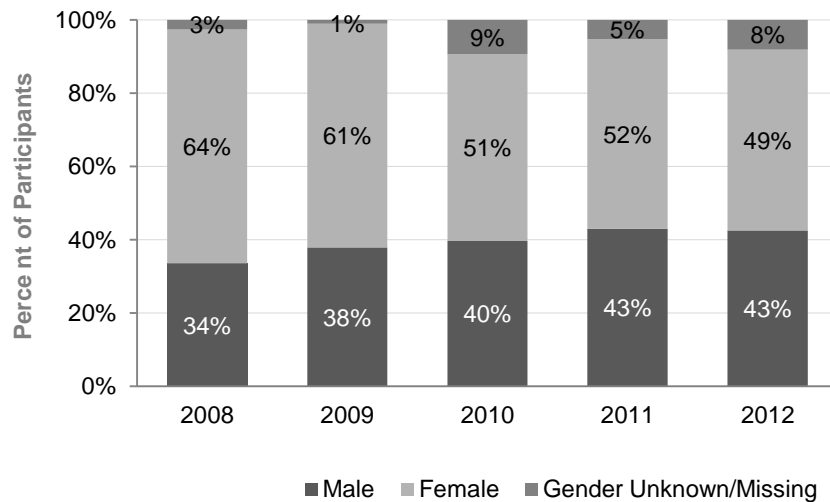
Out of 151 workforce partnerships, twelve were responsible for more than half (49 percent) of all participants served. The top four partnerships, each of which reported more than 2,000 participants, served over one-quarter (26 percent) of all participants.¹³

Participant Demographics and Background

Gender

The share of men served by the National Fund has increased from 34 percent in 2008 to 43 percent in 2012, and was stable over the past year. (See Exhibit II-2.)

Exhibit II-2: Service Participation by Gender and Reporting Year



Source: NFWS Data Reporting System

Similar to previous trends, there was a continued gender difference between incumbent and jobseeker programs. Incumbent worker programs were 30 percent male and 56 percent female, while jobseeker programs were 49 percent male and 46 percent female.

¹² For NFWS reporting purposes, incumbent worker programs were defined as those “serving employed individuals that is typically coordinated directly with the participants’ current employer”, while jobseeker programs were defined as those “not directly offered through an employer and serving participants who are not employed or employed, but seeking new employment”. Participant outcomes were reported separately according to these definitions.

¹³ The four largest partnerships included Health Careers Collaborative of Greater Cincinnati, WRTP Construction in Milwaukee, Worker Education & Resource Center in Los Angeles, and Port Jobs in Seattle.

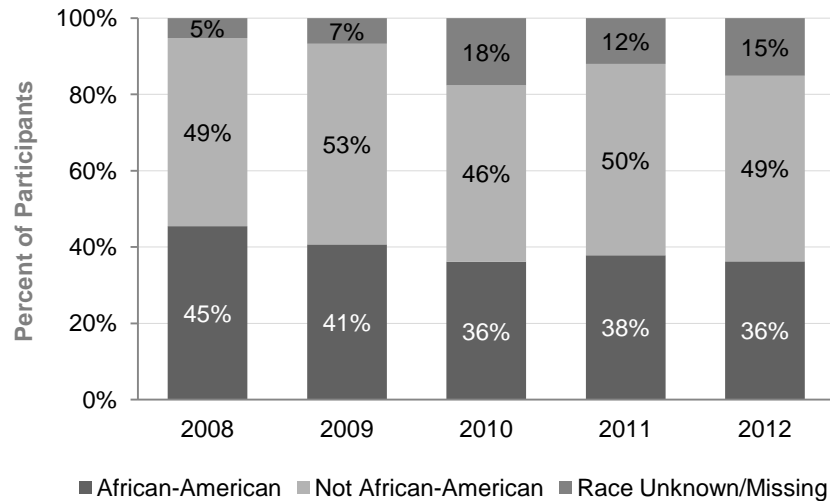
Age

The age distribution of participants has been relatively stable over time. Similar to previous years, the largest share of participants (42 percent) continued to be those between the ages of 30 and 54 years, with an additional 24 percent between the ages of 22 and 29 years.

Race and Ethnicity

African-Americans remained the largest racial/ethnic group. Over the course of the initiative, however, the share of African-Americans declined, from 45 percent in 2008 to 36 percent in 2012. (See Exhibit II-3.) The share of Asians also declined from 10 percent in 2008 to 4 percent in 2012, while the share of whites increased from 18 percent to 30 percent.

Exhibit II-3: Service Participation by Race and Reporting Year



Source: NFWS Data Reporting System

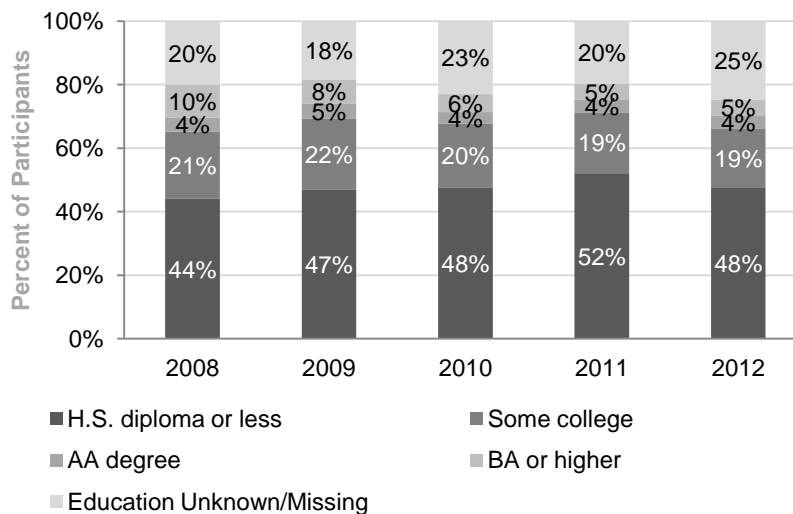
Despite the apparent decline in diversity, almost one-third (30 percent) of partnerships still reported having served a population that was more than half African-American.

As of 2012, African-Americans were the largest share of participants in the construction (50 percent), hospitality (45 percent), biotechnology (40 percent), and financial services (44 percent) partnerships. In contrast, whites comprised the largest shares in the energy and manufacturing sectors (67 and 40 percent, respectively). There also was a significant difference in the racial/ethnic composition of incumbent and jobseeker programs. Jobseeker programs were 41 percent African-American and 27 percent white, while incumbent programs were 27 percent African-American and 36 percent white.

Educational Attainment

Forty-eight percent of participants in 2012 had a high school diploma or less at program entrance, similar to the distribution in previous years, but a slight decrease from 52 percent last year. (See Exhibit II-4.)

Exhibit II-4: Service Participation by Educational Attainment and Reporting Year



Source: NFWS Data Reporting System

Exactly half of all partnerships (50 percent) provided services to a participant population made up primarily of individuals with a high school diploma or less.

Among all participants, 28 percent had some college or greater education, including 5 percent with a bachelor's degree.

There continued to be clear variations by sector. Among the largest sectors, partnerships in the construction, logistics and transportation, aerospace¹⁴, and hospitality sectors served the highest proportions of participants with a high school diploma or less (65, 63, 59, and 54 percent, respectively).

