



# The National Fund for Workforce Solutions

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Data Brief 2014



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# Executive Summary

## Introduction

The National Fund for Workforce Solutions (National Fund) is a growing national partnership of employers, communities, workers and philanthropy investing in regional funder collaboratives to strengthen local economies by implementing demand-driven workforce strategies that create talent supply chains, close skill gaps and improve systems. Since 2007, the National Fund initiative has leveraged resources from multiple sources to support the creation and development of regionally-based funder collaboratives and industry partnerships that apply the principles of the model in their communities.

The first five years of National Fund implementation, from 2007 to 2012, reflected a period of rapid expansion, refinement of key program elements and progress toward articulated goals. Original initiative 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.

While the National Fund 2.0 framework is clearly aligned with the original framework, it is a more complex articulation of the model and related expectations.

This data brief provides an overall picture of the National Fund's progress since inception, as reported by participating collaboratives and industry partnerships through the annual reporting systems.<sup>1</sup> The data brief also highlights key achievements and observations from the first year of National Fund 2.0 implementation by partnerships active in this initial year.<sup>2</sup> In recognition of the initiative's evolution, the report is organized around the first National Fund 2.0 goal to Expand and Deepen Impact.<sup>3</sup>

The first section of the report provides greater detail on this goal within the context of program implementation. The next section describes collaborative and 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. Together, these findings illustrate National Fund accomplishments and opportunities in its sixth year of implementation and in the first year of the National Fund 2.0 framework.

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<sup>1</sup> 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.

<sup>2</sup> Most of the report presents cumulative data for the initiative from 2008-13, for comprehensiveness and comparability with previous years. However, we have also reviewed changes from 2012-13 (the first year of National Fund 2.0) and presented key observations selectively throughout the report. The appendices also presented more comprehensive data from 2013 alone.

<sup>3</sup> 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 the second and third goals, Improve Policy Systems and Employer Practices and Promote Learning and Continuous Improvement will be assessed as part of other tasks in the 2.0 Evaluation Framework.

## I. National Fund 2.0: Expand and Deepen Impact

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 \$200 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 service participation by low-wage individuals emphasize skills and credential acquisition. Similarly, the employer role has shifted from that of service recipient to a partner in identifying labor market needs. The 2.0 goals also articulate specific targets related to continued network expansion, partnership performance, and leveraged funds.

The National Fund 2.0 strategic framework and articulated expectations related to the vision, mission and strategic principles of the National Fund will inform continued implementation and assessment of achievements.

## II. Funding Collaboratives and Industry Partnerships

As projected by the National Fund 2.0 framework, the National Fund continued to reach new communities, with two new collaboratives accepted into the network and 21 new partnerships reporting achievements in 2013. During the course of the initiative, a total of 34 collaboratives and 172 partnerships across the United States have been supported by the National Fund. Among those groups, 28 collaboratives and 90 partnerships remained active during the first year of National Fund 2.0.

**Funding Collaboratives.** Twenty-eight collaboratives reported in 2013. Key findings related to the growth and composition of active collaboratives, as well as their activities, include the following:

- Collaboratives reported investments from a total of 395 local funders in 2013; almost two-thirds of all collaboratives were supported by 10 or more funding organizations.
- As in past years, funding sources are diverse: philanthropic investors represented over half of all funders; 21 percent of funders were from public agencies, and 14 percent were from employers and employer organizations.
- In 2013, half of collaboratives (50 percent) reported formally supporting capacity building grantees. The share of collaboratives formally supporting systems change grantees decreased substantially, from 48 percent in 2012 to 29 percent in 2013.
- Even since 2012, the distribution of targeted sectors among the collaboratives has shifted, with declines in the share of collaboratives targeting healthcare, but increases in the share targeting manufacturing, energy and logistics/transportation/distribution.

**Industry Partnerships.** Over the course of implementation, the total number of industry partnerships supported by the National Fund through its regional and rural collaboratives has grown substantially from 34 partnerships in 2008 to a total of 172, of which 90 were active in 2013. Key findings related to the overall growth and composition of all National Fund industry partnerships, as well as selected highlights from National Fund 2.0 partnerships, include the following:

- Twenty-one new industry partnerships reported in 2013; however, this represents the smallest group of new industry partnerships reporting during any other year in the initiative.

- The National Fund portfolio continued to be comprised primarily of partnerships led by community-based organizations (24 percent) and “other nonprofits” (26 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. However, National Fund 2.0 partnerships are smaller and more likely to serve fewer than 500 participants, compared with the first phase of the initiative.
- National Fund 2.0 partnerships are also more likely to be younger, with just 10 percent formed in 2006 or earlier, compared to 30 percent of partnerships in the first phase. More than half of partnerships (58 percent) in the first year of National Fund 2.0 were formed in 2011 or later, compared to one quarter of partnerships through 2012.
- As of 2013, the great majority of partnerships (89 percent) offered a jobseeker program, and for the first time since the initiative began, over half (52 percent) offered an incumbent program; more than one-fifth (42 percent) provided services to both groups. The share of partnerships serving incumbent workers increased substantially during the course of the initiative, while the share serving jobseeker participants remained relatively stable.

## II. Low-Income Individuals

Active industry partnerships served an additional 12,874 participants in 2013, bringing the total of individuals served to 54,862 unduplicated participants over the first six years of National Fund reporting. The 12,874 newly enrolled participants in 2013 represents 13 percent of the National Fund 2.0’s 5-year goal to serve 100,000 individuals from 2013 to 2017.

In addition, the National Fund continued to demonstrate expansion in the areas of cumulative participant services, education/training completions and achievement of degrees/credentials. However, data reported by National Fund 2.0 partnerships also suggest a slight contraction in the relative scale of annual job placement and job retention achievements. Key highlights of participant progress include:

- Participant demographic characteristics have shifted since the inception of the National Fund, with noted increases in the proportion of male and white participants, and noted decreases in the proportions of African-American and Asian participants.
- Nearly two-thirds of the participants, or 33,067 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 job search/job placement, declined substantially over the course of the initiative. Indeed, the proportion of cumulative participants receiving services in all non-education and training categories except asset development declined between 2012 and 2013 alone.
- By 2013, the number of participants who had completed education and training services reached 38,223, or 70 percent of all participants served, the highest proportion achieved during the course of the initiative.
- A total of 37,143 credentials were reported in 2013, including 9,736 newly reported degrees/credentials, representing a 54 percent increase in the cumulative number of degrees and credentials achieved since 2012.
- As of 2013, 15,640 jobseeker participants served by 139 partnerships had achieved job placement since the start of the initiative<sup>4</sup>, representing 34 percent growth over the number of cumulative job placements reported in 2012.
- The number of National Fund 2.0 job placements and 6- and 12-month retention achievements were substantially smaller than the number of job placements reported by active partnerships in 2012.
- Data quality issues emerged as a continuing challenge for National Fund collaboratives and partnerships. Similarly, 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.

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<sup>4</sup> 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.

## IV. Employers

Overall, the number of employers served by industry partnerships increased to 4,674 in 2013, representing 15 percent growth in the cumulative number of employers served since 2012. However, data from the first year of National Fund 2.0 (2013) also suggest a slight contraction in the scale of employers served annually, as well as a shift in employer services provided<sup>5</sup>.

- The number of employers served by National Fund 2.0 in 2013 is substantially smaller than the number of employers reported by active partnerships in 2012 alone.
- Among all partnerships, fourteen were responsible for over half (52 percent) of all employers served. However, only five of those partnerships were active in 2013.
- Employers served by National Fund 2.0 partnerships in 2013 were less likely to receive basic skills training for new hires, and more likely to receive occupational skills training for new hires, compared to employer services provided through 2012.
- Eighty-two percent of collaboratives reported having achieved changes in employer human resource practices.

## Conclusion

As of 2013, National Fund continued to reach new communities, with two new collaboratives accepted into the network and 21 new partnerships reporting achievements in 2013. During the course of the initiative, a total of 34 collaboratives and 172 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 (54,862) and employers (4,674) served by National Fund partnerships from 2008 to 2013. Finally, the National Fund continued to demonstrate expansion in the areas of overall participant services, education/training completions and achievement of degrees/credentials.

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<sup>5</sup> However, the shift in National Fund framework during recent years to a partnership relationship with employers is not reflected in the current legacy data collection system; as a result, both the scale and nature of employer engagement may not be fully captured.



Despite growth in the overall number of communities and partnerships supported throughout the initiative, only 90 partnerships actively reported in 2013, highlighting the dynamic nature of the National Fund intervention, including the intermittent entry and exit of collaboratives and partnerships. Exploration of data reported by those partnerships in National Fund 2.0 (2013 alone) illustrate changes in the composition and depth of initiative achievements, including shifts to partnership characteristics and focus, participant demographics and services, and employer relationships. The analyses also highlight a slight contraction in the scale of job placement, job retention and employer services achieved in the first year of National Fund 2.0 implementation, in comparison with previous years. These distinct differences between National Fund 2.0 and the first phase of the initiative may necessitate development of targeted strategies and support. Furthermore, the attrition of older partnerships, relatively low number of new partnerships and the smaller nature of remaining partnerships may have implications for achievement of National Fund 2.0 goals, as well as for overall sustainability.

