



The National Fund for Workforce Solutions

Tracking Progress: Data Brief 2015



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Executive Summary

I. Introduction

The National Fund for Workforce Solutions (National Fund) is a national partnership of employers, communities, workers and philanthropy that invests in regional funder collaboratives to strengthen local economies and implement demand-driven workforce strategies. Since 2007, the National Fund initiative has supported the creation and development of regionally-based funder collaboratives and industry partnerships that create talent supply chains, close skill gaps and improve systems.

During the first five years of implementation, from 2007 to 2012, the National Fund goals included 1) development of a network of collaboratives and industry partnerships, 2) positive employment and career advancement outcomes for low-income individuals, 3) positive labor-market outcomes for employers; and 4) changes to local and regional workforce development systems.

The 2013 launch of National Fund 2.0 marked the evolution of the National Fund for Workforce Solutions into an initiative with a more nuanced strategic framework and diversified leadership structure. The goals articulated by the new strategic framework include:

- Improve public systems and employer practices;
- Expand and deepen impact; and
- Promote learning and continuous improvement.

The 2.0 framework includes multiple objectives related to these goals, as well as strategic principles expected to yield success. Although the 2.0 framework is clearly aligned with the original framework, it is a more complex articulation of the model.

This data brief provides an overall picture of the National Fund's progress since its inception in 2007, as reported by participating industry partnerships through the annual reporting system.¹ The data brief also highlights key achievements and observations from the first two years of National Fund 2.0.² Under the National Fund 2.0 framework, this report communicates progress related to the first National Fund 2.0 goal: to Expand and Deepen Impact.³

The first section of the report provides greater detail on this goal within the context of National Fund 2.0 program implementation. The next section describes industry partnership characteristics and evolution over time. The following sections provide evidence of achievement and outcomes for National Fund individual participants, and a summary of employer engagement, services and activity. The conclusion briefly describes high-level implications for on-going initiative development and implementation. Together, these findings illustrate National Fund accomplishments and opportunities in its seventh year of implementation and at the close of the first two years of National Fund 2.0.

¹ The evaluation framework and related indicators continue to reflect the original reporting guidance and data collection systems. While the stability in the data collection framework yields continuity and enables comparisons over time, there is less alignment between available data and the goals, objectives and targets articulated by the National Fund 2.0 framework.

² Most of the report presents cumulative data for the initiative from 2008-14, for comprehensiveness and comparability with previous years. However, we have also provided information on progress in the first phase of the Fund from 2007 through 2012, the first two years of National Fund 2.0 from 2013 through 2014), and annual progress since 2007 inception for certain variables of interest. We present key observations selectively throughout the report.

³ The development of the 2.0 framework was accompanied by the development of a 2.0 Evaluation Framework that documents plans for assessing NFWS achievements and impact. Progress toward these goals will be assessed through a portfolio of evaluation and learning activities.

II. National Fund 2.0: Expand and Deepen Impact

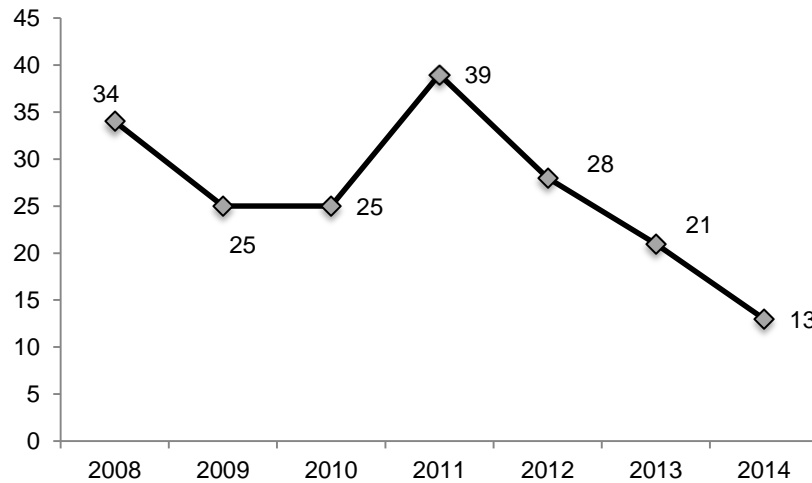
In 2007 the National Fund initially specified three distinct goals related to expected impacts, including 1) organizing, supporting and developing a national network of regional funding collaboratives; 2) assisting 50,000 low-income jobseekers and workers to achieve employment and career advancement opportunities; and 3) assisting 2,000 employers to address human resource needs.

The National Fund 2.0 framework condensed expectations for network development, individual impact and employer partnerships into one goal with multiple objectives, including: 1) providing opportunities for 100,000 low-wage individuals to acquire career-relevant skills and credentials; 2) expanding the network of collaboratives to 15 new communities; 3) raising \$20 million in national grants and leveraging \$150 million in local matching investments; 4) partnering with 3,000 employers to generate industry intelligence; and 5) improving the performance of 50 local industry partnerships.

National Fund 2.0 expectations related to scale and impact are aligned with the original goals of the initiative, however, the related objectives are more targeted and diverse. New expectations around services for low-wage individuals emphasize skills and credential acquisition. Similarly, the employer role has evolved to a more robust leadership position in identifying labor market needs and developing career ladders. The 2.0 goals also articulate specific targets related to continued network expansion, partnership performance, and leveraged funds. This data brief highlights some of the trends that have emerged during the first two years of National Fund 2.0 implementation, including progress made to expand and deepen its impact, as well as opportunities to quicken the pace and scale of gains for individuals, employers, and communities.

Although the National Fund continues to grow, there is some indication that the pace of growth has slowed during the first two years of National Fund 2.0 implementation. In 2014 there were 13 new industry partnerships reporting, which brings the cumulative number of partnerships in the National Fund over six years to 185. Despite this overall increase in partnerships, the growth rate of added partnerships each year is slowing. The 13 new partnerships added in 2014 is the smallest number of partnerships added since the National Fund's inception in 2007, and is continuation of the contraction in growth of new partnerships seen in the first year of National Fund 2.0.

Exhibit X-1. The Annual Number of New Partnerships has Decreased Since 2011 (n=185)

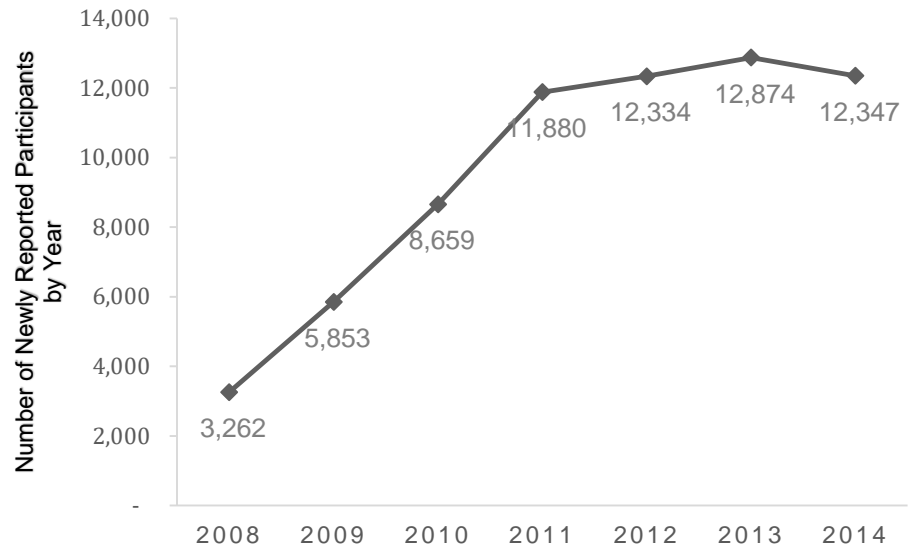


Source: NFWS Data Reporting System

National Fund 2.0 also continues to add to its cumulative total of participants served year to year. By the end of 2014, National Fund 2.0 partnerships served 12,346 more participants, which brings total participants in the two years of National Fund 2.0 to 25,211. If annual growth continues at roughly 12,000 participants per year, the National Fund 2.0 will fall short of its 2017 goal to enable 100,000 low wage individuals to obtain the skills, credentials, and other supports necessary to acquire and advance in family supporting careers.⁴

Exhibit X-2. The Number of Newly Reported Participants Has Been Stable Since 2011 (n=67,209)

⁴ If the National Fund measures progress of its 100,000 goal by number of participants who achieve an education and training completion or job placement, versus number of participants served, then progress is slightly different. Of the 25,221 NFWS 2.0 participants, 16,875 completed education and training, and 7,605 received job placements by the end of 2014. Another 7,016 are incumbent workers who have jobs. Using these measures, for example, at the current pace of growth, National Fund 2.0 would reach its goal of 100,000 of education or training completions by 2023.



Source: NFWS Data Reporting System

There appears to be some shifts in the type of services and completions reported among National Fund 2.0 participants. Substantially smaller proportions of National Fund 2.0 participants received primary non-education services, including career coaching, case management and supportive services, compared to participants receiving services from 2008 to 2012. In addition, participants completing basic skills, workplace readiness, and other education and training comprised smaller shares of overall completions in National Fund 2.0. On the other hand, a greater share of National Fund 2.0 participants received on-the-job training (OJT), and apprenticeship and OJT completions comprise a higher proportion of all training completions in the National Fund 2.0.

While shifts in services and completions seem to be occurring between phases, placement outcomes in National Fund 2.0 are comparable to those achieved from 2008 to 2012. National Fund 2.0 partnerships reported that 7,605 of their job seeker participants received a job placement. That represents 42 percent of National Fund 2.0's 18,205 total jobs seekers, or the same job placement ratio as the first phase of the National Fund from 2008 to 2012. The percent of jobseekers achieving 6- and 12-month retention in National Fund 2.0 is slightly lower, but roughly on pace with outcomes through 2012 when considering the shorter timeframe of implementation and outcome measurement in National Fund 2.0.⁵

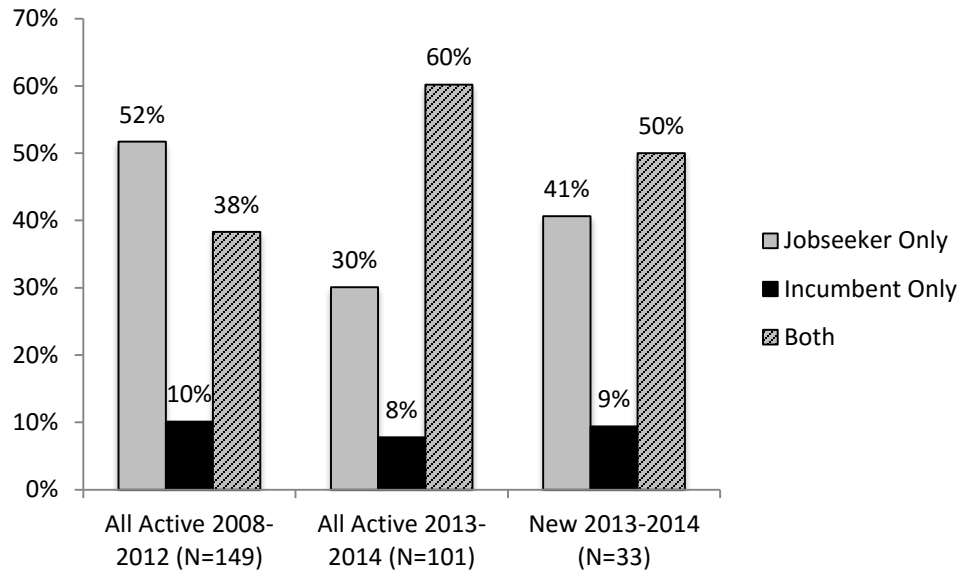
⁵ National Fund 2.0 data reflect the first two-years of implementation since the development of the National Fund 2.0. Although we would not expect large numbers of participants new to the Fund in the first year of National Fund 2.0 to have achieved 6 or 12 month retention, the cumulative nature of the data includes retention figures for participants who entered the program prior the first year of National Fund 2.0.

III. Industry Partnerships

As projected by the National Fund 2.0 framework, the National Fund continued to reach new communities, with four new collaboratives accepted into the network and 13 new partnerships reporting achievements in 2014. Since its inception in 2007, the National Fund has supported a total of 39 collaboratives and 185 partnerships across the United States. Among those groups, 26 collaboratives and 76 partnerships were active in National Fund 2.0 in 2014.

- Thirteen new industry partnerships reported in 2014; this represents the smallest group of new industry partnerships reporting during any other year in the initiative.
- The National Fund portfolio continues to be comprised primarily of partnerships led by community-based organizations (24 percent) and “other nonprofits” (24 percent); these types of organizations have led the majority of partnerships since the National Fund’s inception.
- Large industry partnerships continue to account for the majority of participant services provided since 2008. One-third of partnerships served between 101 and 500 participants, and more than one quarter of participants were served by the five largest partnerships alone. The share of 2.0 partnerships serving more than 500 participants increased considerably over the past year from 4 percent of partnerships after the first year of National Fund 2.0, to 14 percent of industry partnerships after the first two years of 2.0, reflecting growth in the scale of partnerships since the start of National Fund 2.0.
- As of 2014, the great majority of cumulative partnerships (90 percent) offered a jobseeker program, and over half (53 percent) offered an incumbent program; more than two-fifths (44 percent) offered 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.

Exhibit X-3: The Share of Partnerships Offering both Incumbent Worker and Jobseeker Programs Has Grown Over Time



Source: NFWS Data Reporting System

IV. Low-Income Individuals

Active industry partnerships served an additional 12,347 participants in 2014, bringing the total of individuals served to 67,209 unduplicated participants over the first seven years of National Fund reporting. The participants newly enrolled in 2014 represents a 23 percent increase over the cumulative reported through 2013; participants served in 2013 and 2014 together account for 25 percent of the National Fund 2.0's 5-year goal to serve 100,000 individuals from 2013 to 2017.

- Cumulatively, the rate of annual increase of participants has declined over time, reflecting initial annual gain due to record growth in number of collaboratives and related partnerships. Contraction in annual participant growth has been particularly acute in the first two years of National Fund 2.0. The rate of annual jobseeker growth was relatively consistent from 2013 to 2014, however, the rate of incumbent worker growth declined during this period.

- Participant demographic characteristics have shifted since the inception of the National Fund, with steady increases in the proportion of male and white participants, and decreases in the proportions of African-American and Asian participants.
- Nearly two-thirds of the participants, or 39,444 individuals, received occupational skills training, which remained the most common education or training service received.
- Provision of non-training services has declined over time. The proportion of participants receiving selected services, including career coaching, case management and supportive services, declined substantially over the course of the initiative.