Participant Services

Education and Training Services

The portfolio of education and training services remained fairly consistent throughout the initiative, with growth experienced in all categories. (See *Exhibit II-5.*)

Exhibit II-5: Education/Training Service Participation by Type and Reporting Year

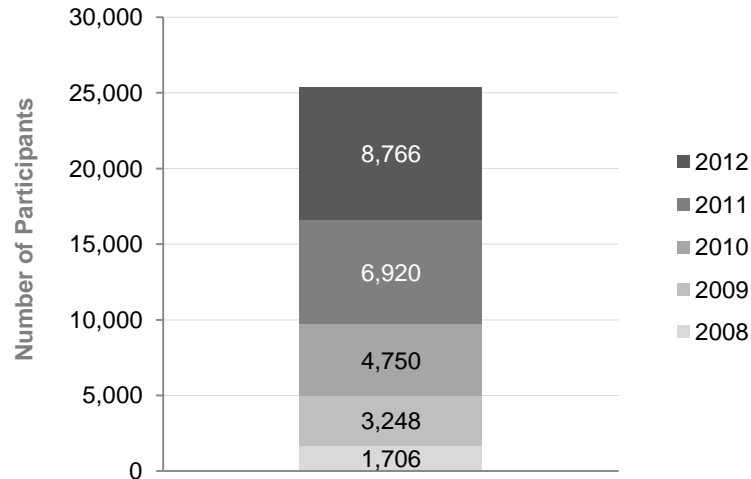
	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
N=	3,262		9,115		17,774		29,654		42,299	
<i>Apprenticeship</i>	133	4%	857	9%	1,387	8%	2,222	7%	2,604	6%
<i>Basic Skills/ESL</i>	447	14%	933	10%	1,932	11%	4,032	14%	5,590	13%
<i>Computer Literacy</i>	456	14%	780	9%	1,707	10%	3,388	11%	5,154	12%
<i>Occupational Skills</i>	1,706	52%	4,954	54%	9,704	55%	16,624	56%	25,390	60%
<i>On-the-Job Training</i>	288	9%	955	10%	1,267	7%	2,300	8%	3,619	9%
<i>Workplace Readiness Life Skills</i>	1,014	31%	2,309	25%	4,904	28%	11,147	38%	16,692	39%
<i>Other Education/Training</i>	848	26%	2,375	26%	3,732	21%	6,687	23%	7,756	18%

Source: NFWS Data Reporting System

Participants receiving occupational skills training represented the largest proportion, reaching 25,390 individuals, or 60 percent, over the course of the initiative. (See *Exhibit II-6.*)

¹⁴ The aerospace sector is comprised of only one workforce partnership, PACES-Aviation, which served over 1,000 participants in 2012.

**Exhibit II-6: Occupational Skills Training by Reporting Year
(n=25,390)**



Source: NFWS Data Reporting System

Non-Education Services

Non-education services also experienced growth in all categories, although the shares receiving selected services, including career coaching, case management and job search/job placement, declined substantially over the course of the initiative. As of 2012, assessment and career coaching remained two of the most commonly received non-education services. (See Exhibit II-7.)

Exhibit II-7: Non-Education Service Participation by Type and Reporting Year

	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
N=	3,262		9,115		17,774		29,654		42,299	
Assessment	1,969	60%	5,614	62%	11,663	66%	20,051	68%	28,544	67%
Asset Development	132	4%	1,178	13%	1,072	6%	2,835	10%	4,357	10%
Career Coaching	2,274	70%	5,382	59%	9,861	55%	18,230	61%	23,340	55%
Case Management	2,953	91%	5,464	60%	7,950	45%	13,782	46%	18,874	45%
Job Search/Job Placement	1,642	50%	4,349	48%	7,286	41%	12,311	42%	17,365	41%
Supportive Services	2,041	63%	4,328	47%	6,152	35%	11,254	38%	15,091	36%
Other Non-training	633	19%	2,234	25%	2,780	16%	3,794	13%	7,283	17%

Source: NFWS Data Reporting System

Services by Program Type

Occupational skills training continued to be the education/training service received by the largest share of both jobseeker and incumbent participants (59 and 62 percent, respectively). Differences in other services provided to jobseeker and incumbent participants followed similar trends to those cited in previous years. In particular, workplace readiness training was provided to a much larger share (50 percent) of jobseeker participants than incumbent participants (18 percent). (See *Exhibit II-8.*)

Exhibit II-8: Education/Training Service Participation by Program Type

	Jobseeker		Incumbent	
	#	%	#	%
N=	28,051		14,248	
<i>Apprenticeship Program</i>	2,343	8%	261	2%
<i>Basic Skills/ESL Training</i>	3,929	14%	1,661	12%
<i>Computer Literacy Training</i>	3,393	12%	1,761	12%
<i>Occupational Skills Training</i>	16,600	59%	8,790	62%
<i>On-the-Job Training</i>	2,856	10%	763	5%
<i>Workplace Readiness/Life Skills Training</i>	14,121	50%	2,571	18%
<i>Other Education Training Program</i>	4,305	15%	3,451	24%

Source: NFWS Data Reporting System

The share of incumbent participants receiving workplace readiness training increased considerably in the last year, from 11 percent in 2011 to 18 percent in 2012.

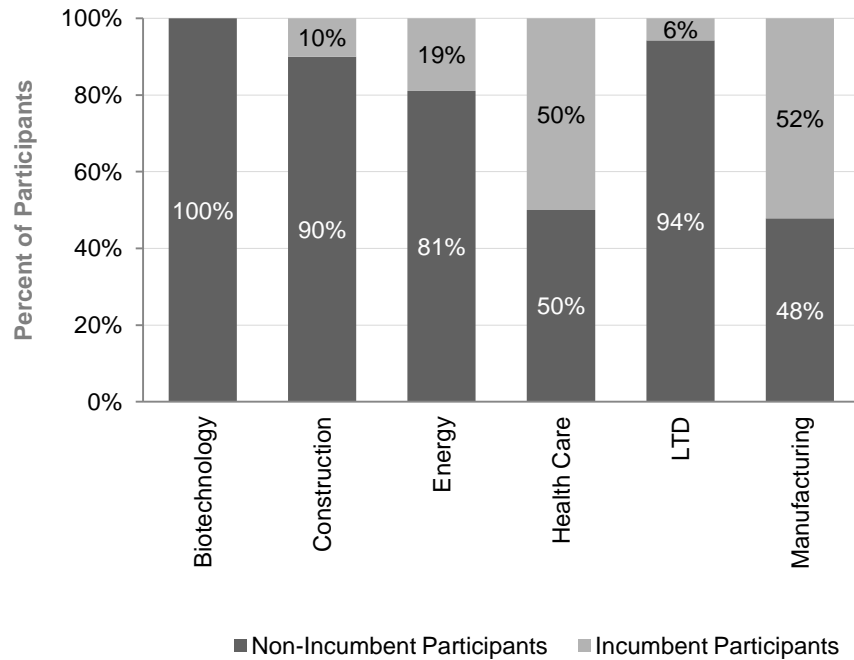
Services by Sector

The services received by participants also varied significantly by industry sector. Biotechnology and information technology partnerships provided occupational skills training to all participants. Energy, automotive repair, and healthcare also placed a large share of participants in occupational skills training (89 percent, 78 percent, and 68 percent, respectively). The share of manufacturing participants in occupational skills training increased from 55 percent in 2011 to 62 percent in 2012, similar to the share of construction participants, which increased from 44 percent in 2011 to 58 percent in 2012.