Finally, data quality issues continued to hinder data collection efforts and limit the usefulness of evaluation findings. Moreover, 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 detailed assessment of progress on defined National Fund 2.0 objectives or measures. As the National Fund 2.0 implementation continues, greater alignment of systems and evaluation strategies may provide a more nuanced understanding of initiative outcomes.

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 revisit priorities, refine key messages and provide additional support. Together, these findings illustrate National Fund accomplishments and opportunities in its sixth year of implementation and in the first year of the National Fund 2.0 framework.

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# Introduction

The National Fund for Workforce Solutions (National Fund) growing national partnership of employers, communities, workers and philanthropy investing in regional funder collaboratives to strengthen local economies by implementing demand-driven workforce strategies that create talent supply chains, close skill gaps and improve systems.. Since 2007, the National Fund initiative has leveraged resources from multiple sources to support the creation and development of regionally-based funder collaboratives and industry partnerships that apply the principles of the model in their communities.

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 specification of the strategic principles of implementation that are expected to yield outcomes and achieve the ultimate vision of a successful workforce development system. While the 2.0 framework is clearly aligned with the original framework, it is a more complex articulation of the model and related expectations.

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 the second and third goals, Improve Policy Systems and Employer Practices and Promote Learning and Continuous Improvement, will be assessed as part of other tasks in the 2.0 Evaluation Framework.

Over the course of the initiative, evaluation efforts have tracked implementation and documented progress toward the National Fund's goals in annual reports. The purpose of these reports has been to provide a timely update to National Fund investors, staff, and stakeholders on the results of reported progress toward the Fund's major goals. Findings from the annual analysis of National Fund data have described the characteristics and scale of National Fund implementation, as well as the achievement of progress toward National Fund goals.

Similarly, the 2014 Data Brief captures trends, as reported by participating collaboratives and industry partnerships through the annual reporting systems.<sup>6</sup> In recognition of the initiative's evolution and the capacity of existing data collection systems, the data brief focuses on the National Fund 2.0 goal to Expand and Deepen Impact.<sup>7</sup>

From 2008 to 2013, 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.<sup>8</sup> This Data Brief provides more detailed information about these achievements and others.

The first section of the report provides greater detail on the National Fund 2.0 goal to expand and deepen impact. The next section describes collaborative and 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.

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<sup>6</sup> 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.

<sup>7</sup> Progress toward goals is presented in terms of collaborative and industry partnership achievements and opportunities, 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.

<sup>8</sup> Note that selected changes to data structure and/or outcomes have been made retrospectively based on collaborative and partnership input. As a result, some historical data presented in this report may not match the data presented in previous years. However, those changes were minor and did not substantively change the findings.

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

# I. National Fund 2.0: Expand and Deepen Impact

## Evolution of National Fund Goals

The National Fund initially 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 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 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. Complimentary activities underway include the concurrent Social Innovation Fund (SIF) evaluation, planned business impact studies, and targeted formative evaluations of priority implementation questions.

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 emphasizes skills and credential acquisition. Similarly, the employer role has shifted from that of service recipient to a partner in 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.

Although the strategic framework and related objectives shifted in 2012, the evaluation framework and data collection strategies have not yet been comprehensively modified in alignment with the National Fund 2.0 objectives. As such, this data brief draws on data collected through evaluation systems developed in the first phase of the initiative. These data provide a consistent and comparable summary of overall progress toward selected goals. Alternative evaluation activities will focus on the remaining National Fund 2.0 goals and their objectives.



## II. Funding Collaboratives and Industry Partnerships

### Collaborative Characteristics and Variations

#### **Collaborative Cohorts**

Thirty-four communities have developed regional funder collaboratives since the inception of the Fund. In 2013, two new collaboratives joined the National Fund, initiating progress on its defined objective to enable 15 new communities to organize, develop, and sustain successful collaboratives.<sup>9</sup> Since the inception of the National Fund, the reach of the initiative expanded from a concentration in the Northeast to one with more representative geographic distribution across the country. (See *Exhibit II-1.*)

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<sup>9</sup> By 2013, six collaboratives, including Opportunity Chicago, Los Angeles Workforce Funders Collaborative, Skill Build Colorado, San Joaquin Valley Workforce Funders Collaborative Partners, Skill Up Rhode Island and the Greater Washington Workforce Development Collaborative had stopped receiving NFWS funds, and did not report collaborative data in 2013.

**Exhibit II-1: National Fund Funding Collaboratives by Region and Cohort, 2013 (n=34)**

Funding Cohort	Northeast	South	Midwest	West
1. Participated in Workforce Intermediaries pilot	Baltimore Boston New York Pennsylvania Rhode Island*			Bay Area
2. Joined NFWS in October 2007	Washington, DC*		Chicago (1)*	Los Angeles* San Diego
3. Joined NFWS in October 2008	Hartford Philadelphia	Dan River	Central Wisconsin Cincinnati Denver* Des Moines Milwaukee Omaha Wichita	Seattle
4. Joined NFWS between 2009 and 2011	Newark	Manatee/ Sarasota	Detroit*	San Joaquin*
5. Joined NFWS in 2011		Atlanta Greenville Jackson/Delta Louisville Mobile New Orleans Shreveport		
6. Joined NFWS in 2013		Dallas	Chicago (2)	

\* Collaboratives that are no longer funded by NFWS.

Source: NFWS Data Reporting System

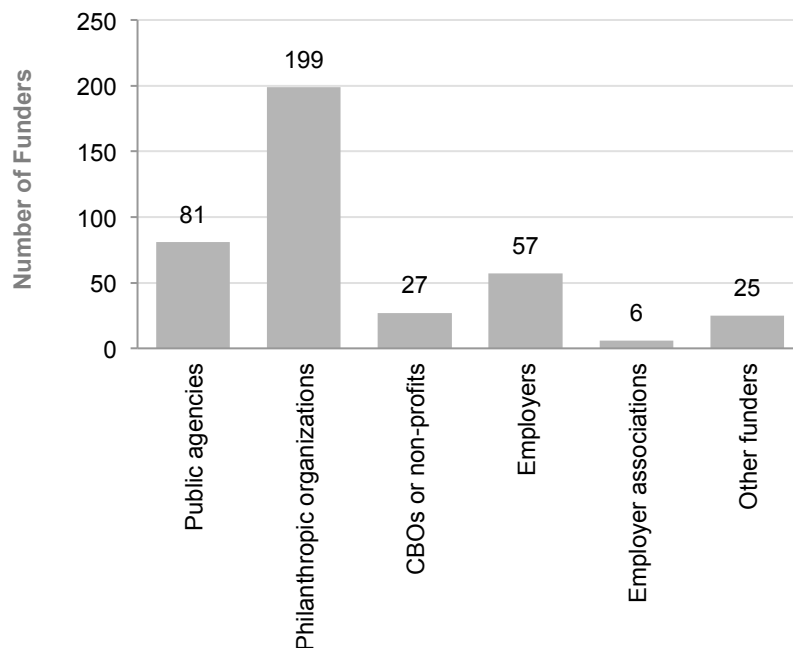
**National Fund 2.0 Highlight.** During the first year of National Fund 2.0, two new collaboratives were accepted into the network, the Greater Dallas Workforce Collaborative and the Chicagoland Workforce Funding Alliance.

**Investors, Organization, and Funding**

Collaboratives reported support from a total of 395 local funders in 2013, representing a slight increase since 2012. Roughly two-thirds of the active collaboratives (64 percent) were supported by more than 10 funding organizations.

Collaboratives continued to draw on a diverse mix of funding sources to support their workforce development activities. Philanthropic organizations represented exactly half of all reported funders (50 percent), followed by public agencies (21 percent) and employers/employer associations (16 percent). (See Exhibit II-2.)

**Exhibit II-2: Collaborative Funders by Type, 2013 (n=395)**



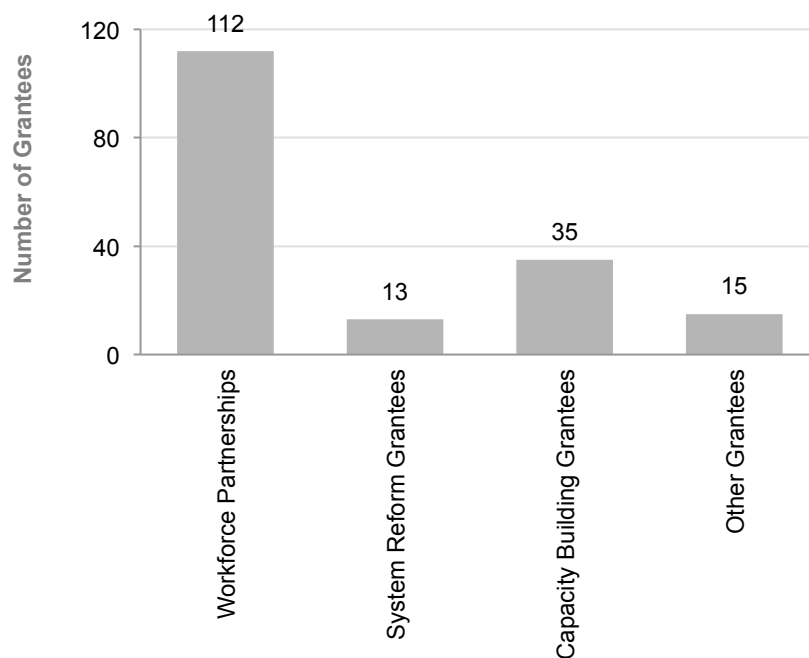
Source: NFWS Data Reporting System

### Investments

Collaboratives reported a total of 175 grantees, including industry partnerships<sup>10</sup>, systems change, and capacity building grant recipients. (See Exhibit II-3.)