Exhibit X-4: Non-Education Service Participation Has Declined in Key Services

	National Fund 1.0		National Fund 2.0	
	#	%	#	%
N=	41,988		25,221	
<i>Assessment</i>	28,333	67%	12,865	51%
<i>Asset Development</i>	4,357	10%	2,103	8%
<i>Career Coaching</i>	23,340	56%	8,922	35%
<i>Case Management</i>	18,663	44%	7,556	30%
<i>Job Search/Job Placement</i>	17,365	41%	10,195	40%
<i>Supportive Services</i>	15,091	36%	4,964	20%
<i>Other Non-training</i>	7,283	17%	3,140	12%

Source: NFWS Data Reporting System

- By 2014, the number of participants who had completed education and training services reached 45,312, or 67 percent of all participants served.
- Apprenticeship and OJT completions comprised a higher proportion of all training completions in the National Fund 2.0. In contrast, basic skills, workplace readiness, and other education and training completions comprised smaller shares of overall completions.
- As of 2014, 19,299 jobseeker participants served by 151 partnerships had achieved job placement since the start of the

initiative⁶, representing a 23 percent growth over the number of cumulative job placements reported in 2013.

- Cumulatively since the start of the Fund, over two-fifths of all participants (41 percent) were served by healthcare partnerships. Participants added during National Fund 2.0 were more likely to be served by healthcare (36 percent) or manufacturing sector (30 percent) partnerships than any other sector. Moreover, among partnerships new to the Fund since the start of National Fund 2.0, the share of participants in manufacturing focused partnerships reached 61 percent.
- Among the workforce sectors, partnerships in energy, aerospace, information technology and marine trades reported higher shares of participants with placement wages above \$20.00 per hour.
- Substantial shares of both jobseeker and incumbent participants achieving 12-month retention continued to experience wage gains (39 percent and 33 percent, respectively).

V. Employers

Overall, the number of employers served by industry partnerships increased to 5,303 in 2014, representing 13 percent growth in the cumulative number of employers served since 2013. Data from the first two years of National Fund 2.0 suggest a contraction in the scale of employers served annually, as well as a shift in employer services provided.

- The growth of new employers was robust from 2008 through 2011, with a peak growth rate of 139 percent in 2010. The growth rate remained strong in 2011 and 2012, at 60 percent and 33 percent, respectively. A marked decline in the rate of growth of new employers emerged in 2013 (15 percent) and continued in 2014 (13 percent) with a cumulative addition of 629 employers over two years.
- Data on the level of employer engagement was collected for the first time in 2014. Of the 1,110 employers reporting, nearly half (49 percent) were classified as Affiliates – employers that receive services from the industry partnership but participate sporadically

⁶ 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 figure should not be read as presenting placement rates.

and/or at a basic level—and nearly one-third (29 percent), were classified as Core Employers, the highest level of engagement.

Exhibit X-5: Nearly Half of All Employers Participate at the Affiliate Level

Level of Employer Engagement		
	#	%
N=	1110	
Core Employers	321	29%
Partner Employers	240	22%
Affiliate Employers	549	49%

Source: NFWS Data Reporting System

- By type of employer activities, most employers (60 percent) were active in hiring of individuals trained and/or referred by the partnership, nearly a third of employers changed practices in pursuit of partnership goal, and almost a quarter of employers (23 percent) participated in workforce advocacy efforts at the state or national level.

VI. Conclusion

As of 2014, the National Fund continued to reach new communities, with four new collaboratives accepted into the network and 13 new partnerships reporting achievements. During the course of the initiative, a total of 39 collaboratives and 185 partnerships across the United States have been supported by the National Fund. The National Fund also continued to show an increase in overall size across key metrics, reflected by the number of participants (67,209) and employers (5,303) served by National Fund partnerships from 2008 to 2014.

Despite growth in the overall number of communities and partnerships supported throughout the initiative, only 76 partnerships actively reported in 2014, highlighting the dynamic nature of the National Fund intervention, including the intermittent entry and exit of collaboratives and partnerships. Exploration of data reported by partnerships active in National Fund 2.0 illustrate shifts to participant demographics and services and employer relationships. The analyses also highlight a contraction in the rate of growth of partnerships, participants, and service outcomes. Furthermore, differences in service and outcomes between National Fund 2.0 and the first phase of the initiative may suggest development of targeted strategies and support. The attrition of older partnerships, relatively low number of new partnerships and the smaller nature of remaining partnerships has significant implications for achievement of National Fund 2.0 goals and for overall sustainability.

Participants succeeded in completing education and training programs at high rates in several sectors. In addition, placement outcomes varied across sectors, with some sectors that comprise a smaller share of participation demonstrating notable placements as a share of jobseekers. Likewise, partnerships in some sectors have succeeded in connecting participants with better-quality jobs. Targeted expansion efforts could build on the experiences of these partnerships in sectors that offer opportunities for job seekers.

The growth rate in retention outcomes improved in 2014 for non-incumbent participants. After a dip in the number achieving 6- and 12-month retention in 2012 compared to 2013, the past year saw a return to an upward trend. The experiences of the partnerships driving these successful retention outcomes could be informative as the National Fund pursues its goal of improved partnership performance.

Finally, because the legacy data collection and reporting systems have not been modified to reflect National Fund 2.0 strategy, the data brief draws on progress indicators and data collections systems developed in the first phase of the initiative, and does not provide a comprehensive assessment of defined National Fund 2.0 objectives or measures. As the National Fund 2.0 implementation continues, greater alignment of systems and evaluation strategies could provide a more comprehensive understanding of initiative outcomes, and identify important areas of success or opportunity that are not captured through existing systems.

The evolution of the National Fund yields both new challenges and new opportunities. The observations from the Data Brief, when viewed in combination with the mission, vision and principles articulated in the National Fund 2.0 strategic framework, highlight emerging areas of achievement, as well as opportunities to reflect on current implementation.

I. Introduction

The National Fund for Workforce Solutions (National Fund) is a national partnership of employers, communities, workers and philanthropy that invests in regional funder collaboratives to strengthen local economies and implement demand-driven workforce strategies. Since 2007, the National Fund initiative has supported the creation and development of regionally-based funder collaboratives and industry partnerships that create talent supply chains, close skill gaps and improve systems.

During the first five years of implementation, from 2007 to 2012, the National Fund goals included 1) development of a network of collaboratives and industry partnerships, 2) positive employment and career advancement outcomes for low-income individuals, 3) positive labor-market outcomes for employers; and 4) changes to local and regional workforce development systems.

The 2013 launch of National Fund 2.0 marked the evolution of the National Fund for Workforce Solutions into an initiative with a more nuanced strategic framework and diversified leadership structure. The goals articulated by the new strategic framework include:

- Improve public systems and employer practices;
- Expand and deepen impact; and
- Promote learning and continuous improvement.

The 2.0 framework includes multiple objectives related to these goals, as well as strategic principles expected to yield success. While the 2.0 framework is clearly aligned with the original framework, it is a more complex articulation of the model.

Over the course of the initiative, the National Fund has used descriptive annual reports produced by a third-party evaluation to track the implementation of and document progress toward National Fund goals. A national data reporting system has been one of the key ways to describe the characteristics and scale of National Fund implementation. The 2015 Data Brief continues this effort by describing National Fund progress and trends from data reported by participating industry partnerships through the annual reporting system.⁷ In addition to describing overall cumulative progress, it focuses on the National Fund 2.0 goal to Expand and Deepen Impact.⁸

From 2008 to 2014, 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 contributed to increased education and training opportunities for jobseekers and incumbent workers.⁹

The first section of the report provides a summary of National Fund 2.0 progress and changing trends from those identified in the first phase of the National Fund through 2012. The next section describes industry partnership characteristics and evolution over time. The following sections provide evidence of achievement and outcomes for low-income participants, and a summary of employer services and activity. The conclusion briefly reviews overall findings of National Fund progress toward goals, and describes high-level implications for on-going initiative development and implementation.

⁷ The evaluation framework and related indicators continue to reflect the original reporting guidance and data collection systems. While the stability in the evaluation framework yields continuity and enables comparisons over time, there is less alignment between available data and the goals, objectives and targets articulated by the National Fund 2.0 framework.

⁸ Progress toward goals is presented in terms of industry partnership composition, low-income worker outcomes, and employer services. Although indicators continue to reflect the original reporting guidance and data collection systems developed in the first phase of the Fund, these data offer a comparable summary that can supplement new evaluation strategies developed to support National Fund 2.0 learnings.

⁹ 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.

II. National Fund 2.0: Expand and Deepen Impact

Evolution of National Fund Goals

The first phase of the National Fund, from 2008 through 2012, specified three distinct goals related to serving communities, individuals and employers, including 1) organizing, supporting and developing a national network of regional funding collaboratives; 2) assisting 50,000 low-income jobseekers and workers to achieve employment and career advancement opportunities; and 3) assisting 2,000 employers to address human resource needs.

The National Fund 2.0, initiated in 2013, clarified three overarching goals, and defined measurable objectives for each initiative goal:

Improve Public Systems and Employer Practices

- *Partner with employers to achieve improved career advancement practices for low-wage workers in 100 workplaces.*
- *Achieve federal policies supporting industry partnerships, career pathways, and sufficient investments to meet employer needs for skilled workers.*
- *In 10 states, generate significant workforce and/or educational policy changes to improve career opportunities for low-wage workers.*
- *Complete 12 business impact studies that document the benefits of career advancement investments and innovative workplace practices.*

Expand and Deepen Impact

- *Enable 100,000 low-wage individuals in 45 communities to obtain the skills, credentials, and other supports necessary to acquire and advance in family-supporting careers.*
- *Enable 15 new communities to organize, develop, and sustain successful regional funder collaboratives and industry partnerships.*
- *Raise \$150 million in local matching investments to match \$20 million in national grants to regional collaboratives.*

- *Partner with 3,000 employers to generate industry intelligence to guide investments in worker skills and workplace practices that yield tangible benefits to employers and workers.*
- *Scale up and deepen the performance of 50 local industry partnerships by broadening employer leadership, expanding the acquisition of industry-recognized credentials, increasing employer investments in training and career development services, and supporting business competitiveness.*

Promote Learning and Continuous Improvement

- *Identify, evaluate, and document 10 key workforce-specific investments that produce the best results and/or illustrate exemplary industry partnerships.*
- *Aggressively promote 10 exemplary strategies on the implementation of industry partnerships using case studies, research, and evaluation.*
- *Document and disseminate processes and results for both internal and external audiences through compelling publications, professional development activities, peer learning events, and social media channels.*

This data brief is one of a diverse set of activities the National Fund is pursuing to understand the initiative's progress and opportunities for improvement in achieving its National Fund 2.0 goals and objectives. The data brief communicates progress and trends that can be identified through the industry partnership and cumulative participant data collected annually. Complimentary activities underway include the concurrent Social Innovation Fund (SIF) evaluation, planned business impact studies, and targeted systems change analyses.

The scope and scale of data used to inform this brief are most responsive to the National Fund 2.0 goal to expand and deepen impact, and can address select related objectives. National Fund 2.0 expectations related to scale and impact are aligned with the original goals. However, the objectives have evolved. For example, new expectations around service participation by low-wage individuals emphasize skills and credential acquisition. Similarly, the employer role has shifted from that providing input on skill needs and receiving services, to leading industry partnerships, identifying labor market needs, and developing career advancement pathways. The National Fund 2.0 goals also articulate specific targets related to continued network expansion, partnership performance and leveraged funds.

The data collection process enables the Fund to identify trends and progress in the first two years of National Fund 2.0 implementation. This section describes National Fund 2.0 highlights related to partnership formation and characteristics, and participant demographics and outcomes, as well as variation in trends observed between National Fund 2.0 and those identified in the first phase of National Fund implementation through 2012.

Although the National Fund continues to grow, there is some indication that the pace of growth has slowed during the first two years of National Fund 2.0 implementation. In 2014 there were 13 new industry partnerships reporting, which brings the cumulative number of partnerships in the National Fund over six years to 185.

Despite this overall increase in partnerships, the growth rate of added partnerships each year is slowing. The 13 new partnerships added in 2014 is the smallest number of partnerships added since the National Fund's inception in 2007, and continues the contraction in growth of new partnerships seen in 2013 -- the first year of National Fund 2.0. This decline is due in part to a decline in the addition of new collaboratives, as well as a decline in the number of new partnerships initiated among both new and existing collaboratives.

National Fund 2.0 also continues to add to its cumulative total of participants served year to year. By the end of 2014, National Fund 2.0 partnerships served 12,346 more participants, which brings total participants in the two years of National Fund 2.0 to 25,211. Although the number of participants in National Fund 2.0 doubled between 2013 and 2014, if the number of participants increase by roughly this amount (12,000) over the next three years, the National Fund 2.0 will fall short of its 2017 goal to enable 100,000 low wage individuals to obtain the skills, credentials, and other supports necessary to acquire and advance in family supporting careers.¹⁰

¹⁰ If the National Fund measures progress of its 100,000 goal by number of participants who achieve an education and training completion or job placement, versus number of participants served, then progress is slightly different. Of the 25,221 NFWS 2.0 participants, 16,875 completed education and training, and 7,605 received job placements by the end of 2014. Another 7,016 are incumbent workers who have jobs. Using these measures, for example, at the current pace of growth, National Fund 2.0 would reach a goal of 100,000 of education or training completions by 2023.

Participants in National Fund 2.0 were more likely to be served by healthcare (36 percent) or manufacturing sector (34 percent) partnerships than any other sector. The share of participants served by manufacturing partnerships grew from 13 percent of participants served through 2012, to 34 percent of participants served in National Fund 2.0. Moreover, the share of participants in construction focused partnerships dropped from 20 percent of participants served through 2012 to 6 percent of participants served in National Fund 2.0.

There appears to be some shifts in the type of services and completions reported among National Fund 2.0 participants. Substantially smaller proportions of National Fund 2.0 participants received primary non-education services, including career coaching, case management and supportive services, compared to participants receiving services through 2012. In addition, participants completing basic skills, workplace readiness, and other education and training comprised smaller shares of overall completions in National Fund 2.0. On the other hand, a greater share of National Fund 2.0 participants received on-the-job training (OJT), and apprenticeship and OJT completions comprise a higher proportion of all training completions in the National Fund 2.0.

Partnerships reported 12,534 degrees and credentials achieved in National Fund 2.0. The composition of degrees and credentials achieved varies somewhat between National 2.0 and cumulative progress through 2012. National Fund 2.0 has produced a greater share of workplace readiness credentials as a share of total degrees/credentials (48 percent compared to 19 percent), and proportionately fewer occupational skills credentials or certificates (39 percent compared to 72 percent).