Services by Program Type and Sector

Partnerships in all sectors maintained a strong focus on serving jobseeker participants. Workforce partnerships focused on energy, healthcare and manufacturing also showed a relatively strong focus on serving incumbent workers, with incumbent participants representing over 40 percent of their participants. In contrast, partnerships focused on construction and biotechnology served few to no incumbent workers. (See Exhibit II-9.)

Exhibit II-9: Shares of Participants by Program Type and Sector



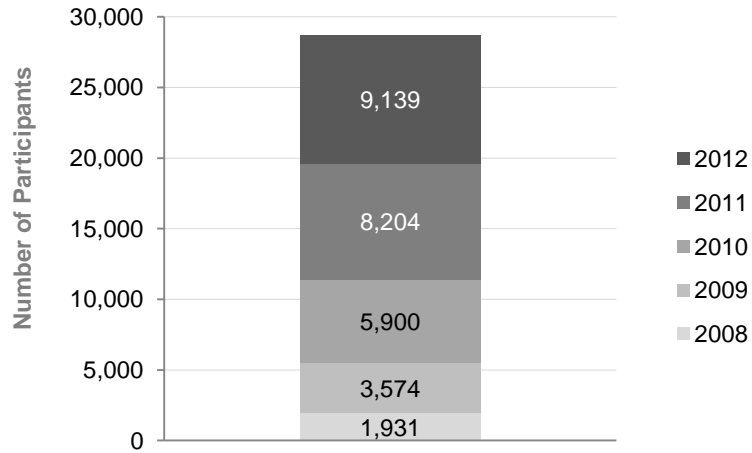
Source: NFWS Data Reporting System

Participant Outcomes

Education and Training

Education and training completions. By 2012, the number of participants who had completed education and training services reached 28,748, or 68 percent of all participants served, representing a 47 percent increase in the number of individuals completing education and training since 2011. (See Exhibit II-10.)

Exhibit II-10: Number of Participants Completed Training by Reporting Year (n=28,748)



Source: NFWS Data Reporting System

The training completed by the greatest share of participants continued to be occupational skills training, increasing from 50 percent of completers in 2008 to 66 percent over the course of the initiative. (See Exhibit II-11.)

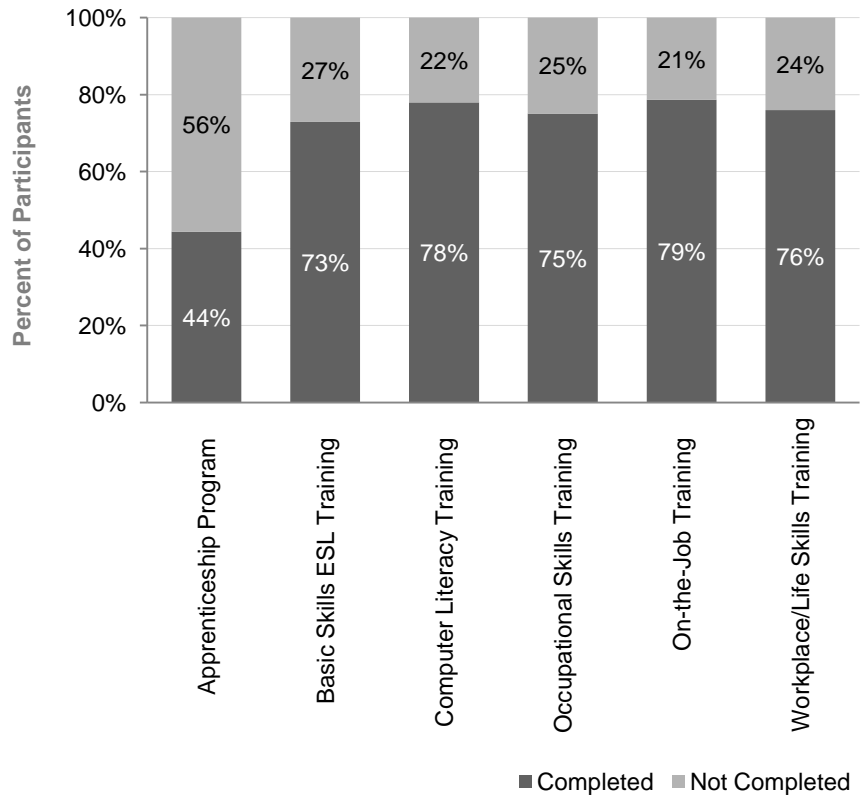
Exhibit II-11: Education/Training Completions by Category, 2008 and 2012

	2008		2012	
	# Training Completions in Category	% of All Training Completions	# Training Completions in Category	% of All Training Completions
N=	1,931		28,748	
<i>Apprenticeship Program</i>	0	0%	1,155	4%
<i>Basic Skills/ESL Training</i>	268	14%	4,076	14%
<i>Computer Literacy Training</i>	401	21%	4,020	14%
<i>Occupational Skills Training</i>	965	50%	19,064	66%
<i>On-the-Job Training</i>	136	7%	2,845	10%
<i>Workplace Readiness/Life Skills Training</i>	730	38%	12,681	44%
<i>Other Education Training Program</i>	543	28%	5,873	20%

Source: NFWS Data Reporting System

The individual training completion rate, or the share of participants who completed any given type of training among those that had received the specific training, continued to be high in on-the-job training (79 percent), computer literacy (78 percent), workplace readiness/life skills (76 percent), and occupational skills training (75 percent). (See Exhibit II-12.)

Exhibit II-12: Education and Training Completion Rate by Type of Training



Source: NFWS Data Reporting System

There were only minor differences in completion achievements by program type, with the exception of on-the-job training, which showed a much higher individual completion rate (81 percent) for jobseeker participants than for incumbent participants (69 percent). (See Exhibit II-13.)