<sup>10</sup> The discrepancy between the number of industry partnerships reported by collaboratives (101) and the number of actively reporting industry partnerships (96) likely reflects newly emerging, but non-reporting, industry partnerships.

**Exhibit II-3: Number of Collaborative Grantees, 2013 (n=175)**



Source: NFWS Data Reporting System

### *Industry Partnerships*

Collaboratives reported supporting 112 industry partnerships in 2013, reflecting an average of four partnerships per collaborative. Exactly half of reporting collaboratives reported supporting four or more industry partnerships in 2013.<sup>11</sup>

### *Capacity Building and Systems Change Grantees*

In 2012, half of collaboratives (50 percent) reported formally supporting capacity building grantees, which is a slight decrease from the proportion supporting capacity building in 2012 (55 percent). However, the share of collaboratives that reported formally supporting systems change grantees decreased substantially, from 48 percent in 2012 to only 29 percent in 2013.

<sup>11</sup> The number of reporting industry partnerships (90) was slightly less than the number of funded industry partnerships reported by collaboratives (112), which may reflect emerging, non-reporting partnerships, as well as older, non-reporting partnerships.

## Target Sector

In 2013, the major sectors targeted by the collaboratives were healthcare and manufacturing, targeted by 82 percent and 75 percent of collaboratives, respectively. Construction (36 percent), energy (32 percent) and logistics/transportation/distribution (32 percent) were also among the major target sectors reported in 2013. (See Exhibit II-4.)

**Exhibit II-4: Collaborative Target Sector, 2008 and 2013**

Sector Target	2008 (n=21)		2013 (n=28)	
	#	%	#	%
<i>Aerospace</i>	1	5%	4	14%
<i>Automobile Repair</i>	1	5%	4	14%
<i>Biotechnology</i>	4	19%	4	14%
<i>Construction</i>	10	48%	10	36%
<i>Energy</i>	6	29%	9	32%
<i>Financial Services</i>	2	10%	6	21%
<i>Healthcare</i>	20	95%	23	82%
<i>Hospitality</i>	3	14%	4	14%
<i>Information Technology</i>	4	19%	6	21%
<i>Logistics/Transp./Distribution</i>	4	19%	9	32%
<i>Manufacturing</i>	7	33%	21	75%
<i>Retail</i>	1	5%	0	0%
<i>Other</i>	1	5%	6	21%

Source: NFWS Data Reporting System

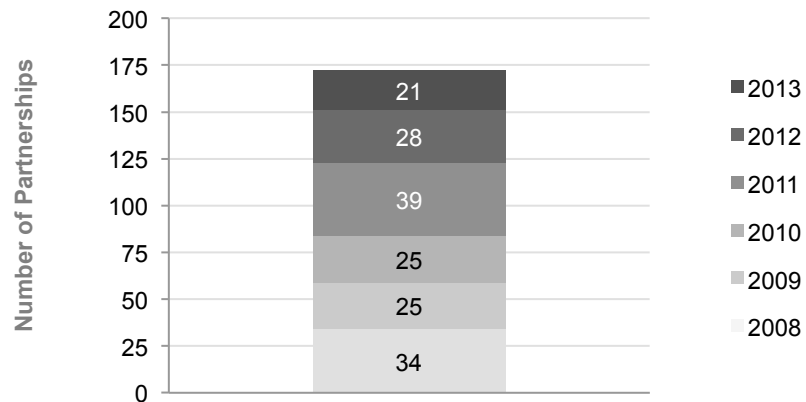
Since 2008, the range of targeted sectors has broadened to include more investment in information technology, hospitality, transportation and logistics and automobile repair. Even since 2012, the distribution of targeted sectors among the collaboratives has shifted, with declines in the share of collaboratives targeting healthcare, but increases in the share targeting manufacturing, energy and logistics/transportation/distribution.

## Industry Partnership Characteristics and Variation

### Number of Partnerships

Over the past year, 21 new partnerships reported in the National Fund online system, bringing the cumulative number of reporting industry partnerships over six years to 172. (See *Exhibit II-5*.)

**Exhibit II-5: Number of New Partnerships by National Fund Year (n=172)**



Source: NFWS Data Reporting System

**National Fund 2.0.** The number of new partnerships reporting in 2013 is smaller than in any prior year of the initiative. Furthermore, in 2013, 90 partnerships actively reported participant data, representing a little over half of the 172 partnerships supported during the course of the initiative.<sup>12</sup> That represents a slight decrease from the 96 partnerships that actively reported in 2012. These observations suggest that the inaugural year of National Fund 2.0 has been accompanied by a slight contraction in the number of partnerships formed by active collaboratives.

<sup>12</sup> The reasons for ceasing report 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 NFWS. However, we do not have consistent data about the post-NFWS experience of the 82 partnerships that ceased reporting.

## Scale/Size

By the end of 2013, National Fund partnerships had enrolled 54,862 participants. Among partnerships that reported serving participants, the size of the partnerships ranged from a low of six participants to a high of 4,989 participants.<sup>13</sup> The largest share of partnerships (32 percent) served from 101 to 500 participants, up from 28 percent, as reported in 2012. (See *Exhibit II-6*.)

### Exhibit II-6: Number of Partnerships by Number of Participants Served

Participants Served	2008		2013	
	Number	Percent	Number	Percent
N=	34		172	
0	5	15%	3	2%
1-25	2	6%	23	13%
26-50	10	29%	19	11%
51-100	9	26%	42	24%
101-500	6	18%	55	32%
More than 500	2	6%	30	17%

Source: NFWS Data Reporting System

As of 2013, 30 partnerships had served more than 500 participants. Out of 172 industry partnerships, fifteen were responsible for more than half (51 percent) of all participants served. The top five partnerships, each of which reported more than 2,000 participants, served over one-quarter (27 percent) of all participants.<sup>14</sup>

**National Fund 2.0.** Similar to cumulative findings, the greatest share of National Fund 2.0 partnerships (34 percent) served between 101 and 500 participants. However, the share of partnerships serving more than 500 participants dropped dramatically in the first year of National Fund 2.0, from 15 percent of partnerships through 2012, to 4 percent of partnerships in 2013.

## Maturity

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. (See *Exhibit II-7*.)

<sup>13</sup> An additional three partnerships submitted a report, but did not report serving any participants.

<sup>14</sup> The largest partnership is the Health Careers Collaborative of Greater Cincinnati. The next four largest include WRTP Construction in Milwaukee, Port Jobs in Seattle, the Worker Education and Resource Center (WERC) in Los Angeles, and Advanced Manufacturing Career Pathway Partnership in Cincinnati. However, WRTP Construction and WERC are no longer considered active NFWS partnerships.

**Exhibit II-7: Number of Partnerships by National Fund Contract Start Date, 2008 and 2013**

Year	2008		2013	
	Number	Percent	Number	Percent
N =	34		172	
2008 or earlier	33	97%	35	20%
2009	1	3%	33	19%
2010	0	0%	32	19%
2011	0	0%	31	18%
2012	0	0%	26	15%
2013	0	0%	15	9%

Source: NFWS Data Reporting System

The National Fund portfolio also includes both more and less experienced partnerships, based on the reported year of formation, with over half (52%) formed in 2009 or earlier. Partnerships formed by 2009 also served three-quarters of all participants (75 percent), and served the highest average numbers of cumulative participants (greater than 300 participants). Less mature partnerships, formed in 2010 or later, showed substantially lower average numbers served (fewer than 300 participants).

**National Fund 2.0.** *National Fund 2.0 partnerships are likely to be younger, with 14 percent formed in 2013 alone. Similar to overall findings, more mature National Fund 2.0 partnerships tend to serve a greater proportion of participants, however participants are more evenly distributed across partnerships of all maturity in the first year of National Fund 2.0.*

**Sector Focus**

Similar to previous years, the greatest share of partnerships was in healthcare (38 percent), construction (15 percent), and manufacturing (15 percent). The shares of partnerships in health care and construction have remained fairly robust since 2008, with some diversification of the overall National Fund portfolio into smaller sectors. The manufacturing sector has seen the largest proportional growth since the start of the Fund, from 6 percent in 2008 to 15 percent in 2013, while the biotechnology sector has seen the largest proportional decline during that period. (See Exhibit II-8.)