While shifts in services and completions seem to be occurring between phases, placement outcomes in National Fund 2.0 are comparable to those achieved from 2008 to 2012. National Fund 2.0 partnerships reported that 7,605 of their job seeker participants received a job placement. That represents 42 percent of National Fund 2.0's 18,205 total jobs seekers, or the same job placement ratio as the first phase of the National Fund from 2008 to 2012. The percent of jobseekers achieving 6- and 12-month retention in National Fund 2.0 is slightly lower, but roughly on pace with outcomes through 2012 when considering the shorter timeframe of implementation and outcome measurement in National Fund 2.0¹¹.

¹¹ National Fund 2.0 data reflect the first two-years of implementation since the development of the National Fund 2.0. Although we would not expect large numbers of participants new to the Fund in the first year of National Fund 2.0 to have achieved 6 or 12 month retention, the cumulative nature of the data includes retention figures for participants who entered the program prior the first year of National Fund 2.0.

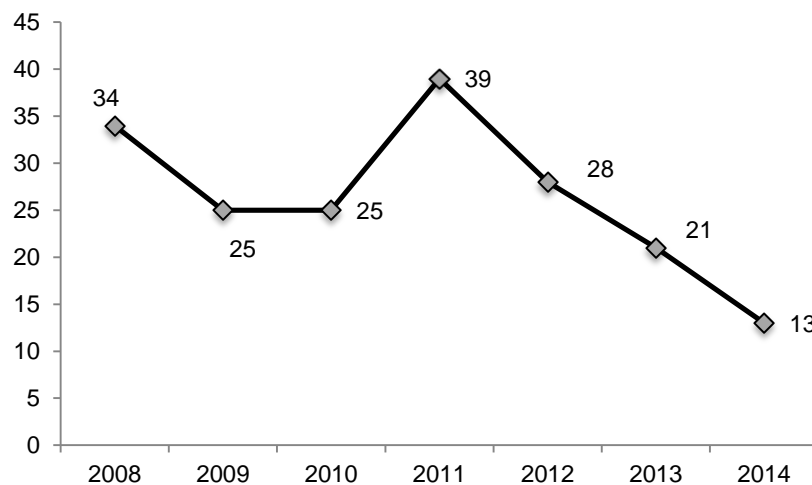
III. Industry Partnerships

Industry Partnership Characteristics and Variation

Number of Partnerships

In 2014, thirteen new partnerships reported in the National Fund online system, bringing the cumulative number of reporting industry partnerships over seven years to 185. This is the lowest number of newly reporting industry partnerships since the initiation of the Fund. This decline is due in part to a decline in the addition of new collaboratives, as well as slower partnership growth among both new and existing collaboratives. In 2014, 76 partnerships actively reported participant data, representing just over 40 percent of the 185 partnerships supported during the course of the initiative.¹² (See *Exhibit III-1*)

Exhibit III-I: The Annual Number of New Partnerships has Decreased Since 2011 (n=185)

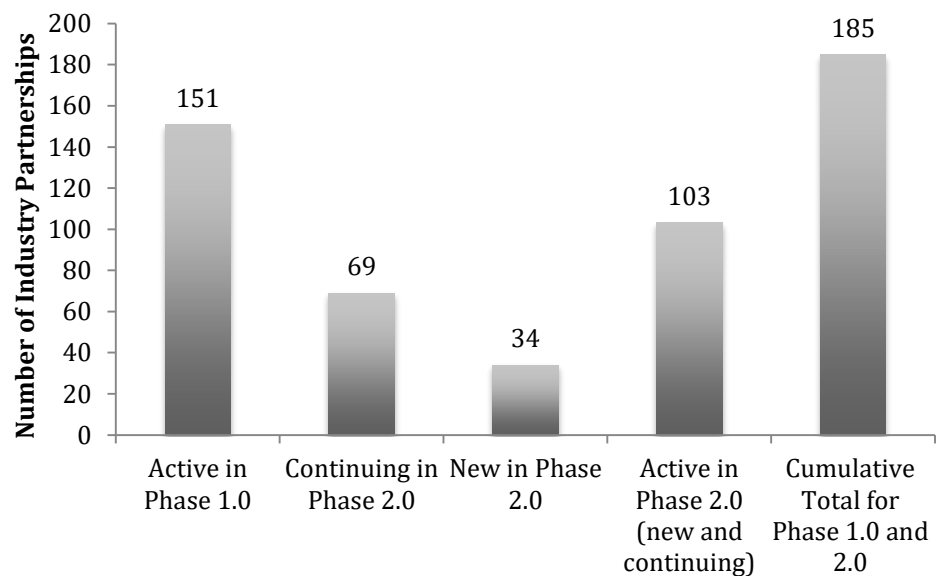


Source: NFWS Data Reporting System

¹² The reasons for ceasing reporting included 1) the partnership was no longer active and/or supported by the collaborative; 2) the collaborative was no longer active and/or funded by NFW. We do not have consistent data about the post-NFWS experience of the 109 partnerships that ceased reporting.

The 185 industry partnerships that have reported cumulative data since the inception of the National Fund can be aligned into several groups for more meaningful analysis of current National Fund progress and trends. In the first phase of the National Fund, from 2007 through 2012, 151 industry partnerships were active and reported into the National Fund reporting system¹³. Since the start of National Fund 2.0 in 2013, 69 partnerships that were active in the first phase of the Fund continued participation into National Fund 2.0, and an additional 34 partnerships have newly joined the Fund. The total number of partnerships active in National Fund 2.0, including those that continued participation from the first phase into National Fund 2.0 and those that have newly engaged since 2013, is 103. (See *Exhibit III-2*)

Exhibit III-2. The Cumulative Number of Industry Partnerships Includes both Inactive and Active Partnership



Source: NFWS Data Reporting System

¹³ During the first phase of the National Fund, from 2007 through 2012, data were reporting for the following program years: 2008, 2009, 2010, 2011, and 2012.

Scale/Size

By the end of 2014, National Fund partnerships had enrolled 67,209 participants since the inception of the Fund. Among partnerships that reported serving participants, the size of the partnerships ranged from a low of four participants to a high of 5,982 participants.¹⁴ The largest distribution of partnerships (31 percent) served a range of 101 to 500 participants.

As of 2014, 38 partnerships had served more than 500 participants. Out of 185 industry partnerships, twenty were responsible for more than half (56 percent) of all participants served. The top five partnerships, each of which reported more than 2,000 participants, served over one-quarter of all participants.¹⁵ The share of 2.0 partnerships serving more than 500 participants increased considerably over the past year from 4 percent of partnerships after the first year of National Fund 2.0, to 14 percent of industry partnerships after the first two years of 2.0, reflecting continued growth in the scale of partnerships since the start of National Fund 2.0. Similar to cumulative findings, the greatest share of National Fund 2.0 partnerships (38 percent) served between 101 and 500 participants.

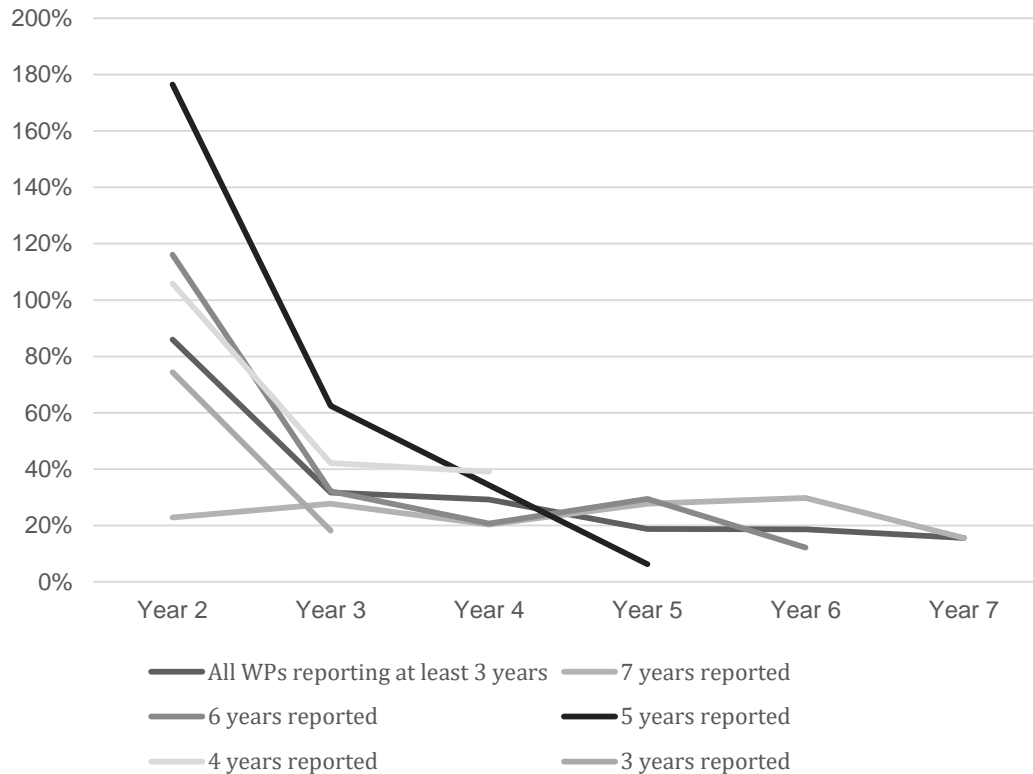
As might be expected, given the iterative and flexible granting process, the National Fund portfolio included a mixture of both older and newly contracted partnerships. The National Fund portfolio also includes both more and less experienced partnerships, based on the reported year of formation, with nearly two-thirds (62 percent) formed in 2010 or earlier. Partnerships formed in 2010 or earlier also served nearly three-quarters of all participants (70 percent).

The growth rate in number of participants served tends to be higher in earlier years of partnerships' National Fund participation, often peaking in the second year of their grant. Exhibit III-3 illustrates median participant growth rate in cumulative numbers served across all National Fund partnerships, and by length of time a partnership has been engaged and reporting through the Fund.

¹⁴ An additional three partnerships submitted a report, but did not report serving any participants.

¹⁵ The largest partnership is the Health Careers Collaborative of Greater Cincinnati. The next four largest include Port Jobs in Seattle, WRTP Construction in Milwaukee, the Worker Education and Resource Center (WERC) in Los Angeles, and Pittsburgh Works. However, WRTP Construction and WERC are no longer considered active NFWS partnerships.

Exhibit III-3: The Annual Growth Rate of Participants Peaks in the Second Year of Fund Participation



Source: NFWS Data Reporting System

The growth rate of cumulative participants across all partnerships may be influenced by the composition of partnerships maturity across reporting partnerships. If the second year of National Fund participation is generally the year of the greatest increase in participant growth, the percentage of partnerships in that stage may affect the overall annual rate of enrollment.

Sector Focus

Analyzing the distribution of partnerships cumulatively by sector focus since the start of the Fund, the largest proportions belong to healthcare (37 percent of all partnership), manufacturing (17 percent), and construction (14 percent). As shown in Exhibit III-5, National Fund 2.0 partnerships are similarly focused on healthcare (31 percent) and manufacturing (24 percent). Industry partnerships that are new to the Fund since the start of 2.0 magnify this trend, with 35 percent focused on manufacturing and 24 percent focused on healthcare. (See Exhibit III-4)

Exhibit III-4: Industry Partnership Sector Has Diversified in NFWS 2.0, with New 2.0 Partnerships Increasingly Focused on Manufacturing

Industry Sector ¹⁶	Industry Partnerships						
	Active in 2008-2012		Active in 2013-2014		New in 2013-2014		
	Number	Percent	Number	Percent	Number	Percent	
	N=	151		103		34	
<i>Aerospace</i>		1	1%	4	4%	3	9%
<i>Automotive Repair</i>		3	2%	3	3%	1	3%
<i>Biotechnology</i>		7	5%	2	2%	0	0%
<i>Construction</i>		25	17%	10	10%	1	3%
<i>Energy</i>		8	5%	3	3%	0	0%
<i>Financial Services</i>		4	3%	3	3%	0	0%
<i>Healthcare</i>		60	40%	32	31%	8	24%
<i>Hospitality</i>		4	3%	2	2%	0	0%
<i>Information Technology</i>		4	3%	5	5%	3	9%
<i>Logistics, Transportation, Distribution</i>		5	3%	5	5%	2	6%
<i>Manufacturing</i>		21	14%	25	24%	12	35%
<i>Marine Trades</i>		2	1%	1	1%	0	0%
<i>Other¹⁷</i>		4	3%	5	5%	2	6%
<i>Multiple¹⁸</i>		3	2%	1	1%	0	0%
<i>None¹⁹</i>		0	0%	2	2%	2	6%

Source: NFWS Data Reporting System

Cumulatively since the start of the Fund, over two-fifths of all participants (41 percent) were served by healthcare partnerships, followed by manufacturing (21 percent), and construction (15 percent), similar to the results reported in 2013. Participants added during National Fund 2.0 were more likely to be served by healthcare (36 percent) or manufacturing sector (30 percent) partnerships than any other sector.

¹⁶ Some partnerships changed primary sector between phase 1 and phase 2. For this table, the primary sector reported in 2012 is used to classify partnerships in phase 1; the primary sector reported in 2014 is used to classify partnerships in phase 2.

¹⁷ This category included four partnerships that provided services focused on education, landscape/horticulture, forestry, and pest control in phase 1. In phase 2, four new partnerships cited other sectors that included facilities maintenance, food service/culinary, health insurance, and industrial construction and manufacturing.

¹⁸ This category includes partnerships that offer participant services focused on more than one sector.

¹⁹ This category includes partnerships that did not select a primary sector designation.

The share of participants served by manufacturing partnerships grew from 16 percent of participants served through 2012, to 30 percent of new participants served during National Fund 2.0. Moreover, among partnerships new to the Fund since the start of National Fund 2.0, the share of participants in manufacturing focused partnerships reached 61 percent. The share of participants in construction focused partnerships dropped from 21 percent of participants served through 2012 to 4 percent of new participants served during National Fund 2.0. (See *Exhibit III-5*).