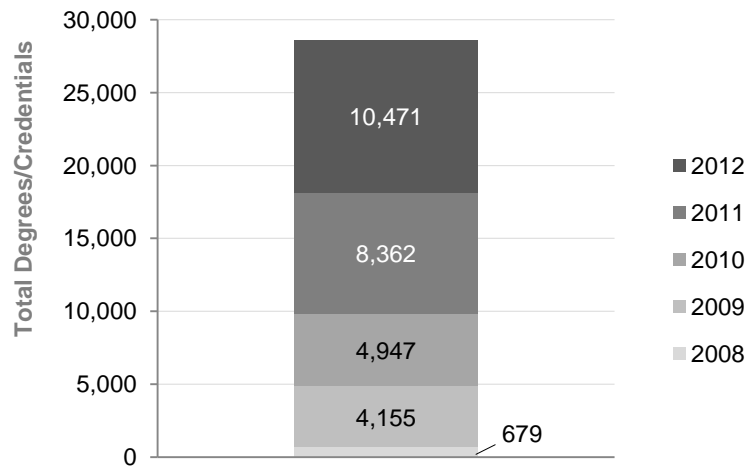
Exhibit II-13: Education/Training Service Completion Rates by Program Type

	Jobseeker		Incumbent	
	#	%	#	%
N=	varied		varied	
<i>Apprenticeship Program</i>	1,018	43%	137	52%
<i>Basic Skills/ESL Training</i>	2,899	74%	1,177	71%
<i>Computer Literacy Training</i>	2,600	77%	1,420	81%
<i>Occupational Skills Training</i>	12,288	74%	6,776	77%
<i>On-the-Job Training</i>	2,315	81%	530	69%
<i>Workplace Readiness/Life Skills Training</i>	10,838	77%	1,843	72%
<i>Other Education Training Program</i>	2,930	68%	2,943	85%

Source: NFWS Data Reporting System

Degrees and credentials received. A total of 28,614 credentials were reported in 2012, including 10,471 newly reported degrees/credentials, representing a 58 percent increase in the cumulative number of degrees and credentials achieved since 2011. (See Exhibit II-14.)

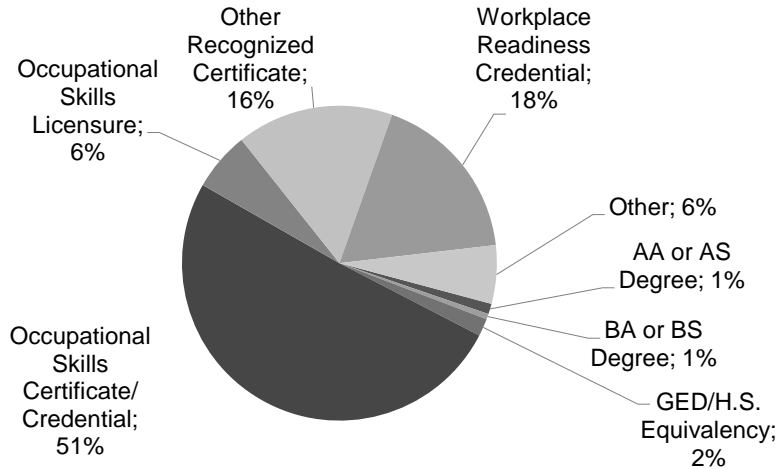
Exhibit II-14: Number of Newly Reported Degrees and Credentials by Reporting Year (n=28,614)



Source: NFWS Data Reporting System

The combined categories of certificates, credentials, and licensures in occupational areas continued to be the dominant share (57 percent) of all degrees and credentials achieved, although that share has decreased since 2008 (79 percent). (See Exhibit II-15.)

Exhibit II-15: Degrees and Credentials by Type as Share of All Degrees and Credentials



Source: NFWS Data Reporting System

As of 2012, half of all training completers had received an occupational skills certificate or credential, in comparison with 20 percent in 2008; this represents a substantial gain over the course of the initiative. The share of completers achieving occupational skills licensures has remained fairly stable since 2008. (See Exhibit II-16.)

Exhibit II-16: Degrees and Credentials Achieved and as a Percentage of all Participant Completions, 2008 and 2012

	2008		2012	
	#	%	#	%
N=	1,931		28,748	
<i>AA or AS Degree</i>	10	0.5%	306	1%
<i>BA or BS Degree</i>	32	2%	160	1%
<i>GED/H.S. Equivalency</i>	7	0.3%	517	2%
<i>Occupational Skills Certificate/Credential</i>	388	19%	14,496	50%
<i>Occupational Skills Licensure</i>	149	7%	1,733	6%
<i>Other Recognized Certificate</i>	44	2%	4,609	16%
<i>Workplace Readiness Credential</i>	37	2%	5,075	18%
<i>Other</i>	12	1%	1,718	6%

Source: NFWS Data Reporting System

There continued to be slight differences between completions by program type. In both groups, the majority of completions were in the combined categories of occupational skills certificates/credentials and licensures. However, among jobseeker participants, occupational licensures and workplace readiness credentials were achieved by larger shares of completers than in the incumbent group. (See *Exhibit II-17.*)

Exhibit II-17: Degrees and Credentials Achieved by Program Type, and as a Percentage of Participants Completing Training

	Jobseeker		Incumbent	
	#	%	#	%
N=	17,082		11,666	
<i>AA or AS Degree</i>	128	1%	178	2%
<i>BA or BS Degree</i>	120	1%	40	0.3%
<i>GED/H.S. Equivalency</i>	492	3%	25	0.2%
<i>Occupational Skills Certificate/Credential</i>	9,210	54%	5,286	45%
<i>Occupational Skills Licensure</i>	1,628	10%	105	1%
<i>Other Recognized Certificate</i>	2,568	15%	2,041	18%
<i>Workplace Readiness Credential</i>	4,479	26%	596	5%
<i>Other</i>	1,183	7%	535	5%

Source: NFWS Data Reporting System

Degree and credential achievements continued to vary by sector also. In the biotechnology sector, 15 percent of completers achieved BA/BS degrees, compared to one percent or less in the other largest sectors. The energy sector showed substantially higher proportions of education/training completers achieving occupational skills licensures, while participants who completed training in the logistics/transportation/distribution, construction and healthcare sectors earned occupational skills certificates and credentials at the highest rates.¹⁵ (See *Exhibit II-18.*)

¹⁵ Partnerships in the smaller sectors of information technology and marine trades also reported that a vast majority of completers (80 percent and 99 percent, respectively) achieved occupational skills credentials.

Exhibit II-18: Degrees and Credentials Achieved, by Selected Sectors and as Percentage of all Participant Completions by Sector

	Biotechnology		Construction		Energy		Healthcare		L/T/D		Manufacturing	
	#	%	#	%	#	%	#	%	#	%	#	%
N=	552		4,885		457		13,785		437		5,834	
AA or AS Degree	0	0%	0	0%	0	0%	288	2%	0	0%	9	0.1%
BA or BS Degree	82	15%	0	0%	0	0%	74	1%	0	0%	2	0.03%
GED/H.S. Equivalency	0	0%	197	4%	0	0%	257	2%	0	0%	13	0.2%
Occupational Skills Certificate/Credential	180	33%	3,450	71%	378	83%	7,155	52%	434	99%	2,047	35%
Occupational Skills Licensure	0	0%	4	0%	250	55%	1,328	10%	89	20%	33	1%
Other Recognized Certificate	128	23%	728	15%	239	52%	974	7%	322	74%	1,689	29%
Workplace Readiness Credential	36	7%	416	9%	69	15%	1,447	11%	321	73%	1,699	29%
Other	32	6%	422	9%	0	0%	634	5%	321	73%	171	3%

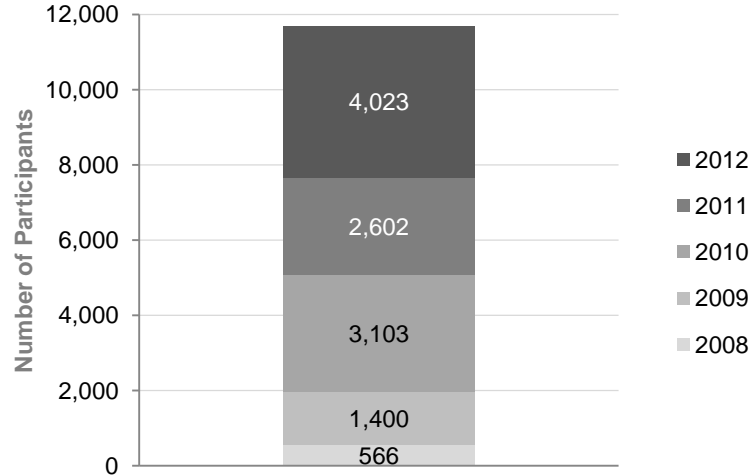
Source: NFWS Data Reporting System

Job Placements

As of 2012, 11,694 jobseeker participants served by 119 partnerships had achieved job placement¹⁶ over the course of the initiative; this number represents 52 percent growth over the number of cumulative job placements reported since 2011. (See *Exhibit II-19*.)