**Exhibit II-8: Industry Partnerships by Industry Sector, 2008 and 2013**

Industry Sector	2008		2013	
	Number	Percent	Number	Percent
N=	34		172	
<i>Aerospace</i>	1	3%	4	2%
<i>Automotive Repair</i>	0	0%	4	2%
<i>Biotechnology</i>	6	18%	7	4%
<i>Construction</i>	5	15%	25	15%
<i>Energy</i>	0	0%	9	5%
<i>Financial Services</i>	1	3%	4	2%
<i>Healthcare</i>	15	44%	66	38%
<i>Hospitality</i>	1	3%	4	2%
<i>Information Technology</i>	0	0%	6	4%
<i>Logistics, Transportation, Distribution</i>	2	6%	6	4%
<i>Manufacturing</i>	2	6%	26	15%
<i>Marine Trades</i>	1	3%	2	1%
<i>Other</i> <sup>15</sup>	0	0%	5	3%
<i>Multiple</i> <sup>16</sup>	0	0%	3	2%
<i>None</i> <sup>17</sup>	0	0%	1	1%

Source: NFWS Data Reporting System

Over two-fifths of all participants (43 percent) were served by healthcare partnerships, followed by construction (17 percent), and manufacturing (16 percent), similar to the results reported in 2012. (See Exhibit II-9.)

**National Fund 2.0.** In the first year of National Fund 2.0, the proportion of participants served by construction-focused partnerships dropped to just six percent, compared to 21 percent in the first phase through 2012. Moreover, 24 percent of National Fund 2.0 participants were served by manufacturing partnerships in 2013, compared to 16 percent in the first phase.

<sup>15</sup> This category includes five partnerships that provide services focused on education, landscape/horticulture, forestry, and pest control.

<sup>16</sup> This category includes three partnerships that offer participant services focused on more than one sector.

<sup>17</sup> This category includes one partnerships that did not select a primary sector designation.

### Exhibit II-9: Participants by Industry Sector and Reporting Year

Industry Sector	2008		2013	
	Number	Percent	Number	Percent
N=	3,262		54,862	
<i>Aerospace</i>	0	0%	1,700	3%
<i>Automotive Repair</i>	0	0%	363	1%
<i>Biotechnology</i>	298	9%	853	2%
<i>Construction</i>	582	18%	9,220	17%
<i>Energy</i>	0	0%	1,515	3%
<i>Financial Services</i>	41	1%	876	2%
<i>Healthcare</i>	2,091	64%	23,548	43%
<i>Hospitality</i>	0	0%	956	2%
<i>Information Technology</i>	0	0%	186	0%
<i>Logistics, Transportation, Distribution</i>	107	3%	3,864	7%
<i>Manufacturing</i>	126	4%	8,608	16%
<i>Marine Trades</i>	17	1%	594	1%
<i>Other</i>	0	0%	329	1%
<i>Multiple</i>	0	0%	1,461	3%
<i>None</i>	0	0%	789	1%

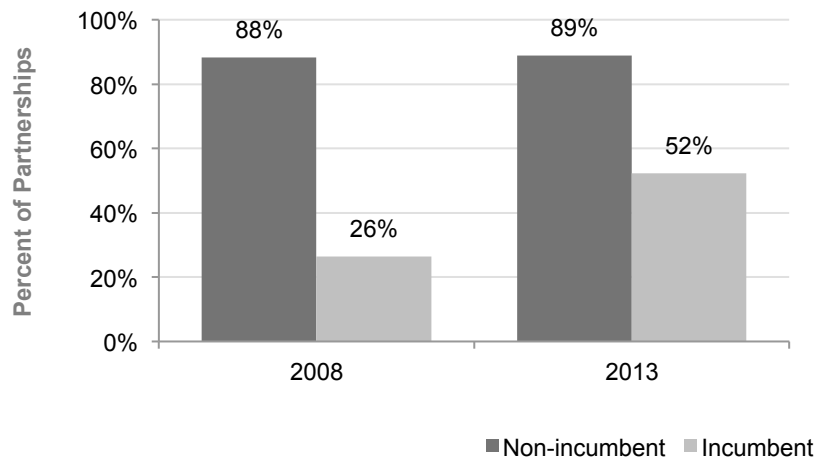
Source: NFWS Data Reporting System

### Program Type<sup>18</sup>

As of 2013, the great majority of partnerships (89 percent) offered a jobseeker program, and for the first time since the initiative began, over half (52 percent) offered an incumbent program; more than two-fifths (42 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. (See Exhibit II-10.)

<sup>18</sup> For NFWS reporting purposes, incumbent worker programs were defined as “a program...serving employed individuals that is typically coordinated directly with the participants’ current employer”, while jobseeker programs were defined as those “not directly offered through an employer and serving participants who are not employed or employed, but seeking new employment”.

### Exhibit II-10: Industry Partnerships by Program Type (n=172)<sup>19</sup>



Source: NFWS Data Reporting System

### Program Type by Sector

As of 2013, program offerings continued to differ slightly by sector, but reflected the overall observations related to differences between incumbent and jobseeker offerings. Two-thirds of both manufacturing and healthcare partnerships (65 percent for each) offered incumbent worker programs, while just under one-quarter (24 percent) of construction partnerships offered incumbent worker services. In contrast, all of construction partnerships (100 percent), and over three-quarters of manufacturing partnerships and healthcare partnerships (92 and 77 percent, respectively) offered jobseeker services.

### Lead Organization and Types of Participating Organizations

The National Fund portfolio continued to be comprised primarily of partnerships led by community-based organizations (24 percent) and “other nonprofits” (26 percent); these types of organizations have led the majority of partnerships since the National Fund’s inception. Education and training organizations, including community colleges, postsecondary institutions, and training providers, comprised the next largest share at 18 percent. Employers and employer associations (8 percent) and Workforce Investment Boards (WIBs) (12 percent) also led notable shares of partnerships. (See Exhibit II-11.)

<sup>19</sup> Three partnerships reported that they offered neither jobseeker nor incumbent services.

**Exhibit II-11: Industry Partnerships by Lead Organization**

Organization Type	2008		2013	
	Number	Percent	Number	Percent
N=	34		172	
<i>Community college</i>	3	9%	24	14%
<i>Community-based organization</i>	12	35%	42	24%
<i>Employer association</i>	0	0%	4	2%
<i>Employer</i>	2	6%	9	5%
<i>Labor union</i>	0	0%	2	1%
<i>One-stop career center</i>	0	0%	2	1%
<i>Public welfare organization</i>	0	0%	1	1%
<i>WIB</i>	2	6%	21	12%
<i>Other nonprofit organization</i>	11	32%	44	26%
<i>Other postsecondary institution</i>	2	6%	3	2%
<i>Other public organization</i>	0	0%	4	2%
<i>Other training provider</i>	0	0%	3	2%
<i>Other</i>	2	6%	13	8%

Source: NFWS Data Reporting System

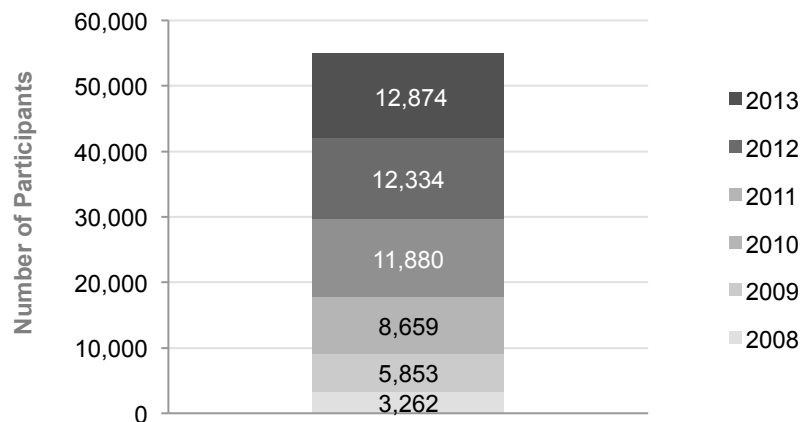
**National Fund 2.0.** In the first year of National Fund 2.0, partnership lead organizations are more diversified, with a substantially smaller share of CBOs as lead (14 percent), but an increase in other non-profit leads (34 percent), and small increases in employer association, employer, and other training providers as partnership lead organizations.

# III. Low-Income Individuals

## Participants Served

As of 2013, the National Fund partnerships had served an additional 12,874 participants for a cumulative total of 54,862, a 31 percent increase over the cumulative total reported through 2012.<sup>20</sup> (See Exhibit III-1.)

**Exhibit III-1: Number of Newly Reported Participants by Reporting Year (n=54,862)**



Source: NFWS Data Reporting System

The increase in the number of participants in 2013 was related to the efforts of 90 partnerships, which represent just over half (52 percent) of the 172 partnerships funded over the course of the National Fund initiative.

<sup>20</sup> Note that minor changes were made by industry partnerships to the 2012 data after submission of the 2013 Data Brief. As such, the totals in the 2012 data brief over-reported participation by 311 participants. All affected data have been corrected in this Data Brief.