Exhibit III-5 Participation in Healthcare and Manufacturing Industries Is Most Prevalent in National Fund 2.0

Industry Sector of Partnership ²⁰	Participants					
	Cumulative 2008-2012: All Phase 1 Partnerships		Added in 2013-2014: All Phase 2 Partnerships		Added in 2013-2014: New Partnerships Only	
	Number	Percent	Number	Percent	Number	Percent
N=	41,988		25,221		5,984	
<i>Aerospace</i>	1,079	3%	1,663	7%	614	10%
<i>Automotive Repair</i>	192	<1%	92	<1%	22	0%
<i>Biotechnology</i>	764	2%	130	1%	0	0%
<i>Construction</i>	8,975	21%	961	4%	175	3%
<i>Energy</i>	528	1%	775	3%	0	0%
<i>Financial Services</i>	586	1%	308	1%	0	0%
<i>Healthcare</i>	18,404	44%	9,189	36%	521	9%
<i>Hospitality</i>	772	2%	83	<1%	0	0%
<i>Information Technology</i>	64	<1%	142	1%	42	1%
<i>Logistics, Transportation, Distribution</i>	2,229	5%	2,250	9%	4	<1%
<i>Manufacturing</i>	6,517	16%	7,546	30%	3663	61%
<i>Marine Trades</i>	224	1%	707	3%	0	0%
<i>Other</i>	232	1%	439	2%	46	1%
<i>Multiple</i>	1,422	3%	39	<1%	0	0%
<i>None</i>	0	0%	897	4%	897	15%

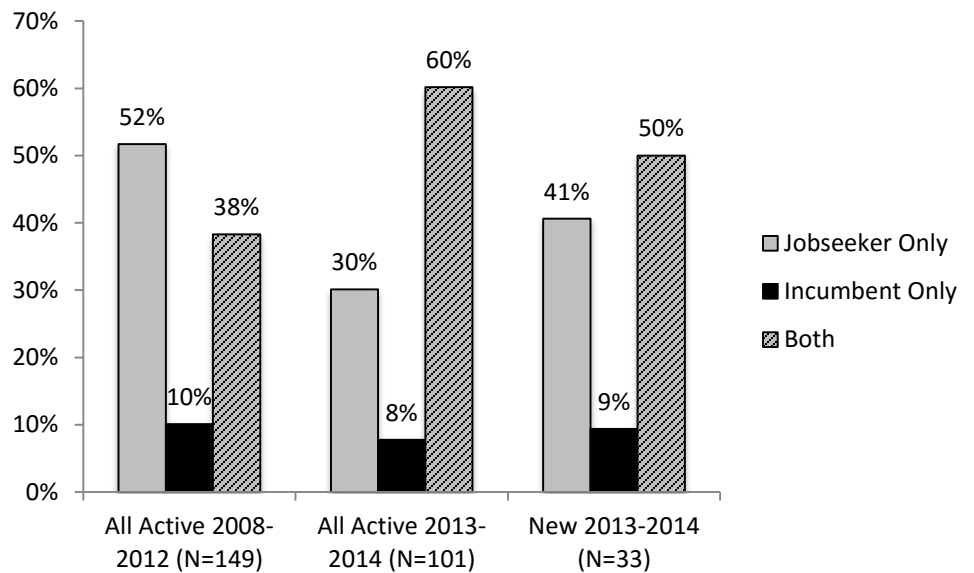
Source: NFWS Data Reporting System

²⁰ Some partnerships changed primary sector between phase 1 and phase 2. For this table, the primary sector reported in 2012 is used to classify partnerships and their participants in phase 1; the primary sector reported in 2014 is used to classify partnerships and their participants in phase 2.

Program Type²¹

Industry partnerships in National Fund 2.0 were more likely to offer both jobseeker and incumbent programs (60 percent) than partnerships in the first phase (38 percent). Among new partnerships added in phase 2, half offered both jobseeker and incumbent worker programs. (See Exhibit III-6).

Exhibit III-6: The Share of Partnerships Offering both Incumbent Worker and Jobseeker Programs Has Grown Over Time



Source: NFWS Data Reporting System

²¹ 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 those who are employed, but seeking new employment”.

Program Type by Sector

As of 2014, cumulative program offerings differed slightly by sector, but followed patterns observed in recent reporting years. Two-thirds of both manufacturing and healthcare partnerships offered incumbent worker programs. Just under one-third (31 percent) of construction partnerships offered incumbent worker programs. Among other sectors, 75 percent of aerospace partnerships offered incumbent worker programs, as well as 63 percent of energy-sector partnerships, and both (100 percent) of the partnerships focused on marine trades. In contrast, all of construction partnerships (100 percent), and over three-quarters of manufacturing partnerships and healthcare partnerships (94 and 79 percent, respectively) offered jobseeker services.

Due to the underlying distribution of program type, partnerships in all sectors except energy served a greater proportion of jobseekers than incumbent workers; in most sectors, the vast majority of participants served were jobseekers. Energy, health-care, and manufacturing continued to show the greatest equivalence between the number of incumbent and jobseeker participants served, with incumbent workers comprising 55 percent, 47 percent and 32 percent, respectively, of all participants within each sector.

Lead Organization and Types of Participating Organizations

As seen in phase 1, community-based organizations (21 percent) and other nonprofits (27 percent) continued to comprise the largest share of new partnerships added in phase 2; these types of organizations have led the largest share of partnerships since the National Fund's inception. (See *Exhibit III-7*)

Exhibit III-7: Most Industry Partnerships Are Led by Community Based Organizations or Other Non-profits



Organization Type ²²	Active in 2008-2012		Active in 2013-2014		New in 2013-2014	
	Number	Percent	Number	Percent	Number	Percent
N=	151		103		34	
<i>Community college</i>	20	13%	16	16%	4	12%
<i>Community-based organization</i>	35	23%	16	16%	7	21%
<i>Employer association</i>	4	3%	7	7%	2	6%
<i>Employer</i>	8	5%	6	6%	3	9%
<i>Labor union</i>	1	1%	1	1%	0	0%
<i>One-stop career center</i>	2	1%	0	0%	0	0%
<i>Public welfare organization</i>	1	1%	1	1%	0	0%
<i>WIB</i>	18	12%	13	13%	4	12%
<i>Other nonprofit organization</i>	40	26%	31	30%	9	27%
<i>Other postsecondary institution</i>	3	2%	0	0%	0	0%
<i>Other public organization</i>	4	3%	0	0%	0	0%
<i>Other training provider</i>	3	2%	2	2%	0	0%
<i>Other</i>	12	8%	10	10%	5	15%

Source: NFWS Data Reporting System

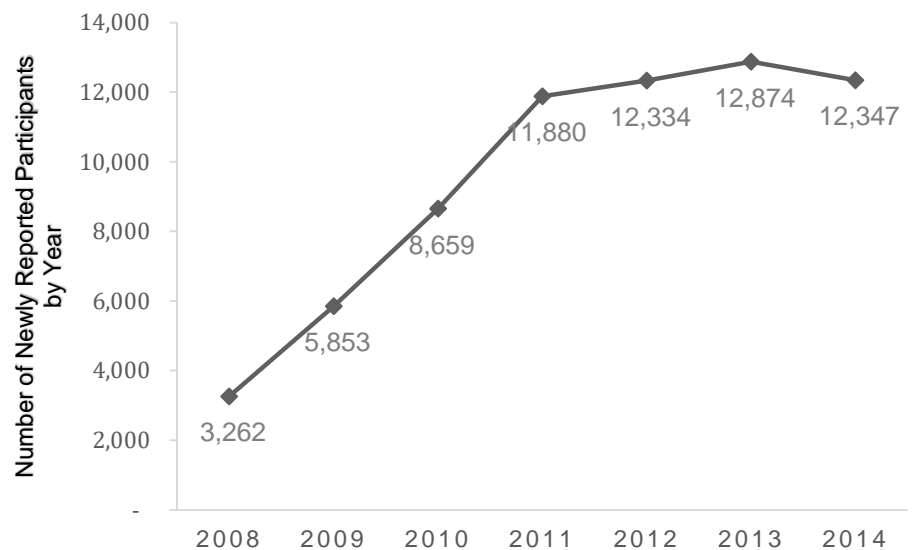
²² Some partnerships changed lead organizations between phase 1 and phase 2. For this table, the lead organization type reported in 2012 is used to classify partnerships in phase 1, and the lead organization type reported in 2014 is used to classify partnerships in phase 2.

IV. Low-Income Individuals

Participants Served

The cumulative total of participants served over the life of the National Fund is 67,209.²³ However, after rapid growth in the first three years of NFWS (2008 to 2011), the number of new participants added per year leveled off between 2011 and 2014. (See *Exhibit IV-1*)

Exhibit IV-1: The Number of Newly Reported Participants Has Been Stable Since 2011 (n=67,209)



Source: NFWS Data Reporting System

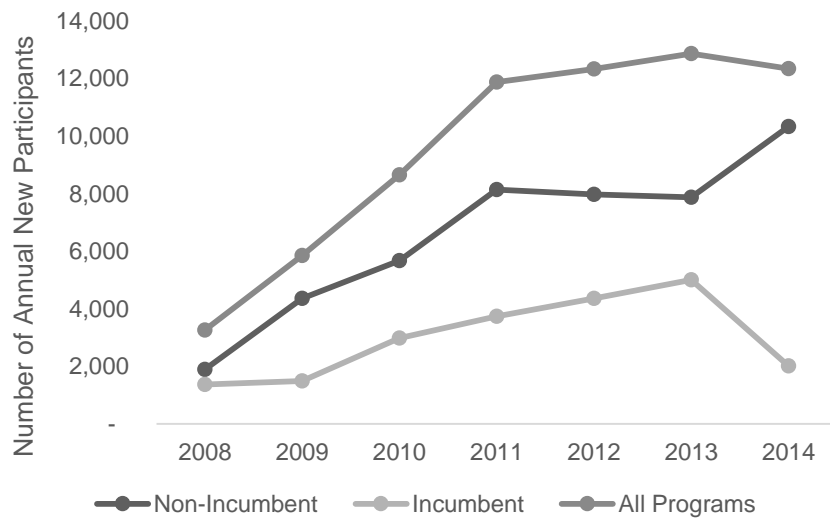
²³ Modifications to cumulative incumbent data at multiple partnerships are likely partially responsible for the significant decrease in the rate of incumbent participation in 2014.

The Fund 2.0 5-year goal is to serve 100,000 new individuals by 2017. The 25,221 participants served since National Fund 2.0 inception represents 25 percent of this 5-year goal.

The National Fund partnerships added 12,347 new participants served in 2014 -- 10,335 job-seekers and 2,012 incumbent workers. Between 2013 and 2014, the cumulative number of participants served by jobseeker programs grew by 29 percent to reach 46,256, similar to the rate of growth in previous years. The number of reported participants in incumbent worker programs reached 20,953; this signifies a considerable decrease in annual growth rate of incumbent participation.

^{24, 25}

Exhibit IV-2: The Rate of New Participants Added each Year has Declined Since 2011



²⁴ 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.

²⁵ Although this cumulative total is a marked decrease in percent growth of incumbent participants from the previous reporting year (11 percent versus 36 percent), this decrease in growth is in part attributed to the data cleaning measures newly employed at select incumbent partnerships, which resulted in large downward adjustments to incumbent participation figures relative to previous years. To assess growth in incumbent participation, incumbent partnerships with adjusted data in 2014 were removed from the analysis. Among non-adjusted incumbent partnerships, the percent growth in 2014 was 18 percent, compared to 33 percent the preceding year among the same group of industry partnerships, indicating considerable decrease in the growth of incumbent participation independent of data adjustments. In future analysis, because of the significant changes in data reporting at multiple partnerships in 2014, the new incumbent worker cumulative total should be considered a new baseline for measuring future growth and progress among these partnerships.

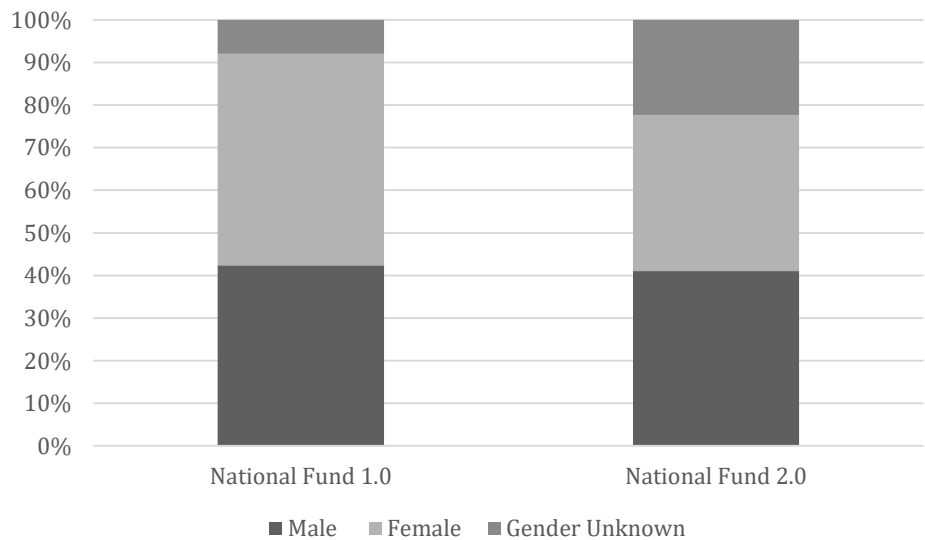
Source: NFWS Data Reporting System

Participant Demographics and Background

Gender

The share of men served cumulatively by the National Fund increased from 34 percent in 2008 to 45 percent in 2014, however, the composition by gender across the first five years of the National Fund through 2012, and the first two years of National Fund 2.0 varies.²⁶ The proportion of missing gender data jumped in 2014 from less than 20 percent in prior years to 37 percent in 2014, limiting the ability to understand underlying gender trends. This gap was primarily in the incumbent programs. (See Exhibit IV-3).