¹⁶ Traditional placement rates compare placements to program completers. However, many of the NFWS partnerships continue to work with individuals after completion of their training and sometimes after job placement. Therefore, this table should not be read as presenting placement rates.

Exhibit II-19: Number of Job Placements, by Reporting Year (n=11,694)



Source: NFWS Data Reporting System

Among the largest sectors, energy partnerships reported the highest proportion of participants achieving job placement (62 percent), followed by manufacturing (55 percent), and health care (50 percent).¹⁷ (See Exhibit II-20.)

Exhibit II-20: Proportion of Participants Achieving Job Placement, by Selected Sectors

	Biotechnology		Construction		Energy		Healthcare		L/T/D		Manufacturing	
	#	%	#	%	#	%	#	%	#	%	#	%
N=	764		8,074		428		9,262		2,100		3,219	
Job Placements	285	37%	3,010	37%	267	62%	4,666	50%	284	14%	1,768	55%

Source: NFWS Data Reporting System

Healthcare partnerships accounted for the largest share (40 percent) of all job placements, followed by construction (26 percent).

¹⁷ Seventy-four percent of all energy sector placements are attributable to one partnership, the Keystone Utilities Partnership (Pennsylvania), which served 56 percent of all non-incumbent participants in that sector, and placed 81 percent of its participants.

Wages, Hours, and Benefits at Placement

Large amounts of unknown/missing data from a few partnerships continue to affect placement related indicators. Partnerships with large amounts of missing placement-related data were excluded from the following analyses.¹⁸

Training-related placements. The vast majority of job placements achieved by partnerships were in the targeted sector for which participants were trained. As of 2012, 77 percent of job placements achieved by workforce partnership participants were in their targeted sector, similar to 2011.

Partnerships focused on energy and manufacturing placed the highest share of participants in sector-related jobs (93 and 94 percent, respectively), followed by biotechnology (88 percent). (See Exhibit II-21.)

Exhibit II-21: Placements in Target Sector by Selected Sectors

	Biotechnology		Construction		Energy		Healthcare		L/T/D		Manufacturing	
	#	%	#	%	#	%	#	%	#	%	#	%
N=	285		3,010		267		2,392		284		753	
<i>Placements in Target Sector</i>	252	88%	2,206	73%	249	93%	2,066	86%	75	26%	710	94%
<i>Placements Not in Target Sector</i>	30	11%	545	18%	18	7%	306	13%	13	5%	43	6%
<i>Placements in Target Sector Unknown/Missing</i>	3	1%	259	9%	0	0%	20	1%	196	69%	0	0%

Source: NFWS Data Reporting System

Wages at placement. As of 2012, more than one-quarter (28 percent) of participants were placed in jobs paying greater than \$15.00 per hour. The largest share of participants received wages between \$10.00 and \$14.99 per hour (37 percent). The share of participants receiving wages less than \$10.00 per hour represented one-quarter of all placements (25 percent). (See Exhibit II-22.)

¹⁸ Excluded from these analyses were partnerships that: a) accounted for 5 percent or more of the total number of placements; and b) were missing data for more than 50 percent of participants for a majority of placement-related indicators. The two partnerships that met these criteria and were excluded from analysis of placement-related indicators were the Health Careers Collaborative of Greater Cincinnati (Cincinnati) and Advanced Manufacturing Career Pathways Partnership (Cincinnati). These two partnerships served 16 percent of all jobseeker participants and accounted for 28 percent of all reported job placements.

Exhibit II-22: Wage at Placement (Jobseeker Participants only)

	Job Placements	
	#	%
N=	8,405	
<\$10.00	2,099	25%
\$10.00-\$14.99	3,118	37%
\$15.00-\$19.99	1,209	14%
≥\$20.00	1,137	14%
Wage at Placement Unknown/Missing	842	10%

Source: NFWS Data Reporting System

Hours and benefits at placement. 66 percent of participants were placed in full-time jobs (35 or more hours per week). Over one-third of all placements were eligible for benefits, such as health insurance and retirement savings, although the large amount of missing data in the remaining partnerships make these results inconclusive. (See Exhibit II-23.)

Exhibit II-23: Benefits Eligibility at Placement (Jobseeker Participants Only)

	Job Placements	
	#	%
N=	8,405	
Eligible for Benefits	3,725	44%
Not Eligible for Benefits	2,060	25%
Benefits Eligibility Unknown/ Missing	2,620	31%

Source: NFWS Data Reporting System

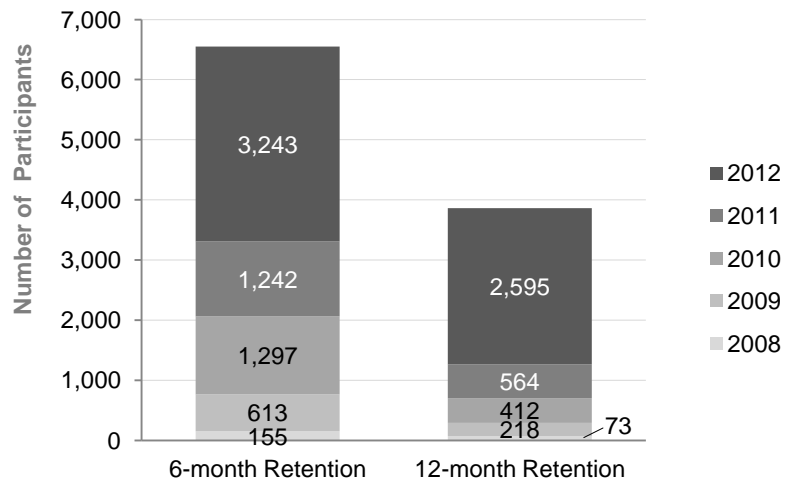
Job Retention

Six- and 12-month retention data continued to be missing for a substantial number of partnerships.¹⁹ While some of these partnerships may have been too new for participants to have met the 12-month retention milestone, many partnerships continued to face difficulty with participant follow-up. Where noted, retention findings are also presented for the select group of partnerships that provided positive 12-month retention data.

¹⁹ Among 119 partnerships that reported positive jobseeker job placements, 71 percent provided positive overall six-month retention data, but only 44 percent provided positive overall 12-month retention data. Among 67 partnerships that reported positive incumbent participation, 57 percent provided positive six-month retention data, and only 42 percent provided positive 12-month retention data.