Between 2012 and 2013, the number of participants served by jobseeker programs grew by 28 percent to reach 35,921, while the number of participants in incumbent worker programs grew 36 percent, reaching 18,941.<sup>21</sup>

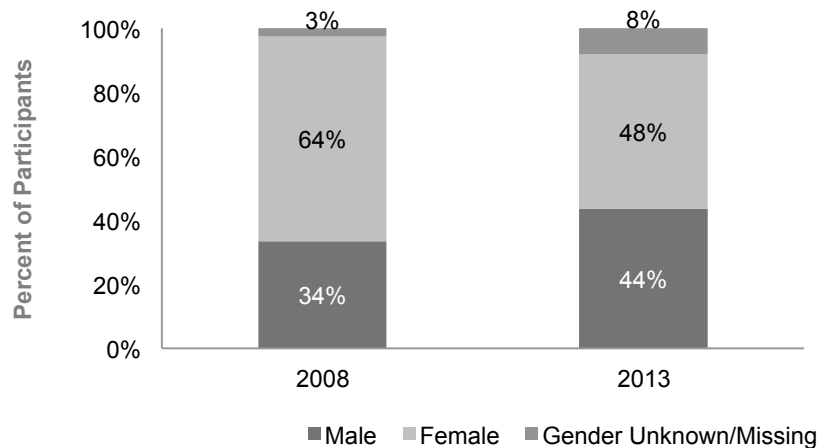
**National Fund 2.0.** The 12,874 new participants served by National Fund 2.0 partnerships reflects a slight increase over the annual number served by active partnerships in 2012. The newly served participants represent 13 percent of the Fund’s 2.0 5-year goal to serve 100,000 individuals.

## Participant Demographics and Background

### Gender

The share of men served by the National Fund has increased from 34 percent in 2008 to a high of 44 percent in 2013. (See Exhibit III-2.)

**Exhibit III-2: Service Participation by Gender, 2008 and 2013**



Source: NFWS Data Reporting System

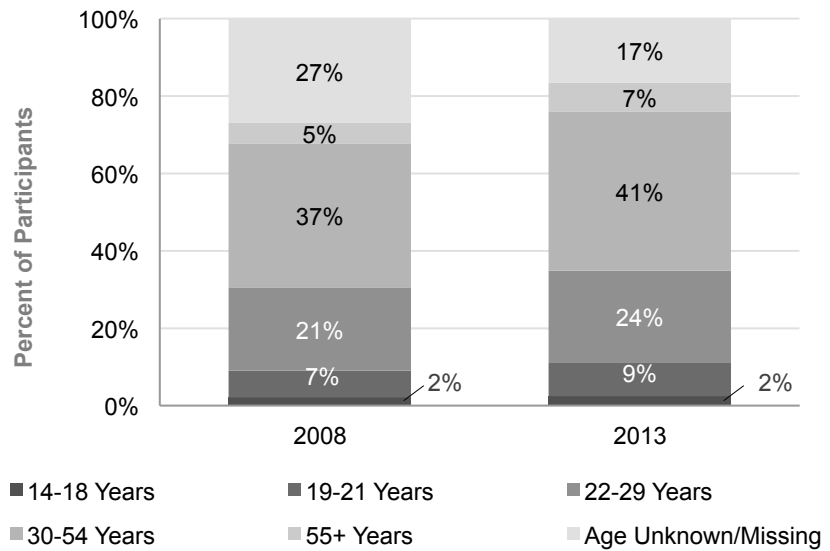
Similar to previous trends, there was a continued gender difference by program type, especially for incumbent worker programs (34 percent male, 53 percent female), as well as differences by sector, reflecting traditional gender disparities.

<sup>21</sup> 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.

### Age

Similar to previous years, the largest share of participants (41 percent) continued to be those between the ages of 30 and 54 years, with an additional 24 percent between the ages of 22 and 29 years. As of 2013, the share of youth reflects the proportion reported during earlier years, with partnerships reporting 2 percent of participants from 14 to 18 years, and 9 percent of participants from 19 to 21 years. The share of participants whose age is unknown/missing has dropped substantially over the course of the initiative. (See Exhibit III-3.)

**Exhibit III-3: Service Participation by Age, 2008 and 2013**

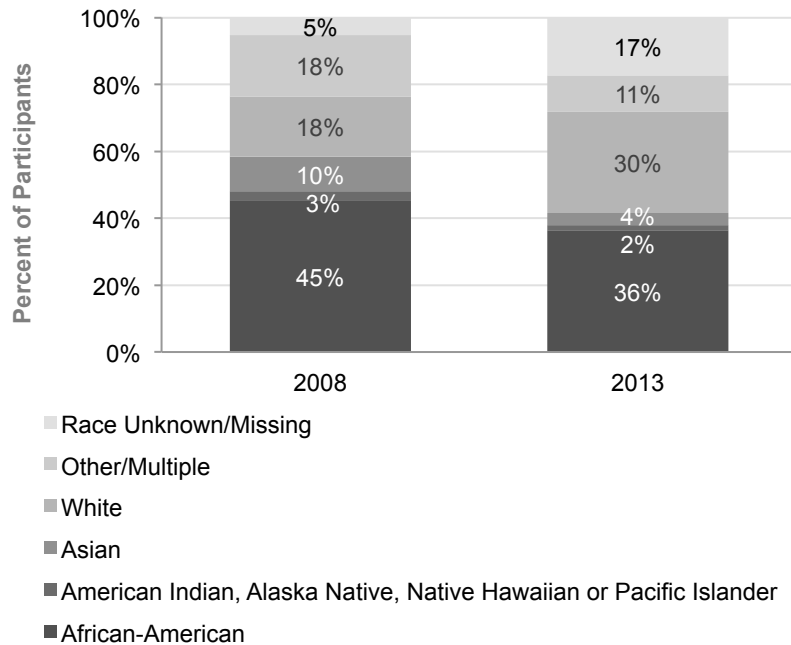


Source: NFWS Data Reporting System

### Race and Ethnicity

Overall, African-Americans remained the largest racial/ethnic group. Over the course of the initiative, the share of African-Americans has declined, from 45 percent in 2008 to 36 percent in 2013. The share of Asians also declined from 10 percent in 2008 to 4 percent in 2013, while the share of whites increased from 18 percent to 30 percent. While 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, complicating observations about the composition of the participant population. (See Exhibit III-4.)

**Exhibit III-4: Service Participation by Race, 2008 and 2013**



Source: NFWS Data Reporting System

A little over one-quarter (27 percent) of partnerships reported having served a population that was at least half African-American, down slightly from 30 percent, as reported in 2012.

Among the largest sectors, African-Americans were the largest share of participants in the construction (53 percent), hospitality (48 percent), biotechnology (42 percent), and healthcare (38 percent) partnerships. In contrast, Whites comprised the largest shares in the energy and manufacturing sectors (57 and 36 percent, respectively). There also was a significant difference in the racial/ethnic composition of incumbent and jobseeker programs. Jobseeker programs were 41 percent African-American and 27 percent White, while incumbent programs were 27 percent African-American and 36 percent White.

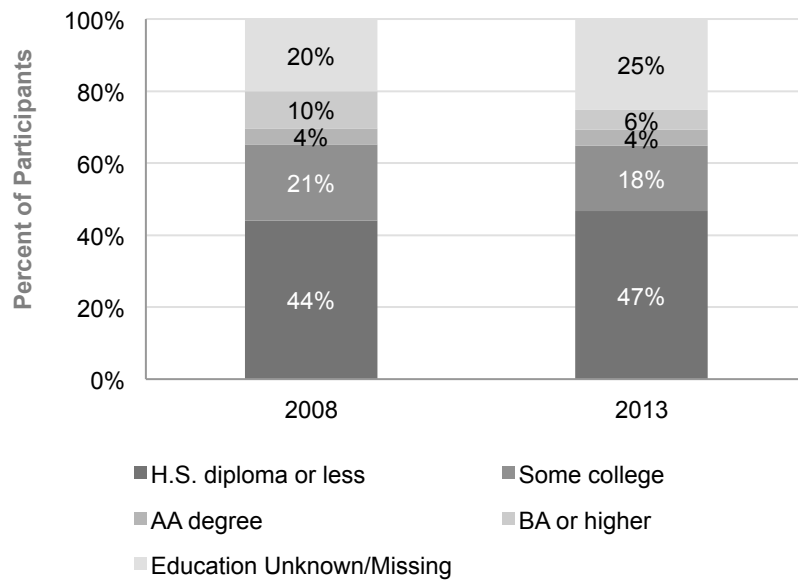
**National Fund 2.0.** *Missing data for standard demographic data overall was more pronounced among National Fund 2.0 partnerships, and may hinder future analysis and implications of findings.*



### *Educational Attainment at Enrollment*

As of 2013, forty-seven percent of participants had a high school diploma or less at program entrance, similar to the distribution in the cumulative data from 2012. Among all participants, 28 percent had some college or greater education, including 6 percent with a bachelor's degree, while educational attainment was unknown for one-quarter of participants (25 percent). (See *Exhibit III-5.*)

**Exhibit III-5: Service Participation by Educational Attainment at Enrollment, 2008 and 2013**



Source: NFWS Data Reporting System

As of 2013, fewer than half of all partnerships (47 percent) provided services to a participant population made up primarily of individuals with a high school diploma or less, similar to the cumulative data in 2012.

There continued to be clear variations by sector. Among the largest sectors, partnerships in the construction, hospitality, aerospace<sup>22</sup>, and logistics and transportation sectors served the highest proportions of participants with a high school diploma or less (68, 59, 55 and 54 percent, respectively).