Exhibit IV-3: The Reported Share of Female Participants Has Decreased in National Fund 2.0



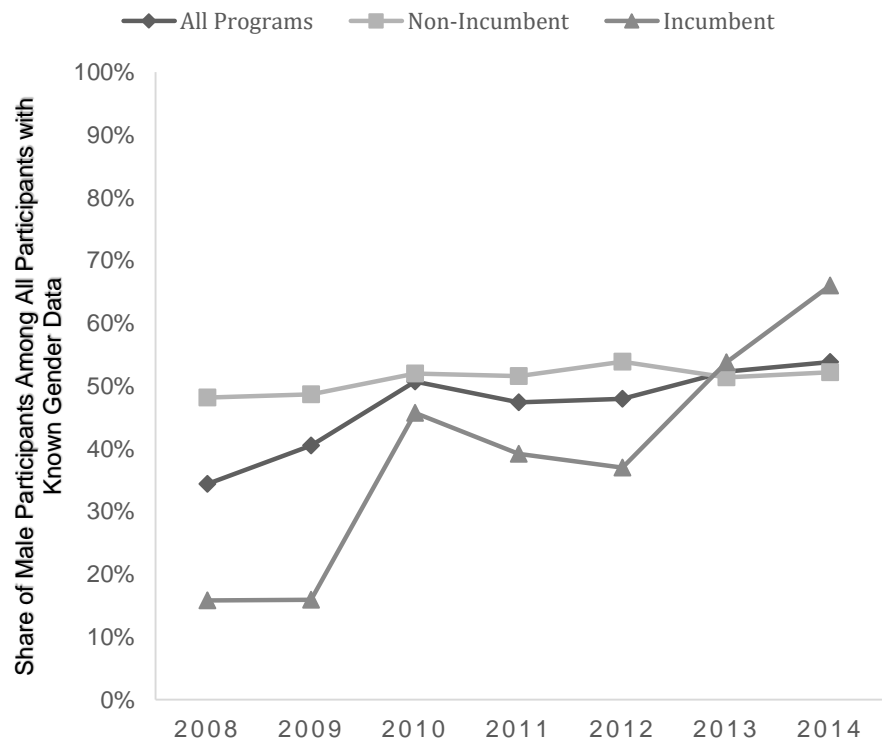
Source: NFWS Data Reporting System

²⁶ In National Fund participation through 2012, 42 percent of participants served were male, 50 percent were female, and gender was missing for 8 percent of participants. In National Fund 2.0, 41 percent of participants served thus far are male, 37 percent are female, and data are missing for 22 percent of participants. When including only available data (excluding participants for whom gender is missing), 52 percent of participants were male in National Fund 2.0, versus 46 percent through 2012.

Since the start of the Fund, jobseeker programs have tended to serve more males (46 percent of jobseeker participants), and incumbent programs have tended to serve more females (49 percent of incumbent participants). Although the large proportion of unknown or missing data obscures gender trends, the large share of female participants in incumbent worker programs may reflect underlying gender participation trends by sector, since healthcare programs often serve a disproportionate share of female participants. Cumulatively, 45 percent of all incumbent programs were in the healthcare sector, compared to 33 percent of all jobseeker programs.

Annually, among participants with known gender data²⁷, the proportion of males out of total new participants served has increased from less than 40 percent in 2008 to about 50 percent in 2010 and thereafter. Jobseeker programs served approximately 50 percent males among new participants each year, but incumbent programs shifted dramatically from 16 percent male in 2008 to 66 percent male in 2014. As new partnerships diversify into manufacturing and other sectors, incumbent programs may trend less female, as illustrated in Exhibit IV-4.

Exhibit IV-4. The Male Share of Incumbent Participants Has Grown Over Time



²⁷ The significance of missing gender data limits the strengths of conclusions regarding gender participation trends.

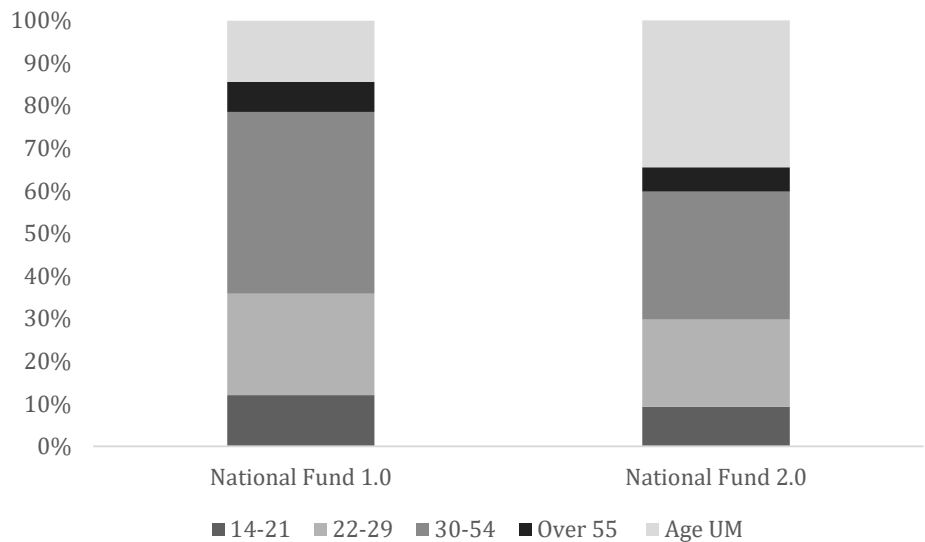
Source: NFWS Data Reporting System

Female participants predominated sector-based partnerships focused on healthcare (72 percent female), hospitality (67 percent), and biotechnology (57 percent). Male participants predominated in aerospace (81 percent), construction (79 percent), and energy (95 percent) related partnerships.

Age

Cumulatively since the start of the Fund, the largest share of participants (38 percent) continued to be those between the ages of 30 and 54 years, with an additional 23 percent between the ages of 22 and 29 years. One quarter of all cumulative participants served were young adults between 18 and 24 at program entrance. The age distribution of participants remained fairly steady between participation from 2008 to 2012 and National Fund 2.0. The share of participants for whom age data was unknown or missing increased from 14 percent in data collected through 2012 to 35 percent in National Fund 2.0. This growing percentage of unknown missing data may obscure possible participation trends. (See *Exhibit IV-5*)

Exhibit IV-5: The Degree of Missing Age Data Has Increased Substantially in National Fund 2.0

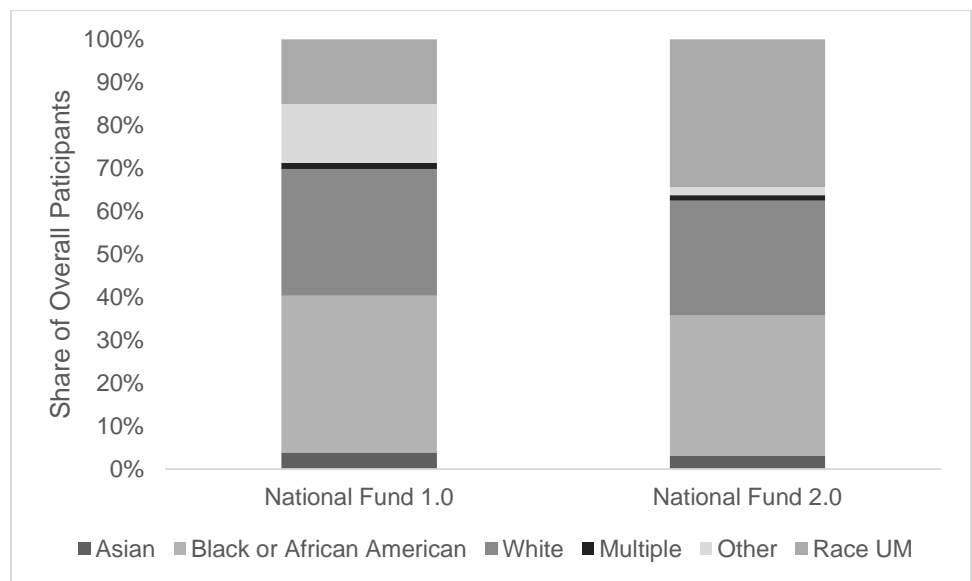


Source: NFWS Data Reporting System

Race and Ethnicity

Cumulatively since the start of the Fund, African-Americans remain the largest racial/ethnic group. However, over the course of the initiative, the cumulative share of African-Americans has steadily declined, from 45 percent in 2008 to 35 percent in 2014. The share of Asians also declined from 10 percent in 2008 to 4 percent in 2014, while the share of whites increased from 18 percent to 29 percent. Although the demographic composition of participants appears to have remained relatively stable during the last few years, the share of participants with unknown or missing race information has increased substantially over the course of the initiative, limiting observations about the composition of the participant population.²⁸ (See Exhibit IV-5)

Exhibit IV-5: The Majority of Participants Served Across Both Phases of the National Fund are White or African American

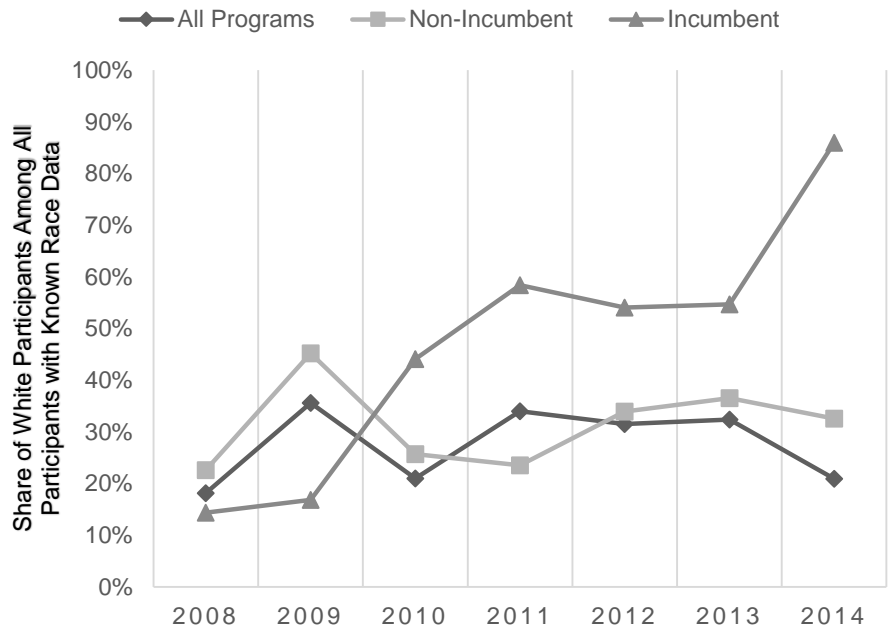


Source: NFWS Data Reporting System

²⁸ When excluding data for participants on whom race information was unknown or missing, National Fund 2.0 appears to be serving a much greater share of participants who are either white or African American (91 percent combined), versus the racial composition reported from 2008 to 2012, when 78 percent of participants were reported as white or African American. However, the large degree of missing data, particularly in National Fund 2.0, limits related conclusions.

The proportion of white participants out of all new participants with race data available has fluctuated over time; it has been less than 50 percent of all new participants served in every year of Fund implementation, with a slight dip in 2014 to 38 percent. Within incumbent programs, white participants have comprised increasing proportions of new participants with known race data, jumping to 86 percent in 2014. However, incumbent programs have suffered from poor race data collection, and these data were missing for two-thirds of incumbent new participants in 2014.

Exhibit IV-6. The Percentage of White Participants Among those with Known Race has Increased Substantially in Incumbent Programs, but Data Quality is a Concern



Source: NFWS Data Reporting System

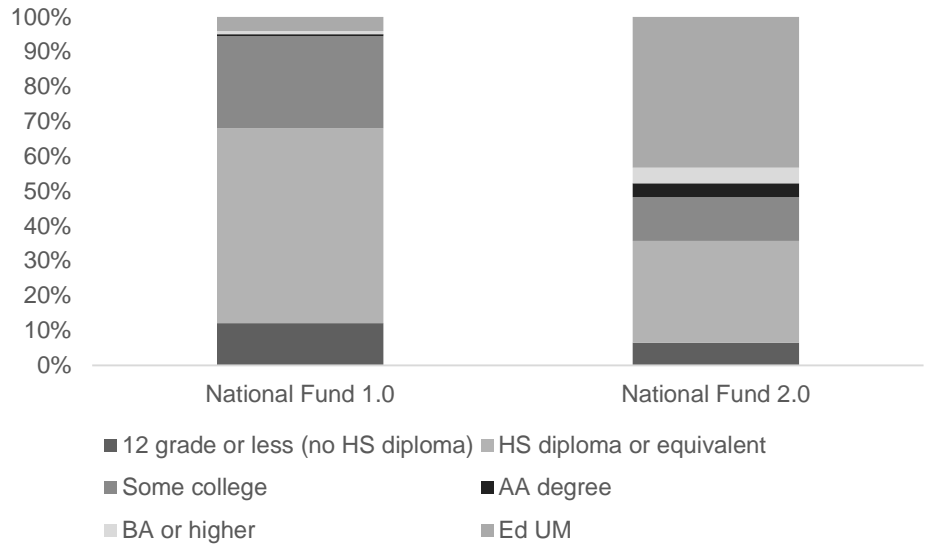
Cumulatively, among the largest sectors, African-Americans were the largest share of participants in the construction (55 percent), biotechnology (44 percent), hospitality (42 percent), and healthcare (35 percent) partnerships. In contrast, Whites comprised the largest shares in the energy and manufacturing sectors (61 and 31 percent, respectively). There also was a significant difference in the racial/ethnic composition of incumbent and jobseeker programs. Cumulatively, jobseeker programs were 40 percent African-American and 26 percent White, while incumbent programs were 25 percent African-American and 35 percent White.

Nearly one-third (29 percent) of all partnerships reported having cumulatively served a population that was at least half African-American, similar to observations over the past two years of cumulative data.

Educational Attainment at Enrollment

Cumulatively as of 2014, forty-three percent of participants had a high school diploma or less at program entrance, and 25 percent had some college or greater education, including 5 percent with a bachelor's degree. The degree of unknown or missing data for education level at entrance was pronounced in National Fund 2.0. Data is unknown or missing for 43 percent of participants in 2.0, compared to 3 percent in National Fund data collected through 2012. When excluding data for individuals on whom education data was missing, National Fund 2.0 partnerships appear to be serving a higher share of individuals with college degrees (8 percent versus 1 percent), as well as a relatively smaller share of individuals with a high school diploma or less (62 versus 71). However, it is difficult to know if these trends would remain with complete data. (See *Exhibit IV-7*)

Exhibit IV-7: Missing Data on Education Level at Program Start Limits Assessment of National Fund 2.0 Participation Trends



Source: NFWS Data Reporting System

As of 2014, fewer than half of all partnerships (45 percent) provided services to a cumulative participant population made up primarily of individuals with a high school diploma or less. There continued to be clear variations by sector. Among the largest sectors, partnerships in the marine trades, construction, financial services, and energy sectors served the highest proportions of cumulative participants with a high school diploma or less (74, 68, 62, and 57 percent, respectively).

Participant Services

Education and Training Services

The portfolio and distribution of participation in education and training services has remained fairly consistent over time. Similar to previous years, occupational skills training was provided to the largest share of participants, reaching 39,444 individuals, or 59 percent of all participants, during the course of the initiative. Education and training services received by participants in National Fund 2.0 partnerships were similar to the distribution in the initiative overall. However, a greater proportion of National Fund 2.0 participants (18 percent) received on-the-job training compared to participants from 2008 to 2012 (9 percent).. (See *Exhibit IV-8*)

Exhibit IV-8: Occupational Training Is Consistently Provided to the Largest Share of Participants

	National Fund 1.0		National Fund 2.0	
	#	%	#	%
N=	41,988		25,221	
<i>Apprenticeship</i>	2,525	6%	2,525	10%
<i>Basic Skills/ESL</i>	5,590	13%	1,915	8%
<i>Computer Literacy</i>	5,054	12%	3,251	13%
<i>Occupational Skills</i>	25,258	60%	14,186	56%
<i>On-the-Job Training</i>	3,619	9%	4,654	18%
<i>Workplace Readiness Life Skills</i>	16,692	40%	9,832	39%
<i>Other Education/Training</i>	7,756	18%	3,525	14%

Source: NFWS Data Reporting System

The education or training services experiencing the most annual growth in participation were apprenticeships and on-the-job training. The proportion of individuals participating in apprenticeships grew from 4 percent in 2008 to 8 percent in 2014, with a growth rate of 40 percent over the last year. The proportion of cumulative individuals participating on-the-job training grew to 12 percent in 2014 at 8,273 participants, reflecting a growth rate of 52 percent over the last year, also similar to growth observed in 2013.