Jobseeker retention. The absolute number of both new six-month and new 12-month retentions increased considerably between 2011 and 2012. A cumulative total of 6,550 jobseeker participants were reported as having achieved six-month retention, a nearly 100 percent increase in the cumulative number of participants achieving six-month retention since 2011. A total of 3,862 participants were reported by partnerships as having achieved the 12-month retention milestone, which represents a 200 percent increase in the cumulative number of participants achieving 12-month retention since 2011. (See Exhibit II-24.)

Exhibit II-24: Number of Jobseeker Participants Achieving Six- and 12-month Retention, by Reporting Year (n=6,550; n=3,862)



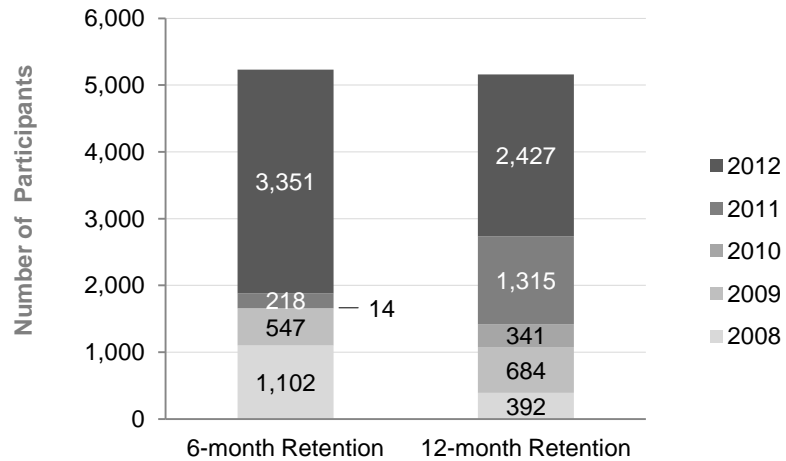
Source: NFWS Data Reporting System

Excluding those partnerships that reported no 12-month retention data, 62 percent of placed participants achieved six-month retention, and 40 percent achieved 12-month retention.²⁰

Incumbent retention. As of 2012, 7,194 incumbent participants had achieved six-month retention, an 87 percent increase since 2011. Twelve-month retention grew by a similar increase; 5,159 participants achieved 12-month retention in 2012, an 89 percent increase over the past year. (See Exhibit II-25.)

²⁰ Partnerships excluded from the analysis either a) did not provide any 12 month retention data; OR both a) accounted for 5 percent or more of the total number retentions at 12 months; AND b) were missing data for more than 50 percent of participants for a majority of retention indicators. The Advanced Manufacturing Career Pathways Partnership met these criteria and was excluded from analysis of jobseeker retention-related indicators.

Exhibit II-25: Number of Incumbent Participants Achieving Six- and 12-month Retention, by Reporting Year (n=7,194; n=5,159)



Source: NFWS Data Reporting System

Among partnerships that provided positive incumbent worker retention data, 61 percent of participants achieved six-month retention (increased from 48 percent in 2011), and 50 percent achieved 12-month retention (increased from 38 percent in 2011).²¹

Achievements at 12-month Retention

The extent of unknown/missing data also affected the estimates of career advancement achievements for participants reaching 12-month retention. As such, 12-month advancement-related outcomes were calculated for partnerships that provided 12-month retention data, including 43 percent of partnerships that placed jobseeker participants and 40 percent of partnerships that served incumbent participants.²²

²¹ Partnerships that either a) did not provide any 12 month retention data; OR both a) accounted for 5 percent or more of the total number retentions at 12 months; AND b) were missing data for more than 50 percent of participants for a majority of retention indicators were excluded from the presented analysis. The Southeast Regional Advanced Manufacturing Industry Partnership met these criteria and was excluded from analysis on incumbent retention-related indicators.

²² Analysis on advancement indicators used the same criteria to filter partnerships as used in the retention analysis. As such, the Advanced Manufacturing Career Pathways Partnership is excluded from jobseeker advancement analysis, and the Southeast Regional Advanced Manufacturing Industry Partnership is excluded from incumbent advancement analysis.

Wages at 12-month retention. Among both jobseeker and incumbent 12-month retention achievers, the largest share received wages at 12 months between \$10.00 and \$14.99 per hour (59 percent and 28 percent, respectively). Incumbent participants were more likely to receive wages greater than \$15.00 per hour (33 percent of incumbents, compared to 22 percent of jobseekers). Wages at 12-month retention were also far more likely to be unknown or missing for incumbent participants (27 percent) versus jobseeker participants (3 percent). (See *Exhibit II-26.*)

Exhibit II-26: Wages at 12-month Retention by Program Type

	Jobseeker 12-month Retention Achievers		Incumbent 12-month Retention Achievers	
	#	%	#	%
N=	3,404		4,269	
<\$10.00	502	15%	475	11%
\$10.00-\$14.99	2,022	59%	1,214	28%
\$15.00-\$19.99	486	14%	895	21%
≥\$20.00	287	8%	517	12%
Unknown/Missing	107	3%	1,168	27%

Source: NFWS Data Reporting System

Construction and energy partnerships reported the highest shares of jobseeker participants receiving wages greater than \$20.00 per hour at 12-month retention (23 and 25 percent, respectively). Among incumbent participants in the larger sectors, energy partnerships reported the largest shares of participants in that wage category (32 percent); twelve percent of healthcare partnership participants were reported in the highest wage category at 12-month retention.

Other achievements at 12-month retention. Substantial shares of both jobseeker and incumbent participants achieving 12-month retention continued to experience wage gain (43 percent and 51 percent, respectively) and receipt of employer-sponsored benefits (21 percent and 54 percent, respectively). (See *Exhibit II-27.*)

Exhibit II-27: 12-month Retention Achievements by Program Type

	Jobseeker 12-month Retention Achievers		Incumbent 12-month Retention Achievers	
	#	%	#	%
N=	3,404		4,269	
<i>Promotion</i>	596	18%	508	12%
<i>Wage Gain</i>	1,468	43%	2183	51%
<i>Increase in Hours</i>	33	1%	73	2%
<i>Entry in Advanced Education/Training</i>	435	13%	364	9%
<i>Lateral Promotion</i>	24	1%	83	2%
<i>Receipt of Employer-Supported Health Benefits</i>	715	21%	2285	54%
<i>Other Advancement</i>	9	0%	24	1%

Source: NFWS Data Reporting System

III. Employers

National Fund Goal

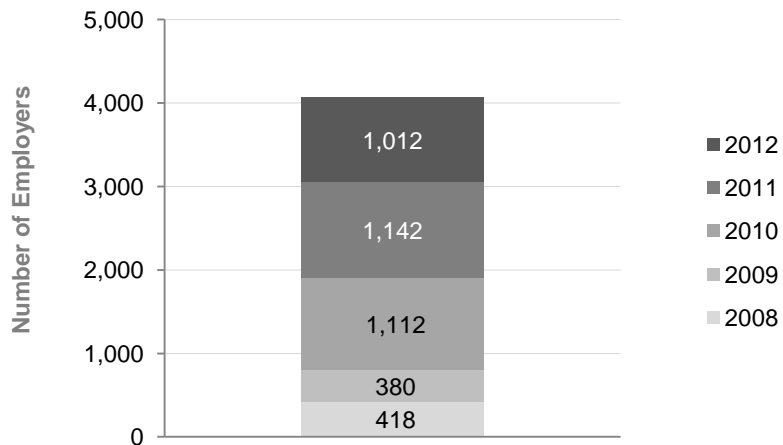
Assist 2,000 employers to find and retain the skilled workers they require to successfully compete in today's global economy.