<sup>22</sup> The aerospace sector is comprised of only one industry partnership, PACES-Aviation, which served over 1,500 participants as of 2013.

**National Fund 2.0.** New participants in the first year of National Fund 2.0 appear to have more education at program enrollment compared to participants in the first phase of initiative through 2012. Thirty-five percent of new National Fund 2.0 participants had a high school diploma or less, compared to 48 percent of participants in the first phase of the initiative. Moreover, no new participant in the first year of National Fund 2.0 had less than a high school diploma or equivalent, compared to 9 percent in the initiative through 2012.

## Participant Services

### Education and Training Services

The portfolio of education and training services remained fairly consistent throughout the initiative. Similar to previous years, occupational skills training was provided to the largest share of participants, reaching 33,067 individuals, or 60 percent of all participants, during the course of the initiative. (See Exhibit III-6.)

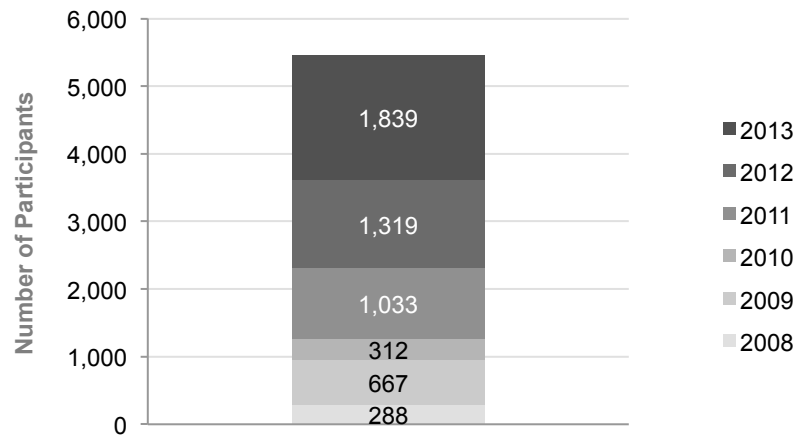
**Exhibit III-6: Education/Training Service Participation by Type, 2008 and 2013**

	2008		2013	
	#	%	#	%
N=	3,262		54,862	
<i>Apprenticeship</i>	133	4%	3,616	7%
<i>Basic Skills/ESL</i>	447	14%	6,603	12%
<i>Computer Literacy</i>	456	14%	6,330	12%
<i>Occupational Skills</i>	1,706	52%	33,067	60%
<i>On-the-Job Training</i>	288	9%	5,458	10%
<i>Workplace Readiness Life Skills</i>	1,014	31%	21,526	39%
<i>Other Education/Training</i>	848	26%	9,347	17%

Source: NFWS Data Reporting System

On-the-job training was provided to a much smaller share of participants (10 percent), but the number of cumulative participants grew to 5,458 in 2013, representing a 51 percent change from the previous year. (See Exhibit III-7.)

**Exhibit III-7: On-the-Job Training by Reporting Year (n=33,067)**



Source: NFWS Data Reporting System

**National Fund 2.0.** Education and training services received by participants in National Fund 2.0 partnerships were similar to the distribution in the initiative overall, with an increase in the number of participants engaged in On-the-Job training in comparison with the numbers reported by active partnerships in 2012.

### Non-Education Services

Non-education services have also experienced continued growth in all categories, although the shares receiving selected services, including career coaching, case management and job search/job placement, declined substantially over the course of the initiative. Furthermore, the proportion of cumulative participants receiving services in all categories except asset development declined between 2012 and 2013.

As of 2013, assessment and career coaching remained two of the most commonly received non-education services. (See Exhibit III-8.)

**Exhibit III-8: Non-Education Service Participation by Type, 2008 and 2013**

	2008		2013	
	#	%	#	%
N=	3,262		54,862	
<i>Assessment</i>	1,969	60%	33,983	62%
<i>Asset Development</i>	132	4%	5,361	10%
<i>Career Coaching</i>	2,274	70%	27,302	50%
<i>Case Management</i>	2,953	91%	22,456	41%
<i>Job Search/Job Placement</i>	1,642	50%	20,048	37%
<i>Supportive Services</i>	2,041	63%	17,639	32%
<i>Other Non-training</i>	633	19%	9,756	18%

Source: NFWS Data Reporting System

**National Fund 2.0.** Substantially smaller proportions of National Fund 2.0 participants (i.e., 2013 only) received primary non-education services, including career coaching, case management, job-search/job placement, and supportive services, compared to participants through 2012. This finding may suggest that program models and the implementation of non-training services are changing over time, and may also reflect the slight increase in less mature partnerships, with less robust non-training offerings, in the first year of National Fund 2.0. (See Exhibit III-9)

**Exhibit III-9: Non-Education Service Participation by Type and Initiative Phase**

	2008-2012		National Fund 2.0	
	#	%	#	%
N=	41,988		12,874	
<i>Assessment</i>	28,333	67%	5,650	44%
<i>Asset Development</i>	4,357	10%	1,004	8%
<i>Career Coaching</i>	23,340	56%	3,962	31%
<i>Case Management</i>	18,663	44%	3,793	29%
<i>Job Search/Job Placement</i>	17,365	41%	2,683	21%
<i>Supportive Services</i>	15,091	36%	2,548	20%
<i>Other Non-training</i>	7,283	17%	2,473	19%

## Services by Program Type

Occupational skills training continued to be the education/training service received by the largest share of both jobseeker and incumbent participants (58 and 64 percent, respectively). Differences in other services provided to jobseeker and incumbent participants followed similar trends to those cited in previous years. In particular, workplace readiness training was provided to a much larger share (50 percent) of jobseeker participants than incumbent participants (18 percent). (See *Exhibit III-10.*)

**Exhibit III-10: Education/Training Service Participation by Program Type, 2013**

	Jobseeker		Incumbent	
	#	%	#	%
N=	35,921		18,941	
<i>Apprenticeship Program</i>	2,680	7%	936	5%
<i>Basic Skills/ESL Training</i>	4,880	14%	1,723	9%
<i>Computer Literacy Training</i>	4,404	12%	1,926	10%
<i>Occupational Skills Training</i>	20,924	58%	12,143	64%
<i>On-the-Job Training</i>	3,786	11%	1,672	9%
<i>Workplace Readiness/Life Skills Training</i>	18,124	50%	3,402	18%
<i>Other Education Training Program</i>	5,627	16%	3,720	20%

*Source: NFWS Data Reporting System*

The cumulative share of incumbent participants participating in apprenticeship programs increased considerably in the last year, from 2 percent in 2012 to 5 percent in 2013, reflecting 754 new participants who received those services in 2013.<sup>23</sup>

<sup>23</sup> The vast majority of the new apprenticeship participants were served by Central Iowa Careers in Energy.

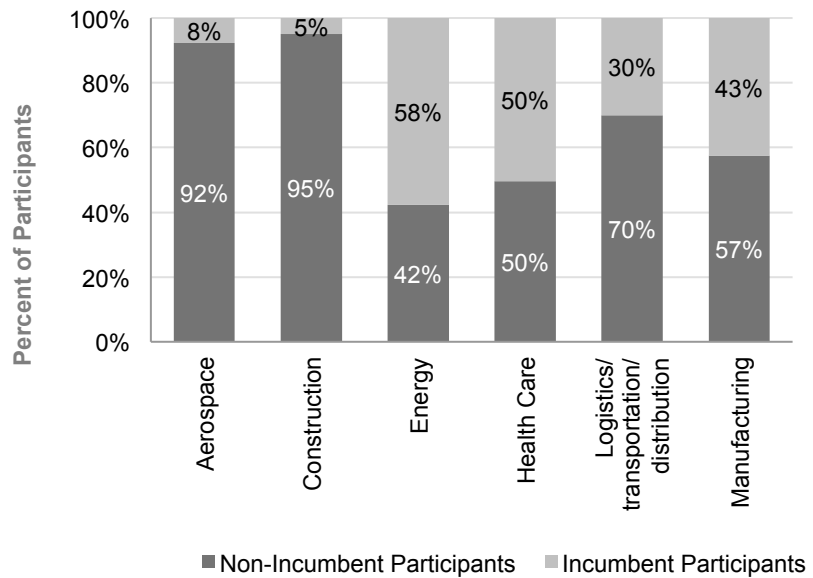
### Services by Sector

The services received by participants also varied substantially by industry sector. As of 2013, over 90 percent of participants in the biotechnology and energy sectors (91 percent for each sector) had received occupational skills training, and over 80 percent of automotive and information technology participants had received occupational skills training. The share of manufacturing participants in occupational skills training increased 62 percent in 2012 to 66 percent in 2013. Construction participants receiving occupational skills training remained stable at 58 percent.

### Services by Program Type and Sector

Partnerships in all sectors maintained a strong focus on serving jobseeker participants. Industry partnerships focused on energy and healthcare showed a fairly strong focus on serving incumbent workers, with incumbent participants representing at least 50 percent of their participants (58 and 50 percent, respectively). In contrast, partnerships focused on aerospace and construction served much smaller shares of incumbent workers (8 percent and 5 percent, respectively). (See Exhibit III-11.)