Non-Education Services

Cumulatively, non-education services have also experienced continued growth in all categories, although the shares receiving selected services, including career coaching, case management and supportive services declined substantially over the course of the initiative. Furthermore, the proportion of cumulative participants receiving services in all categories except asset development and job placement/job development declined between 2013 and 2014.

Substantially smaller proportions of National Fund 2.0 participants received key non-education services, including career coaching, case management and supportive services, compared to participants from 2008 to 2012. Similar proportions of National Fund 2.0 participants received asset development and job search/placement services compared to participants from 2008 to 2012. This finding may suggest that program models and the implementation of non-training services are changing over time, reflecting the decrease in participation across key non-training services in the initiative as a whole. (See Exhibit IV-9)

Exhibit IV-9: Non-Education Service Participation Has Declined in Key Services

	National Fund 1.0		National Fund 2.0	
	#	%	#	%
N=	41,988		25,221	
<i>Assessment</i>	28,333	67%	12,865	51%
<i>Asset Development</i>	4,357	10%	2,103	8%
<i>Career Coaching</i>	23,340	56%	8,922	35%
<i>Case Management</i>	18,663	44%	7,556	30%
<i>Job Search/Job Placement</i>	17,365	41%	10,195	40%
<i>Supportive Services</i>	15,091	36%	4,964	20%
<i>Other Non-training</i>	7,283	17%	3,140	12%

Source: NFWS Data Reporting System

Services by Job Seeker and Incumbent Program Types

Occupational skills training continued to be the education/training service received by the largest share of both jobseeker and incumbent participants (56 and 64 percent, respectively). To be expected, workplace readiness training was provided to a much larger share (52 percent) of jobseeker participants than incumbent participants (13 percent), reflecting incumbent workers' employed status during participation. (See Exhibit IV-10)

Exhibit IV-10: Education/Training Service Participation Varied by Program Type, 2014

Education/Training Service	Participants			
	Jobseeker		Incumbent	
	#	%	#	%
N=	46,256		20,953	
<i>Apprenticeship Program</i>	3,811	8%	1,293	6%
<i>Basic Skills/ESL Training</i>	5,606	12%	1,899	9%
<i>Computer Literacy Training</i>	6,277	14%	2,028	10%
<i>Occupational Skills Training</i>	26,071	56%	13,373	64%
<i>On-the-Job Training</i>	5,462	12%	2,811	13%
<i>Workplace Readiness/Life Skills Training</i>	23,887	52%	2,637	13%
<i>Other Education Training Program</i>	6,813	15%	4,468	21%

Source: NFWS Data Reporting System

Services by Sector

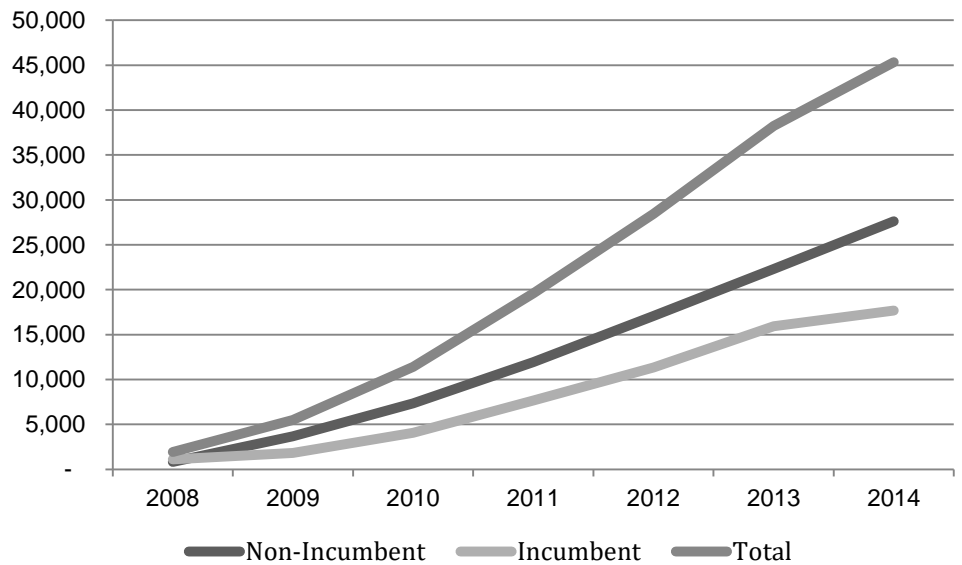
The services received by participants also varied substantially by industry sector. As of 2014, over 90 percent of participants in the biotechnology and energy sectors (91 and 97 percent respectively) had received occupational skills training, as did 84 percent of information technology participants and 79 percent of automotive participants. Construction participants receiving occupational skills training grew slightly over the last year to 61 percent. The cumulative share of manufacturing participants in occupational skills training dropped from 66 percent in 2013 to 53 percent in 2014.

Participant Outcomes

Education and Training Completions

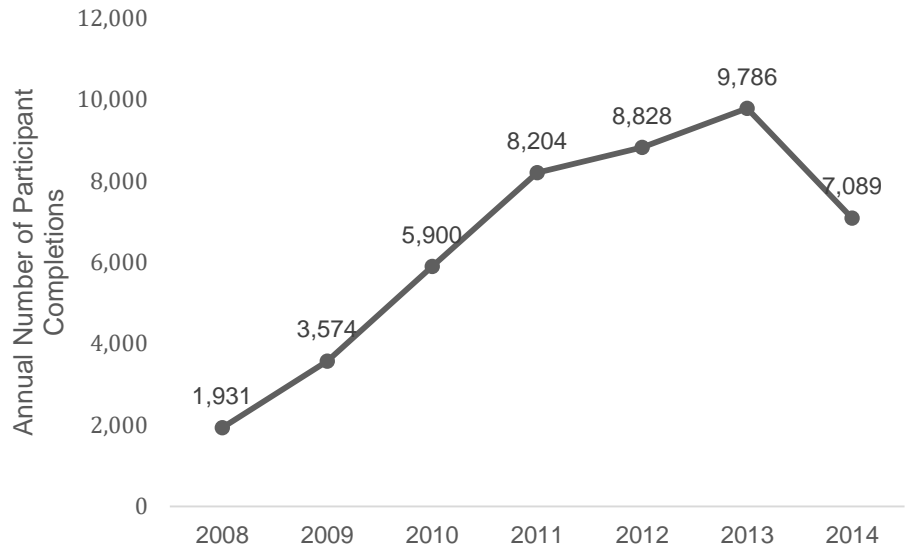
By 2014, the number of participants who had completed education and training services reached 45,312, or 67 percent of all participants served since the start of the Fund. (See *Exhibit IV-11*)

Exhibit IV-11: The Cumulative Number of Completions Increased Over Time



This annual number of completions represents a contraction since 2013, and the first year of a decline in the annual number of completers since the start of the initiative. Yet, further analysis shows that the scale of this decline may be due in part to the decline in total participants overall rather than a marked proportional decrease in completers. (See *Exhibit IV-12*)

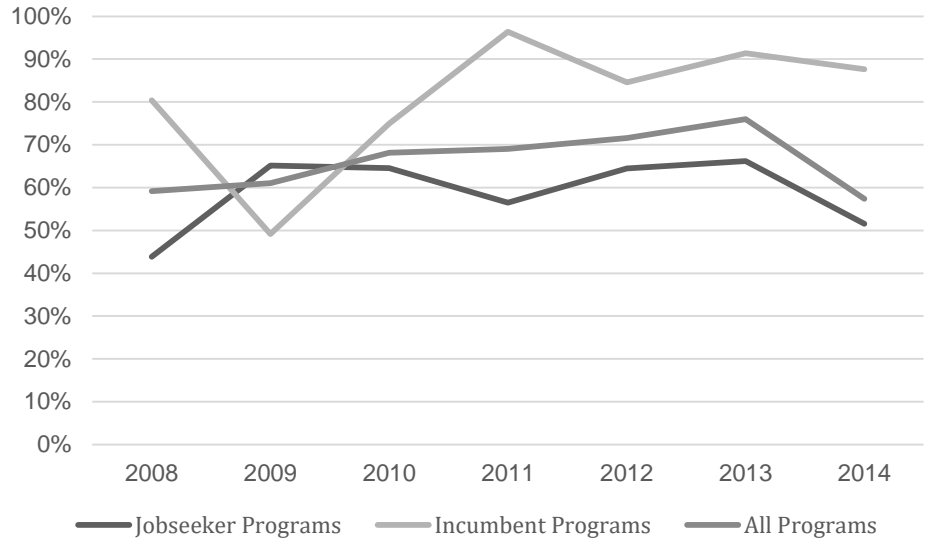
Exhibit IV-12: The Annual Reported Number of Participants Completing Education and Training Declined in 2014 (n=45,312)



Source: NFWS Data Reporting System

It is important to note that several Industry Partnerships undertook extensive data quality improvement processes over the preceding year, resulting in decreased reported cumulative numbers of incumbent workers served across five partnerships. This data quality improvement process has implications for assessing trends since the same data cleaning measures have not been applied to data reported prior to 2014. Including all National Fund Partnerships, the proportion of completions as a share of all services received increased through 2013 across all programs, and decreased in 2014. (See Exhibit IV-13)

Exhibit IV-13. The Rate of Completions as a Share of All Services Received Increased through 2013



When we exclude the partnerships with significant data adjustments in 2014, the annual growth rate in the number of participants completing education and training in 2014 was 21 percent, compared to 31 percent in 2013. When we identify the percent of participants completing education and training as a proportion of total served, however, the portion is relatively stable over the preceding years, from 64 percent in 2012, 65 percent in 2013, and 63 percent in 2014. This suggests a decline in participant completion related to the decreased growth rate of participants overall, and a relatively stable completion rate over recent program years.

Occupational skills training continued to be the training service completed by the greatest share of participants, increasing from 38 percent of all completers in the first phase of the Fund, to 41 percent of all completers in National Fund 2.0. Apprenticeship and OJT completions comprise a higher proportion of all training completions in National Fund 2.0 than in National Fund participation through 2012. In contrast, basic skills, workplace readiness, and other education and training completions comprised smaller shares of overall completions in National Fund 2.0. (See Exhibit IV-14)

Exhibit IV-14: Occupational Skills Training Remains the Training Service Completed by the Greatest Share of Participants

Education/Training Service	Completions		
	Cumulative 2008-2012: All Phase 1 Partnerships	Added in 2013-2014: All Phase 2 Partnerships	Added in 2013-2014: New Partnerships Only

	#	%	#	%	#	%
N=	49,403		25,739		5,367	
<i>Apprenticeship Program</i>	1,076	2%	1,651	6%	46	1%
<i>Basic Skills/ESL Training</i>	4,076	8%	1,218	5%	268	5%
<i>Computer Literacy Training</i>	3,920	8%	1,978	8%	746	14%
<i>Occupational Skills Training</i>	18,932	38%	10,565	41%	2,316	43%
<i>On-the-Job Training</i>	2,845	6%	3,211	12%	369	7%
<i>Workplace Readiness/Life Skills Training</i>	12,681	26%	5,336	21%	1,153	21%
<i>Other Education Training Program</i>	5,873	12%	1,780	7%	469	9%

Source: NFWS Data Reporting System

Education and training completions varied somewhat by key participant demographic characteristics. Among partnerships that served a majority of participants with criminal backgrounds, participants were equally likely to complete occupational skills training (64 percent), more likely to complete workplace readiness (66 percent) and other education and training (20 percent), and slightly less likely to complete other education and training options.

Among partnerships that served young adults, a greater share of participants completed apprenticeships (14 percent), occupational skills training (74 percent), on-the-job training (21 percent), workplace readiness (57 percent) and other education or training (26 percent). A smaller share of participants at partnerships that served primarily young adults completed computer literacy training (4 percent).

The completion ratios were high for participants enrolling in occupational skills (75 percent completion), on-the-job training (73 percent), computer literacy training (71 percent), and basic skills ESL training (71 percent). Among partnerships that served primarily individuals with criminal backgrounds, the completion rate for participants who received a given service was higher for computer literacy (88 percent), occupational training (81 percent), and workplace readiness (79 percent), and lower for apprenticeship (26 percent) and on-the-job training (40 percent). Partnerships appeared to have greater success with skills development outside the workplace than with training in the workplace among this population. Among partnerships serving primarily young adults, the completion rate for participants who had received any given service was smaller across all education and training categories, ranging from 57 percent to 68 percent.

The completion rate for incumbent worker completion was consistently higher than the rate for jobseekers across all education/training categories. (See Exhibit IV-15).

Exhibit IV-15: The Share of Incumbent Workers Completing Services was Consistently Higher than Jobseekers across the Majority of Education and Training Services, 2014

Education/Training Service	Participants Completing Education and Training Services			
	Jobseeker		Incumbent	
	#	%	#	%
N=	varied		varied	
<i>Apprenticeship Program</i>	1,612	42%	1,115	90%
<i>Basic Skills/ESL Training</i>	3,842	69%	1,452	76%
<i>Computer Literacy Training</i>	4,213	67%	1,685	83%
<i>Occupational Skills Training</i>	18,589	71%	10,908	82%
<i>On-the-Job Training</i>	3,572	65%	2,484	88%
<i>Workplace Readiness/Life Skills Training</i>	16,318	68%	1,699	64%
<i>Other Education Training Program</i>	4,217	62%	3,436	77%

Source: NFWS Data Reporting System

In National Fund 2.0, a greater share of apprentices (65 percent) completed their training compared to apprentices from 2008 to 2012 (43 percent). A similar share of occupational skills training participants completed training in each National Fund phase. Across all other services, a smaller share of National Fund 2.0 participants completed their service. Despite the increase in the share of individuals completing their apprentice training in National Fund 2.0, the decline in completion rate among other trainings may reflect a true decline in completion outcomes, or reflect participants in earlier stages of participation since National Fund 2.0 commenced. It will be important to track this trend to assess whether the results are due to participants' stage in training or underlying delivery dynamics.