Employers Served

Number of Employers

Overall, the number of employers served by workforce partnerships increased to 4,064 in 2012, representing a 33 percent growth in the cumulative number of employers served since 2011. (See Exhibit III-1.)

Exhibit III-1: Number of Newly Reported Employers by Reporting Year (n=4,064)



Source: NFWS Data Reporting System

Although the largest share of partnerships (51 percent) served fewer than 10 employers, over one-third (33 percent) of partnerships served more than 20 employers each. (See Exhibit III-2.)

Exhibit III-2: Partnerships by Number of Employers Served (n=151)

	2012	
	#	%
N=	151	
<i>0 or missing</i>	13	9%
<i>1 to 9</i>	63	42%
<i>10 to 19</i>	26	17%
<i>20 to 99</i>	39	26%
<i>More than 100</i>	10	7%

Source: NFWS Data Reporting System

Among all partnerships, ten were responsible for nearly half (49 percent) of all employers served.

The construction sector continued to serve the largest share of all employers (32 percent), followed by healthcare (26 percent). The share of employers served by manufacturing partnerships continued to rise, from 12 percent in 2011 to 19 percent in 2012.

Employer Services

During the course of the initiative, the most common service provided to employers was assessment of employer needs (57 percent), followed by screening and referral of job applicants (53 percent), both of which were provided to over half of all employers served by workforce partnerships. New hire training in both basic skills and occupational skills categories (29 and 26 percent, respectively) were also provided to fairly large shares of employers. The share of employers receiving incumbent worker occupational skills training reached almost one-fifth of all employers (18 percent). (See Exhibit III-3.)

Exhibit III-3: Number of Employers Served by Type of Services Received, 2008 and 2012

	2008		2012	
	#	%	#	%
N=	418		4,064	
<i>Assessment of Employer Needs</i>	268	64%	2,308	57%
<i>Brokering Training Services</i>	53	13%	873	21%
<i>Development of Career Ladder Programs</i>	44	11%	592	15%
<i>Development of Training Plans</i>	32	8%	582	14%
<i>Basic Skills Training for Existing Employees</i>	2	0%	383	9%
<i>Occupational Training for Existing Employees</i>	79	19%	715	18%
<i>Basic Skills Training for New Hires</i>	57	14%	1,160	29%
<i>Occupational Training for New Hires</i>	220	53%	1,046	26%
<i>Employee Recruitment, Screening, and Referral</i>	370	89%	2,153	53%
<i>Other</i>	7	2%	548	13%

Source: NFWS Data Reporting System

Employer services varied across sectors. Employers in the healthcare sector were more likely to receive new hire basic and occupational skills training services (43 and 48 percent, respectively) than employers served by most other sectors.

IV. Systems Change

National Fund Goal

Implement a systems change agenda locally, in key states, and nationally that results in significantly improved opportunities for low-wage workers to advance in careers because of:

- *Employer commitments to human resource practices that lead to career advancement opportunities for low-wage workers;*
- *Significant improvements to education/training practices for low-wage workers and disadvantaged adults; and*
- *Federal, state, or local policy changes and/or innovations based on evidence-based research that advance career opportunities for low-wage workers.*

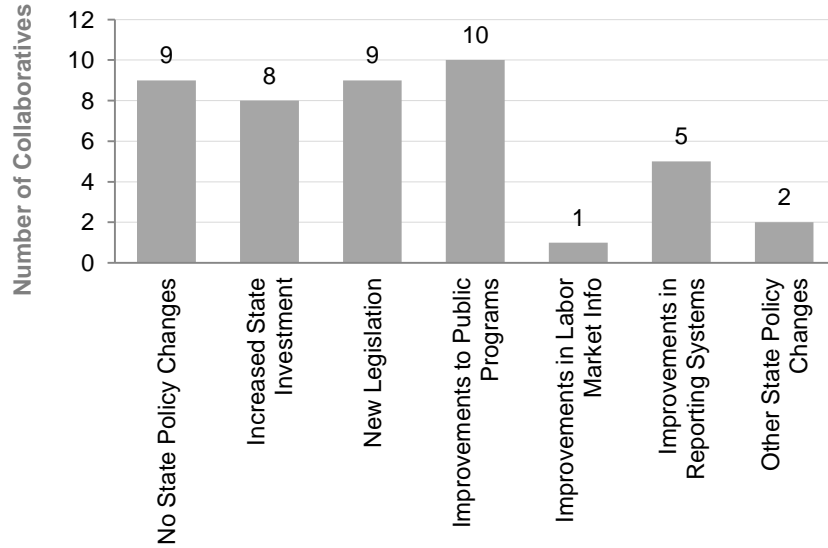
Systems Change Strategies

Collaboratives continued to report a diverse range of systems change outcomes across state policy, education, and employer human resource institutions and practices.

State Policy Activity

In 2012, two-thirds (69 percent) of collaboratives reported changes in state policy. The most commonly reported change, improvement to public programs, reported by 35 percent of collaboratives, was followed closely by new legislation (31 percent). (See *Exhibit IV-1*.)

Exhibit IV-1: State Policy Activities in 2012 (n=29)

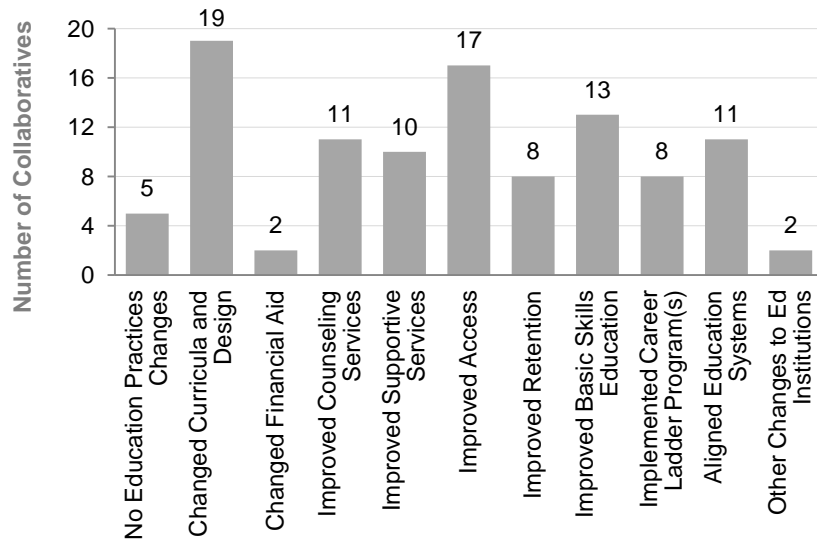


Source: NFWS Data Reporting System

Education and Training Institutional Systems Change Activities

More than three-quarters of the collaboratives (83 percent) also reported some change in education and institutional practices. Similar to 2011, changes to curricula and design were the most commonly reported activity, reported by 66 percent of collaboratives. Implementation or redesign of programs to improve access for low-skilled and/or low-income students was the next most common educational systems change reported; 59 percent of collaboratives reported this change, up from 39 percent in 2011. (See *Exhibit IV-2*.)