**Exhibit III-11: Shares of Participants by Program Type and Sector**



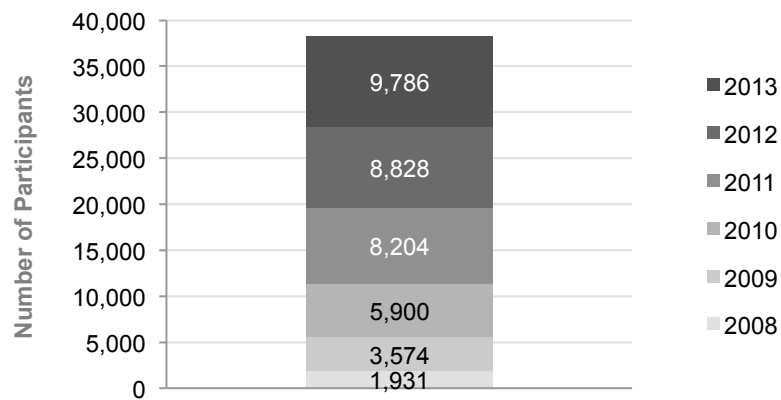
Source: NFWS Data Reporting System

## Participant Outcomes

### Education and Training Completions

By 2013, the number of participants who had completed education and training services reached 38,223, or 70 percent of all participants served, the highest proportion achieved during the course of the initiative. (See *Exhibit III-12.*)

**Exhibit III-12: Number of Participants Completed Training by Reporting Year (n=38,223)**



Source: NFWS Data Reporting System

Occupational skills training continued to be the training service completed by the greatest share of participants, increasing from 50 percent of all completers in 2008 to 65 percent over the course of the initiative. (See *Exhibit III-13.*)

**Exhibit III-13: Education/Training Completions by Category, 2008 and 2013**

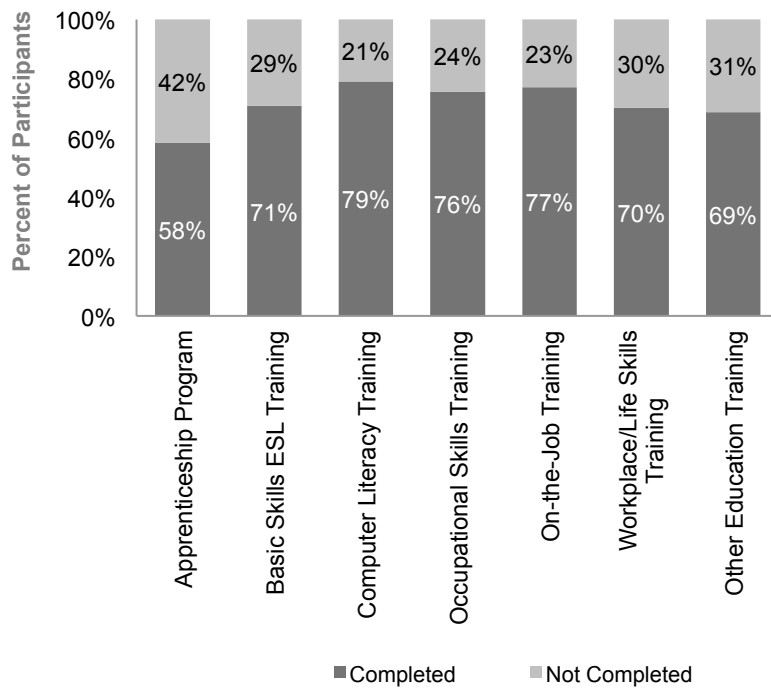
	2008		2013	
	#	%	#	%
N=	1,931		38,223	
<i>Apprenticeship Program</i>	0	0%	2,112	6%
<i>Basic Skills/ESL Training</i>	268	14%	4,676	12%
<i>Computer Literacy Training</i>	401	21%	5,003	13%
<i>Occupational Skills Training</i>	965	50%	24,994	65%
<i>On-the-Job Training</i>	136	7%	4,210	11%
<i>Workplace Readiness/Life Skills Training</i>	730	38%	15,105	40%
<i>Other Education Training Program</i>	543	28%	6,427	17%

Source: NFWS Data Reporting System

**National Fund 2.0.** Apprenticeship and OJT completions comprised a higher proportion of all training completions in the first year of National Fund 2.0. In contrast, basic skills, workplace readiness, and other education and training completions comprised smaller shares of overall completions.

The individual training completion rate, or the share of participants who completed any given type of training among those that had received the specific training, continued to be high in computer literacy training (79 percent), on-the-job training (77 percent), occupational skills (76 percent), and workplace readiness/life skills (70 percent). (See Exhibit III-14.)

**Exhibit III-14: Education and Training Completion Rate by Type of Training (n=varied)**



Source: NFWS Data Reporting System

For all categories of education/training, incumbent worker participants achieved higher rates of completion. (See Exhibit III-15.)



**Exhibit III-15: Education/Training Service Completion Rates by Program Type**

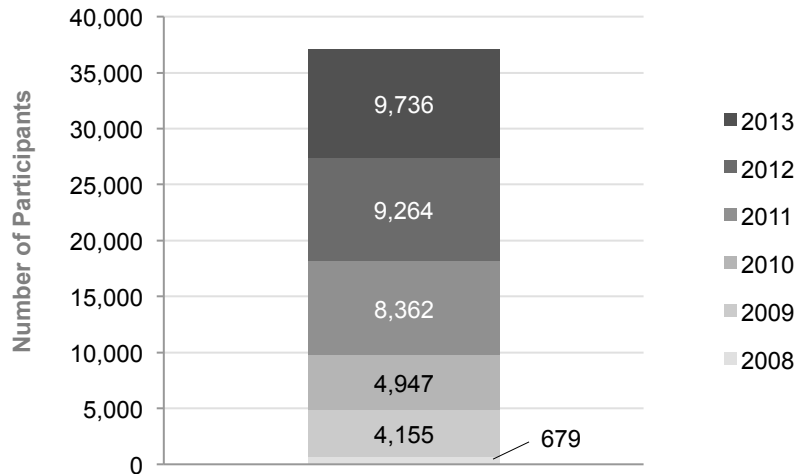
	Jobseeker		Incumbent	
	#	%	#	%
N=	varied		varied	
<i>Apprenticeship Program</i>	1,304	49%	808	86%
<i>Basic Skills/ESL Training</i>	3,402	70%	1,274	74%
<i>Computer Literacy Training</i>	3,428	78%	1,575	82%
<i>Occupational Skills Training</i>	15,261	73%	9,733	80%
<i>On-the-Job Training</i>	2,882	76%	1,328	79%
<i>Workplace Readiness/Life Skills Training</i>	13,751	76%	1,354	40%
<i>Other Education Training Program</i>	3,267	58%	3,160	85%

Source: NFWS Data Reporting System

### Degrees and Credentials

A total of 37,143 credentials were reported in 2013, including 9,736 newly reported degrees/credentials, representing a 54 percent increase in the cumulative number of degrees and credentials achieved since 2012. (See Exhibit III-16.)

**Exhibit III-16: Number of Newly Reported Degrees and Credentials by Reporting Year (n=37,143)**



Source: NFWS Data Reporting System

**National Fund 2.0.** The number of degrees and credentials achieved in the first year of National Fund 2.0 represents continued increase in the scale of the National Fund’s achievement over previous years.

The combined categories of occupational skills certificates, credentials, and licensures in occupational areas continued to be the dominant share (58 percent) of all degrees and credentials achieved. (See Exhibit III-17.)

**Exhibit III-17: Degrees/Credentials by Type and as a Percentage of All Degrees and Credentials, 2008 and 2013**

	2008		2013	
	#	%	#	%
N=	679		37,143	
AA or AS Degree	10	1%	446	1%
BA or BS Degree	32	5%	234	1%
GED/H.S. Equivalency	7	1%	773	2%
Occupational Skills Certificate/Credential	388	57%	19,148	52%
Occupational Skills Licensure	149	22%	2,339	6%
Other Recognized Certificate	44	6%	5,022	14%
Workplace Readiness Credential	37	5%	7,424	20%
Other	12	2%	1,757	5%

Source: NFWS Data Reporting System

**National Fund 2.0.** Similar to the cumulative achievements, occupational skills certificates and credentials reflect the largest share of all credentials and degrees (47 percent), though a slightly smaller share than in the first phase of the initiative (51 percent).

As of 2013, half of all training completers had received an occupational skills certificate or credential, in comparison with 20 percent in 2008; this represents a substantial gain over the course of the initiative. The share of completers achieving occupational skills licensures has remained fairly stable since 2008. (See Exhibit III-18.)

**Exhibit III-18: Degrees/Credentials Achieved as a Percentage of all Participant Completions, 2008 and 2013**

	2008		2013	
	#	%	#	%
N=	1,931		38,223	
AA or AS Degree	10	0.5%	446	1%
BA or BS Degree	32	2%	234	1%
GED/H.S. Equivalency	7	0.3%	773	2%
Occupational Skills Certificate/Credential	388	19%	19,148	50%
Occupational Skills Licensure	149	7%	2,339	6%
Other Recognized Certificate	44	2%	5,022	13%
Workplace Readiness Credential	37	2%	7,424	19%
Other	12	1%	1,757	5%

Source: NFWS Data Reporting System

**National Fund 2.0.** The composition of degrees and credentials received as a proportion of all participant completions was similar across the first year of National Fund 2.0 and the implementation through 2012.