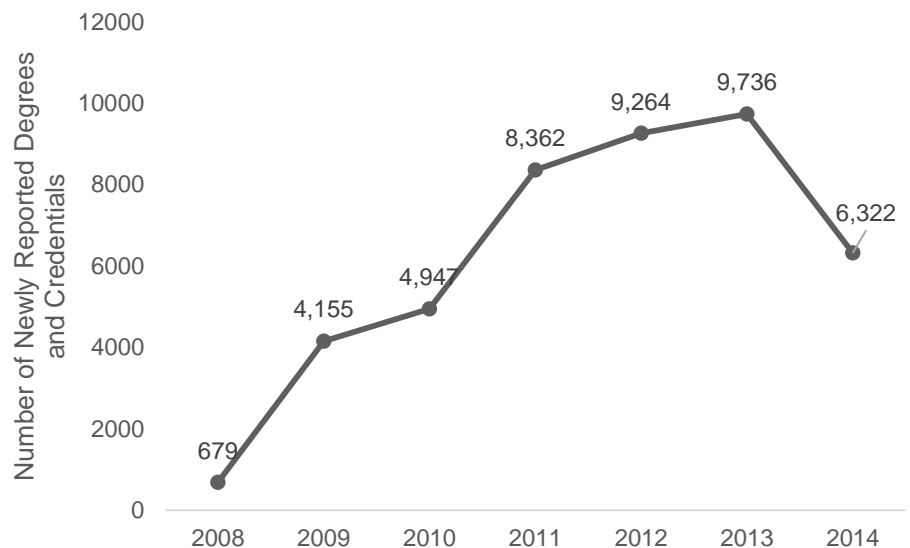
By sector, hospitality, logistics and transportation, and energy had significantly higher shares of occupational skills training completion among participants who received occupational training (97 percent, 98 percent and 98 percent, respectively). All 58 individuals that participated in on-the-job training in the marine trades completed the training (100 percent), and both hospitality and aerospace saw greater shares of completions among their workplace readiness participants (98 percent and 95 percent, respectively).

Degrees and Credentials

Partnerships reported a cumulative total of 43,465 credentials attained through 2014, including 6,322 newly reported degrees/credentials. These newly reported degrees/credentials represent a 17 percent increase in the cumulative number of degrees and credentials achieved since 2013. The fastest rate of growth occurred in 2011, with growth in credential attainment contracting each subsequent year; some of this decline may represent the slower growth in the overall number of participants. (See Exhibit IV-16)

Exhibit IV-16: Number of Newly Reported Degrees and Credentials Attained by Reporting Year (n=43,465)

Source: NFWS Data Reporting System



The composition of degrees and credentials varies somewhat between National 2.0 and Fund implementation through 2012. National Fund 2.0 has produced a greater share of workplace readiness credentials as a share of total degrees/credentials (48 percent compared to 19 percent), and proportionately fewer occupational skills credentials or certificates (39 percent compared to 72 percent). (See Exhibit IV-17.)²⁹

²⁹ Due to the aggregate nature and reporting format of National Fund data, we cannot identify a valid credential rate. However, an analysis of the ratio of various credentials to the number of related program completions can offer a suggestive trend in outcomes as a means of identifying opportunities for fuller investigation with appropriate data and analysis. The ratio of workplace readiness credentials to workplace readiness completions is 61 percent, the ratio of associate degrees, bachelor degrees, and occupational skills credentials as a share of completions in apprenticeship, occupational skills training, and OJT is 66 percent, and the ratio of GED credentials as a share of Adult Basic Education/ English as a Second Language completions is 17 percent.

Exhibit IV-17: The Share of Workplace Readiness Credentials Received Increased as the Share of Occupational Skills Credentials Decreased Over Time

	Cumulative 2008-2012: All Phase 1.0 Partnerships		Added in 2013-2014: All Phase 2 .0 Partnerships		Added in 2013-2014: New Partnerships Only	
	#	%	#	%	#	%
N=	27,407		12,534		3,734	
AA or AS Degree	306	1%	262	2%	0	0%
BA or BS Degree	160	1%	114	1%	3	0%
GED/H.S. Equivalency	517	2%	388	3%	170	5%
Occupational Skills Certificate/Credential/Licensure	19,731	72%	4,852	39%	2,008	54%
Workplace Readiness Credential	5,075	19%	5,998	48%	1300	35%
Other	1,618	6%	920	7%	253	7%

Source: NFWS Data Reporting System

Among partnerships that served primarily individuals with criminal backgrounds, a greater share of participants completed AA or AS degrees (10 percent), and a smaller share completed workplace readiness credentials (12 percent), which is surprising given the relatively higher rate of workforce readiness training completion among this group. The readiness training programs available to this population may not have been designed to culminate in a credential. Participants in partnerships that served primarily young adults were also less likely to receive workplace readiness credentials (5 percent), and their remaining outcomes were similar to the overall partnership findings.

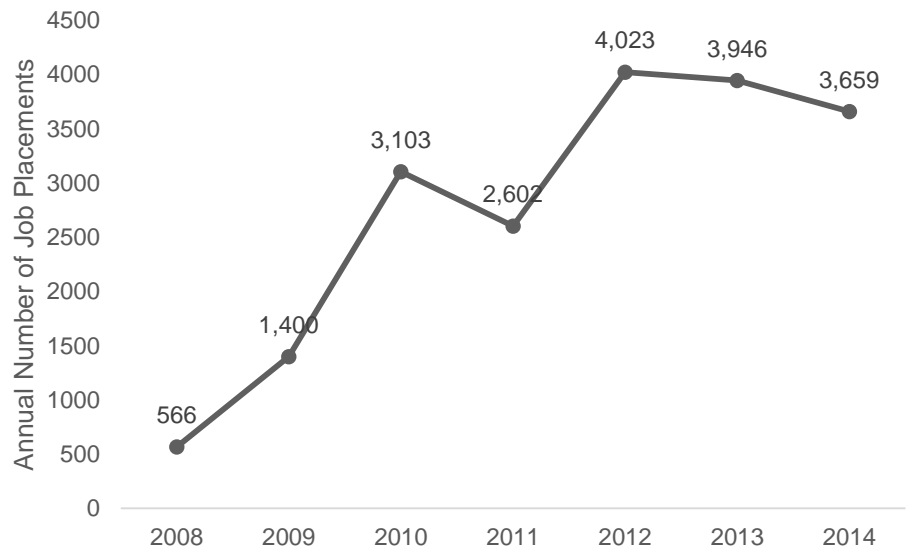
Job Placement

Participant Job Placement Achievements

As of the end of 2014, 19,299 jobseeker participants served by 151 partnerships had achieved job placement over the course of the initiative; this number represents 23 percent growth over the number of cumulative job placements reported in 2013. The individuals achieving job placement represent 69 percent of all jobseekers that completed education and training.³⁰ Industry partnerships have facilitated 7,605 job placements reported since the start of National Fund 2.0, or 73 percent of all jobseekers completing education and training since the start of National Fund 2.0.

The 3,659 job placements reported in 2014 suggest continuing contraction, first noted in last year's report, in both the annual number of placements and related annual percentage growth (34 percent in 2013 compared to 23 percent in 2014, among all partnerships as well as the subset of partnerships that did not experience significant data adjustment in 2014), mirroring overall participation trends. (See *Exhibit IV-18*)

Exhibit IV-18: The Annual Number of Job Placements Has Declined Since 2012, Mirroring Overall Participation Trends (n=19,299)

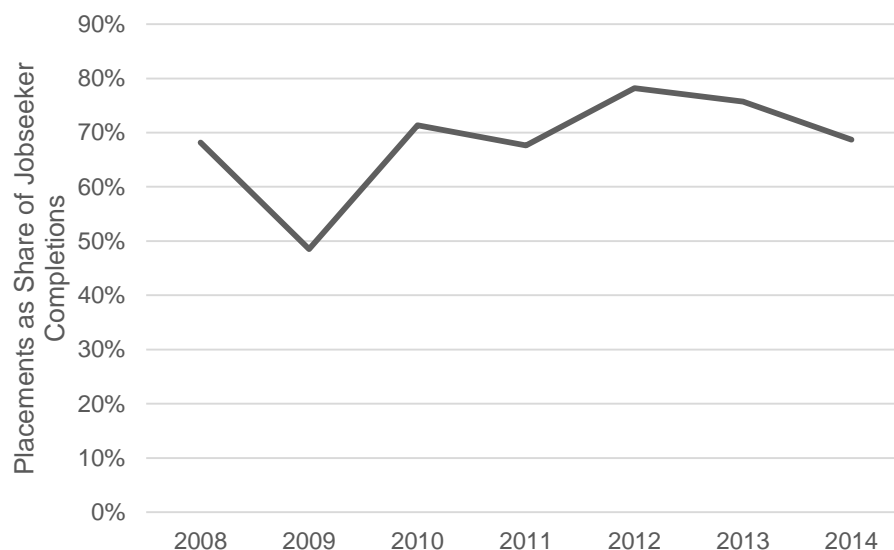


Source: NFWS Data Reporting System

³⁰Due to the aggregate nature of the National Fund data, we cannot provide a true placement rate and the descriptive ratios included in the data brief should not be interpreted as such.

The number of placements as a share of all jobseeker completions has ranged from 49 to 78 percent over the course of the initiative. Most recently the share of placements decreased from 76 percent in 2013 to 69 percent in 2014. (See *Exhibit IV-19*)

Exhibit IV-19. The Annual Number of Placements as a Share of Completions Has Varied Over Time



The share of job placements was less dominated by the healthcare, construction, and manufacturing sectors than it has been in previous years. Although healthcare partnerships still accounted for the largest share of all job placements, that share dropped from 50 percent of cumulative placements through the end of 2013, to 37 percent of cumulative placements through the end of 2014. This may reflect the overall decline of the healthcare sector's share of industry partnerships. It also suggests that programs in other sectors are increasing their share of placement outcomes. Construction comprised 20 percent of job placements (compared to 29 percent at the end of 2013), and manufacturing followed with 17 percent (compared to 20 percent at the end of 2013).

In 2014 alone, L/T/D reported the highest proportion of completers achieving job placement (89 percent), followed by construction (73 percent), and energy (72 percent). (See *Exhibit IV-20*.) Among some of the smaller sectors, Marine Trades and Financial Services partnerships also placed over half of all participants (75 and 55 percent, respectively), and 97 percent and 77 percent, respectively, off all completers.

Exhibit IV-20: Proportion of Participants Achieving Job Placement Varied by Sector, 2014

	Aerospace		Construction		Energy		Healthcare		L/T/D		Manufacturing	
	#	%	#	%	#	%	#	%	#	%	#	%
N=	2,450		9,426		586		14,726		3,247		9,512	
Job Placements	1,336	61%	3,766	73%	398	72%	7,141	68%	527	89%	3,353	67%

Source: NFWS Data Reporting System

Placement-related Outcomes

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 placement-related analyses.³¹ Similar to the first phase, the degree of unknown or missing placement-related data continues to hinder analysis of National Fund 2.0 progress.

Placements in Targeted Sector. The vast majority of job placements achieved by partnerships were in the targeted sector for which participants were trained. As of 2014, 78 percent of job placements achieved by industry partnership participants were in their targeted sector, similar to cumulative results over the past two years. Placement in target sector was comparable in National Fund 2.0, at 78 percent, to the first phase of the initiative.

Wages at placement. As of 2014, a little over one-quarter (26 percent) of cumulative jobseeker 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 (38 percent). Twenty-one percent of cumulative participants received starting wages less than \$10.00 per hour, similar to the wage composition reported last year. (See Exhibit IV-21.) Placement wages in National Fund 2.0 is of similar distribution to placement wages from 2017 through 2012.

³¹ Excluded from all subsequent placement-related 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.

Exhibit IV-21: The Largest Share of Jobseekers Received Placement Wages between \$10.00 and \$14.99 per Hour, 2014

	Job Placements	
	#	%
N=	15,035	
<\$10.00	3,155	21%
\$10.00-\$14.99	5,687	38%
\$15.00-\$19.99	2,313	15%
≥\$20.00	1,633	11%
Wage at Placement Unknown/Missing	2,247	15%

Source: NFWS Data Reporting System

Among the largest sectors, partnerships in the energy sector reported that more than half of participants (57 percent) achieved placement wages of \$20.00 per hour or more, a much higher share than in any other sector, though a relative decrease from the end of 2013, when 70 percent of energy participants had achieved starting wages greater than \$20.00 an hour. Among the remaining largest sectors, aerospace saw the next highest proportion of participants (20 percent) with starting wages above \$20.00 per hour. Among sectors serving smaller proportions of participants, information technology saw a large share of participants (59 percent), comparable to energy partnerships, receiving starting wages at or above \$20.00 per hour.

Hours and benefits at placement. Sixty-two percent of all cumulative placements were in full-time jobs (35 or more hours per week), comparable to findings reported in 2013. Over one-third of all placements (42 percent) were reported eligible for benefits, such as health insurance and retirement savings. The degree of missing data for hours at placement (20 percent) and benefits at placement (36 percent), continue to limit the implications of these findings. (See Exhibit III-25)

Job Retention

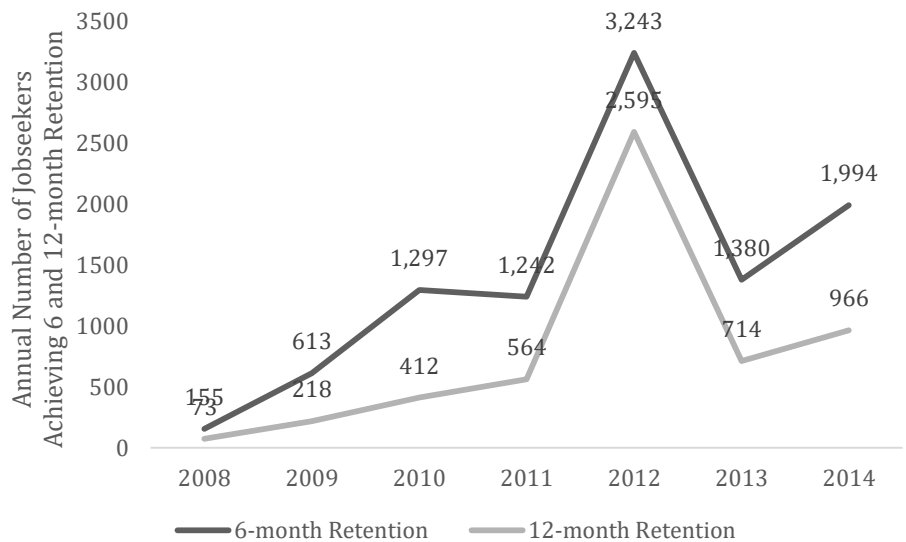
Participant Job Retention Achievements

Six- and 12-month retention data continued to be missing for a substantial number of partnerships.³² 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 12-month retention data.