Exhibit IV-2: Education and Training Institutional Changes in 2012 (n=29)

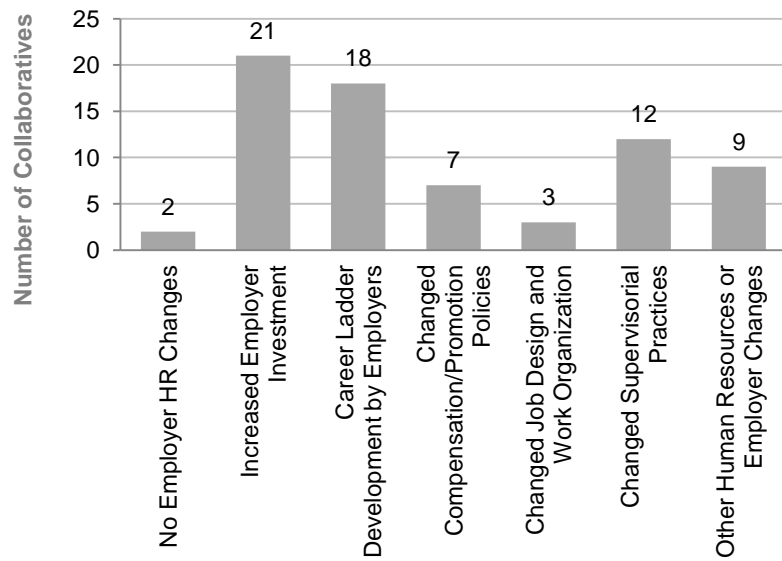


Source: NFWS Data Reporting System

Changes in Employer Human Resource Practices

Almost all collaboratives reported achievements in employer practices, including 72 percent of collaboratives that reported an increase in employer investment in worker education and training. This was a substantial increase from the 42 percent of collaboratives citing this change in 2011. The next most common change to employer human resource practices, reported by 62 percent of collaboratives, was the development of career ladders for lower skilled workers. (See Exhibit IV-3.)

Exhibit IV-3: Employer Human Resource Changes in 2012 (n=29)



Source: NFWS Data Reporting System

Conclusion

The overarching purpose of the National Fund is to expand employment opportunities for low-income individuals and meet employer demand for talent. The National Fund set a number of ambitious goals by which to measure its progress:

- Develop a national network of regional funding collaboratives dedicated to investing in workforce partnerships;
- Assist 50,000 low-income workers and jobseekers find employment, advance in careers, and/or receive a postsecondary or industry recognized credential;
- Assist 2,000 employers find and retain the skilled workers needed to compete; and
- Implement a systems change agenda that results in significantly improved opportunities for low-wage workers.

The data brief provides a measure of National Fund progress toward these goals. Over the first five reporting years (2008-2012), the National Fund has supported the development of 32 funding collaboratives and 151 workforce partnerships across the U.S. In turn, these collaboratives and partnerships have served 42,299 jobseekers and incumbent workers, just short of the National Fund's target of serving 50,000 individuals. The National Fund's partnerships also have engaged 4,064 employers, more than doubling the Fund's initial goal. Two-thirds of the National Fund's collaboratives reported changes in state policy; over three-quarters reported change in education and institutional practices; and almost all reported change in employer practices.

The findings also offer rich context and implications for continuing National Fund implementation.

- First, the number of regional funders continues to grow, both in terms of absolute numbers as well as the average per collaborative. In 2012, collaboratives reported receiving investments from a total of 383 local funders. More than half of all collaboratives had 10 or more funding organizations investing in their collective effort. The high participation by philanthropic funders suggests achievements engaging the philanthropic community in issues related to workforce development.

The growth in the number of funders may indicate a growing interest among funders in general, or in workforce development more specifically, to seek bigger impacts through pooled and aligned funding. Moreover, it may indicate growing interest in an approach that pieces together a coherent set of priorities over time and aims for longer-term, systems change efforts.

Understanding funder motivation and expectations may facilitate and accelerate the growth of this collective and long-term approach to workforce development.

- Second, most National Fund workforce partnerships are small, but a large portion of the progress toward the National Fund's goal of 50,000 individuals served come from a few big partnerships. One remaining question is how these smaller partnerships move from boutique programs that serve small numbers of participants, to ones that have larger impact on individuals and employers.

One path may be through collaborative efforts to scale up these programs, although there is no conclusive evidence that this is common or widespread practice in the National Fund. Another way to larger impact could be through systems change. That is, these partnerships start with a small project that is a critical component of a larger strategy, and in doing so help identify and remove common obstacles that hamper success for individuals and employers outside of the partnership.

Investigating the growth of small partnerships and what helps and what hinders their trajectories could help the National Fund understand, support, and expand the scale and impact of partnership efforts.

- Third, collaboratives and partnerships tend to focus their efforts in three key industries; healthcare, construction, and manufacturing. Together these industries account for 70 percent of the workforce partnerships and 81 percent of the participants. Each industry has some inherent qualities that make it particularly relevant to the National Fund's low-income and employer goals.

Healthcare has established, credentialed career ladders and high demand for entry-level workers. Construction tends to have hiring requirements tied to big public projects, a unionized workforce looking to diversify, and a range of occupations conducive to training. Manufacturing has many pathways to middle-wage jobs, a history of skilling up entry-level workers, and an interest in boosting its long-term pipeline of worker supply.

Collaboratives and partnerships have yet to identify and penetrate, at any scale, the same opportunities in other industries. That means there may be additional opportunities for the National Fund to diversify its focus and take new, concerted effort and, at times, different approaches to support new partnerships in new industries. In a slow growth economy, that broader approach could open up new career pathways for low-income individuals, fill talent needs for a diverse set of employers, and extend the National Fund's influence to different parts of the economy.

- Fourth, a key goal of the National Fund is the career advancement of low-income individuals. However, reporting for the data brief shows that, while job placement measures might be manageable to track for an increasing number of partnerships, most still have a difficult time tracking basic career advancement measures.

Without better career advancement data the National Fund's ability to answer a central question for its model — did the National Fund's investments lead to improved well-being and income for low-income individuals that its partnerships trained and placed in jobs — is limited.

Streamlining data collection, developing goals for retention and wage growth, defining reporting expectations, and providing richer capacity building resources could improve the National Fund's ability to assess outcomes and improve approaches at the local level.

The data brief signals meaningful progress made by the National Fund toward its goals. And, with progress made, new opportunities emerge. These opportunities include new ways to leverage the interest of funders to participate in this collective work, scale up participant outcomes of workforce partnerships, diversify the industries targeted, and more consistently measure career advancement. As the National Fund enters a new stage in its evolution, it is an opportune time to revisit underlying initiative goals and progress, and apply relevant findings to ongoing development of the NFWS framework.