³² Among 151 partnerships that reported positive jobseeker job placements, 72 percent provided positive overall six-month retention data, and 48 percent provided positive overall 12-month retention data. Among 94 partnerships that reported positive incumbent participation, 54 percent provided positive six-month retention data, and 41 percent provided positive 12-month retention data.

Jobseeker Participant Retention. The total number of both new six-month and new 12-month retentions increased considerably between 2013 and 2014. A cumulative total of 9,924 jobseeker participants were reported as having achieved six-month retention, reflecting a 25 percent increase in the cumulative number of participants achieving six-month retention since 2013. A total of 5,542 participants were reported by partnerships as having achieved the 12-month retention milestone, which represents a 21 percent increase in the cumulative number of jobseeker participants achieving 12-month retention since 2013. These 2014 figures represent a return to growth after a substantial drop in the number retained in 2013 (See Exhibit IV-22)

Exhibit IV-22: The Number of Jobseeker Participants Achieving Six- and 12-month Retention Increased in 2014 (n=9,924; n=5,542)



Source: NFWS Data Reporting System

Since the start of National Fund 2.0, 3,374 jobseekers have achieved 6-month retention and 1,680 have achieved 12-month retention. These achievements reflect 44 percent and 22 percent, respectively, of the number of individuals placed since the start of National Fund 2.0. Although the percent of jobseekers achieved 6 and 12 month retention in National Fund 2.0 is smaller than the share achieving 6 and 12 month retention through 2012 (56 percent and 33 percent, respectively), this difference may reflect the shorter timeframe of implementation and outcome measurement in National Fund 2.0. Nearly half of all active National Fund 2.0 partnerships had initiated National Fund contracts within two years. It will be important to track the share of jobseekers achieving retention over time to better assess comparability with outcomes in the first phase of the National Fund³³.

Incumbent Worker Participant Retention. As National Fund partnerships review ongoing data collection methods, partnerships periodically refine processes to provide greater data integrity and confidence. Over the course of 2014, several partnerships refined data collection methods which increase their confidence in the data reported. At the same time, these refinements decreased the reported number of incumbent participants achieving retention over preceding years. As of 2014, a reported total of 5,113 incumbent participants had achieved six-month retention, and 4,600 participants had achieved 12-month retention. These figures represent a 40 percent decrease in reported six-month retention from 2013, and a 31 percent decrease in reported incumbent 12-month retention since 2013.

The decrease in reported retention reflects data adjustments implemented in 2014 at seven partnerships. When we remove these partnerships from the analysis, 6-month incumbent retention grew 16 percent between 2013 and 2014, a slight increase to the rate between 2012 and 2013 (12 percent). Similarly, between 2013 and 2014, 12-month incumbent retention among partnerships without adjusted data grew by 20 percent, an increase from 14 percent the preceding year.

Retention-related Achievements

³³ National Fund 2.0 data reflect the first two years of implementation since the development of the National Fund 2.0. Although we would not expect large numbers of participants new to the Fund in the first year of National Fund 2.0 to have achieved 6 or 12 month retention, the cumulative nature of the data includes retention figures for participants who entered the program prior to the first year of National Fund 2.0.

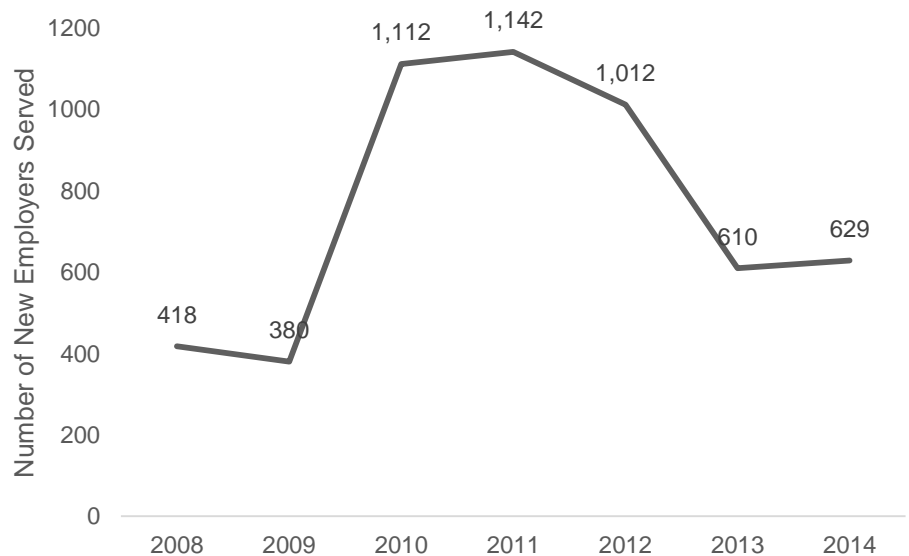
Substantial shares of both jobseeker and incumbent participants achieving 12-month retention continued to experience wage gains (39 percent and 33 percent cumulatively, respectively), similar to shares noted in previous years' findings. A smaller share of participants experienced promotion at 12 months: 13 percent of jobseekers and 6 percent of incumbent workers, also similar to previous findings.

V. Employers

Employers Served

The evolution of the National Fund in recent years emphasized the role of employers as active program partners engaged in the development and implementation of policies, programs, and advocacy that benefit the workforce development system as a whole. Overall, the number of employers served by industry partnerships increased to 5,303 in 2014, representing 13 percent growth in the cumulative number of employers served since 2013. The annual growth rate of new employers was robust from 2008 through 2011, with a peak of 139 percent in 2010 and remaining strong in 2011 and 2012 (60 percent and 33 percent, respectively). A marked decline in growth emerged in 2013 (15 percent) and continued in 2014 (13 percent) with the addition of 629 employers. The decline in growth rate in recent years may also reflect the decline in growth of new partnerships and corresponding employer engagement, and may also represent the shift in the National Fund framework of employers as service recipients to employers as engaged partners.

Exhibit V.1: The Growth of New Employers Served Has Declined Over Time



Level of Employer Engagement

Data on the level of employer engagement was collected for the first time in 2014. Of the 1,110 employers reporting, nearly half (49 percent) were classified as Affiliates – employers that receive services from the industry partnership but participate sporadically and/or at a basic level. Core Employers – those that consistently contribute to the success of the partnership through strategic decision-making, changes in practice, and/or contribution of resources – constituted 29 percent. Partner Employers who consistently participate in the partnership but are not partnership leaders, have the lowest level of engagement at 22 percent.

Exhibit V.2: Nearly Half of all Employers Participate at the Affiliate Level

Level of Employer Engagement		
	#	%
	N=	1110
Core Employers	321	29%
Partner Employers	240	22%
Affiliate Employers	549	49%

Employer Activity

Across engagement levels, employers were most active in the hiring of individuals trained and/or referred by the partnership (60 percent). Employers were next most active in their industry partnerships by contributing resources (42 percent), followed by regular contributions to strategic decision-making (39 percent). Nearly a third of employers changed practices in pursuit of partnership goals, and almost a quarter of employers (23 percent) participated in workforce advocacy efforts at the state or national level.

Exhibit V.3: Employers' Primary Activity Was Hiring Individuals Trained or Referred by the Industry Partnership

Activity Performed by Employer		
	#	%
N=	1541	
<i>Hire Individuals Trained and/or Referred by the Partnership</i>	921	60%
<i>Contribute Resources to Help Achieve Partnership Goals</i>	647	42%
<i>Contribute Regularly to Strategic Decision-Making</i>	605	39%
<i>Change Practices in Pursuit of Partnership Goals</i>	480	31%
<i>Participate in Workforce Advocacy Efforts at State or National Level</i>	356	23%

VI. Conclusion

The overarching purpose of the National Fund is to meet employer demand for talent and to expand employment opportunities for low-income individuals. In 2012, The National Fund established an ambitious new framework to guide its activities and measure its progress. The goals articulated by the new strategic framework include:

- Expand and deepen impact;
- Improve public systems and employer practices; and
- Promote learning and continuous improvement.

The data brief provides a measure of National Fund progress on its goals to Expand and Deepen Impact over the past seven reporting years (2008-2014), and highlights partnership progress in the first two years of the National Fund 2.0. As projected by the National Fund 2.0 framework, the National Fund continued to reach new communities, with four new collaboratives accepted into the network and 13 new partnerships reporting achievements in 2014. During the course of the initiative, a total of 39 collaboratives and 185 partnerships across the United States have been supported by the National Fund. The National Fund also continued to show an increase in overall size across all relevant metrics, reflected by the number participants (67,209) and employers (5,303) served by National Fund partnerships from 2008 to 2014.

In addition, the National Fund continued to demonstrate slight expansion in the areas of overall participant services, education/training completions and achievement of degrees/credentials. However, data reported by National Fund 2.0 partnerships also continue to suggest a slight contraction in the rate of partnership and participant growth and the scale of job placement, job retention and employer services achieved among these partnerships.

The evolution of the National Fund 2.0 strategic framework and related evaluation framework has not been accompanied by changes to legacy data collection and reporting systems. The data brief draws on progress indicators and data collections systems developed in the first phase of the initiative, and does not provide a comprehensive assessment of defined National Fund 2.0 objectives or measures.

More detailed exploration of the findings highlights several implications for continuing National Fund implementation, including:

- The introduction of four new collaboratives reflects a relatively small step toward the National Fund 2.0 goal of enabling 15 new communities to implement the national fund model by 2017. Although the absolute number of participants has grown annually, the rate of growth has declined over time, with particular contraction since the start of National Fund 2.0. This reflects both addition of fewer new collaboratives each year, initiation of fewer new partnerships per collaborative, and termination of select partnerships over time, stemming new growth from those partnerships.

Although the annual rate of growth of new participants has decreased over the preceding three years, the annual number of new participants has held relatively steady over this time, yet these participants represent a smaller percentage of the total each cumulative year. In part, continued stability in new participation over time can be viewed as an indicator of sustainability. At the current rate of cumulative growth, however, the Fund will not reach its 2017 National Fund 2.0 goal of enabling 100,000 low wage individuals in 45 communities to obtain the skills, credentials, and other supports necessary to acquire and advance in family supporting careers. The National Fund will need to assess the opportunity for growth among collaboratives and partnerships to reach its National Fund 2.0 goals for increased scale in partnerships, employers, and participants.

- The decline in the rate of growth in new collaboratives, partnerships, and participants over time in turn limits the rate of growth of corresponding outcomes, including training completion, credentials, and placements. However, several of these outcomes, including completion rate, appear more stable when analyzed as a portion of annual participants, suggesting that the decline in growth rates of key indicators is affected by the decreased growth rate of participants overall, with a relatively stable completion rate over recent program years. This buttresses support for additional targeted funding and capacity building to add new collaboratives and bring partnerships to scale.

- The demographic composition of program participants has changed over time. As the share of male and white participants has increased steadily over time, African American and Asian individuals, in particular, comprise a substantially smaller share of overall participants. These changes may reflect traditional norms or expectations in certain industry sectors or geographic areas of growth, or may signal limitations in outreach to typically underserved populations. Moreover, poor data quality among key demographic indicators impede the ability to understand underlying demographic trends. Further exploration of these shifts can help the National Fund identify outreach and service strategies that maintain support for diverse participant populations.
- Participation in non-education and training services has decreased considerably over the implementation of the initiative. This change may reflect an intentional focus on training and away from non-training services, new arrangements of supportive service bundles that are not captured by existing data collection categories, or poor reporting capacity to capture these activities. It is important to understand the dynamics of this change and whether it reflects a larger shift in the underlying model of service delivery across National Fund partnerships. Moreover, it will be valuable to find out how or if these changes affect participant outcomes and achievement.
- Partnerships continue to focus their efforts in three key industries: healthcare, construction, and manufacturing. Partnerships have not yet penetrated the same level of engagement and scale with other industry sectors, although 2014 yielded greater participant dispersion among sectors and a decline in the dominance of number of participants served by healthcare partnerships. There may be continued 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. Diversifying sector focus could tap new career pathways for low-income individuals, reach a new set of employers, and extend the National Fund's influence to different parts of the economy.

- Partnerships in some sectors have achieved more successful outcomes in placement rates and retention and wage levels than others. For example, construction and manufacturing partnerships in the Fund have not experienced as robust placement as other sectors. In part, this may be due to lingering effects of the recession and overall lower and slower demand for jobs. Regardless, construction and manufacturing partnerships may benefit from new strategies and approaches to ramp up placement, wage levels, and retention. One area to look could be those partnerships in sectors with higher placement, wage and retention outcomes. The small number of marine trades and financial services partnerships have achieved job placement rates greater than 50 percent. The majority of participants placed in jobs through partnerships in the energy and information technology sectors have placement wages starting at \$20 per hour, and there are a handful of partnerships with high-retention outcomes. Cross-sector learning from partnerships in sectors like these could hold valuable lessons to help increase job outcomes for construction and manufacturing partnerships, or other sectors, depending on the issue.

The same kind of benefits for cross-sector learning could hold for those partnership in sectors that have achieved high completion rates in education and training. Almost 100 percent of participants in occupational skills training achieved completion in the hospitality, logistics and transportation, and energy sectors. 100 percent of participants in on-the-job training achieved completion in marine trades partnerships.

- While these and other observations from the Data Brief highlight areas of progress and identify opportunities for support and adaptation, analysis is limited by the overall quality and structure of the data available to the evaluation. For one, National Fund 2.0 partnerships are reporting greater amounts of missing or unknown data in key areas, such as participant demographics. This limits the Fund's ability to understand trends and perform substantive subgroup analyses.

Second, as noted in 2013, the National Fund evaluation framework has evolved into a diversified portfolio of activities that respond to different opportunities for learning. The online data collection system developed in 2008 is a critical vehicle, and currently the sole opportunity, for collecting consistent data across sites to track progress on key priorities. However, the online data collection no longer fully responds to the overall objectives articulated in National Fund 2.0. Further, its cumulative nature limits capacity to track annual variance in program activities and results, and may decrease

data reliability over time as sites may revise recent data without retroactive adjustments. In part, these limits are inherent when tracking a long-term initiative. However, there may be opportunities to correct some of these limitations by considering alternative data collection systems and analysis frameworks, such as annual aggregate reporting or annual participant level data on limited key indicators.

The observations from the Data Brief highlight emerging areas of achievement, as well as opportunities to refine implementation strategies and target additional support.