There continued to be slight differences between completions by program type. In both groups, the majority of completions were in the combined categories of occupational skills certificates/credentials and licensures. However, among jobseeker participants, occupational skills certificates/credentials, occupational skills licensures and workplace readiness credentials were achieved by larger shares of completers than in the incumbent group. (See Exhibit III-19.)

**Exhibit III-19: Degrees and Credentials Achieved by Program Type and as Percentage of Participants Completing Training**

	Jobseeker		Incumbent	
	#	%	#	%
N=	22,294		15,929	
AA or AS Degree	227	1%	219	1%
BA or BS Degree	137	1%	97	1%
GED/H.S. Equivalency	639	3%	134	1%
Occupational Skills Certificate/Credential	12,547	56%	6,601	41%
Occupational Skills Licensure	2,108	9%	231	1%
Other Recognized Certificate	3,065	14%	1,957	12%
Workplace Readiness Credential	6,426	29%	998	6%
Other	1,392	6%	365	2%

Source: NFWS Data Reporting System

Degree and credential achievements also continued to vary by sector. The energy sector showed substantially higher proportions of completers achieving occupational skills licensure (18 percent) than other sectors. The energy sector also showed the highest proportion of occupational certificates/credentials (83 percent), followed by participants in the construction sector (71 percent). Partnerships in the smaller sectors of information technology and marine trades also reported that a vast majority of completers (82 percent and 71 percent, respectively) achieved occupational skills certificates/credentials. (See Exhibit III-20.)

**Exhibit III-20: Degrees and Credentials Achieved, by Selected Sectors and as Percentage of all Participant Completions by Sector**

	Aerospace		Construction		Energy		Healthcare		L/T/D		Manufacturing	
	#	%	#	%	#	%	#	%	#	%	#	%
N=	1,539		4,997		1,482		17,973		1,702		6,796	
AA or AS Degree	16	1%	1	0%	0	0%	418	2%	0	0%	7	0%
BA or BS Degree	9	1%	0	0%	0	0%	139	1%	0	0%	2	0%
GED/H.S. Equivalency	11	1%	262	5%	0	0%	441	2%	0	0%	4	0%
Occupational Skills Certificate/Credential	444	29%	3,539	71%	1,229	83%	8,587	48%	625	37%	3,311	49%
Occupational Skills Licensure	23	1%	141	3%	261	18%	1,613	9%	106	6%	135	2%
Other Recognized Certificate	0	0%	912	18%	256	17%	1,319	7%	1	0%	1,450	21%
Workplace Readiness Credential	1,115	72%	850	17%	107	7%	1,845	10%	52	3%	2,844	42%
Other	0	0%	458	9%	0	0%	394	2%	233	14%	496	7%

Source: NFWS Data Reporting System

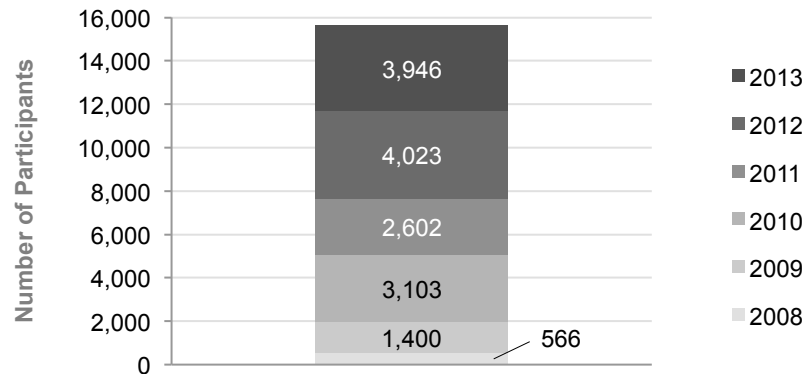
## Job Placement

### Participant Job Placement Achievements

As of 2012, 15,640 jobseeker participants served by 139 partnerships had achieved job placement<sup>24</sup> over the course of the initiative; this number represents 34 percent growth over the number of cumulative job placements reported in 2012. (See Exhibit III-21.)

<sup>24</sup> Traditional placement rates compare placements to program completers. However, many of the NFWS partnerships continue to work with individuals after completion of their training and sometimes after job placement. Therefore, this table should not be read as presenting placement rates.

**Exhibit III-21: Number of Job Placements, by Reporting Year  
(n=15,640)**



Source: NFWS Data Reporting System

**National Fund 2.0.** The 3,946 job placements reported in 2013 reflect a slight contraction in the annual number of job placements since 2012, which may reflect the relative immaturity and smaller size of the active partnerships in 2013.

Healthcare partnerships accounted for the largest share (50 percent) of all job placements, followed by construction (29 percent) and manufacturing (20 percent). Among the largest sectors, energy partnerships reported the highest proportion of participants achieving job placement (58 percent), followed by aerospace (52 percent), and health care (51 percent).<sup>25</sup> (See Exhibit III-22.)

**Exhibit III-22: Proportion of Participants Achieving Job Placement, by Selected Sectors**

	Aerospace		Construction		Energy		Healthcare		L/T/D		Manufacturing	
	#	%	#	%	#	%	#	%	#	%	#	%
N=	1,570		8,771		642		11,665		2,704		4,946	
Job Placements	810	52%	3,383	39%	374	58%	5,918	51%	415	15%	2,399	49%

Source: NFWS Data Reporting System

Among the smaller sectors, Marine Trades and Financial Services partnerships also placed over half of all participants (72 and 54 percent, respectively).

<sup>25</sup> Seventy-four percent of all energy sector placements are attributable to one partnership, the Keystone Utilities Partnership (Pennsylvania), which served 56 percent of all non-incumbent participants in that sector, and placed 81 percent of its participants.

### 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.<sup>26</sup>

**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 2013, 76 percent of job placements achieved by industry partnership participants were in their targeted sector, similar to the 2012 cumulative results.

Among the largest sectors, partnerships focused on energy and L/T/D placed the highest share of participants in sector-related jobs (95 percent for both sectors), followed by aerospace and manufacturing (87 and 86 percent, respectively). (See *Exhibit III-23*.)

**Exhibit III-23: Placements in Target Sector by Selected Sectors**

	Aerospace		Construction		Energy		Healthcare		L/T/D		Manufacturing	
	#	%	#	%	#	%	#	%	#	%	#	%
N=	810		3,383		374		3,166		415		1,264	
<i>Placements in Target Sector</i>	703	87%	2,416	71%	355	95%	2,581	82%	395	95%	1,082	86%
<i>Placements Not in Target Sector</i>	107	13%	620	18%	19	5%	537	17%	20	5%	78	6%
<i>Placements in Target Sector Unknown/Missing</i>	0	0%	347	10%	0	0%	48	2%	0	0%	104	8%

Source: NFWS Data Reporting System

**Wages at placement.** As of 2013, a little over one-quarter (27 percent) of 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 (35 percent). The share of participants receiving wages less than \$10.00 per hour represented 22 percent, down slightly from 25 percent, as reported in 2012. (See *Exhibit III-24*.)

<sup>26</sup> 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. The two partnerships that met these criteria and were excluded from analysis of placement-related indicators were the Health Careers Collaborative of Greater Cincinnati (Cincinnati) and Advanced Manufacturing Career Pathways Partnership (Cincinnati). These two partnerships served 10 percent of all jobseeker participants and accounted for 25 percent of all reported job placements. This filtering process leaves 11,753 job placements from 137 partnerships in the placement-related analyses.

**Exhibit III-24: Wage at Placement (Jobseeker Participants only)**

	Job Placements	
	#	%
N=	11,753	
<\$10.00	2,601	22%
\$10.00-\$14.99	4,158	35%
\$15.00-\$19.99	1,720	15%
≥\$20.00	1,399	12%
<i>Wage at Placement Unknown/Missing</i>	1,875	16%

*Source: NFWS Data Reporting System*

Among the largest sectors, partnerships in the energy sector reported that 70 percent of participants have achieved placement wages of \$20.00 per hour or more, a much higher share than in any other sector.

**Hours and benefits at placement.** Sixty-one percent of participants were placed in full-time jobs (35 or more hours per week), a decrease from 66 percent, as reported in 2012.

Over one-third of all placements were eligible for benefits, such as health insurance and retirement savings, although the large amount of missing data in the remaining partnerships make these results inconclusive. (See *Exhibit III-25.*)

**Exhibit III-25: Benefits Eligibility at Placement (Jobseeker Participants Only)**

	Job Placements	
	#	%
N=	11,753	
<i>Eligible for Benefits</i>	4,748	40%
<i>Not Eligible for Benefits</i>	2,489	21%
<i>Benefits Eligibility Unknown/ Missing</i>	4,516	38%

*Source: NFWS Data Reporting System*

**National Fund 2.0.** *Missing data related to wage and benefits at placement was considerably more pronounced among National Fund 2.0 partnerships than partnerships in the first phase through 2012, and hinders meaningful analysis.*

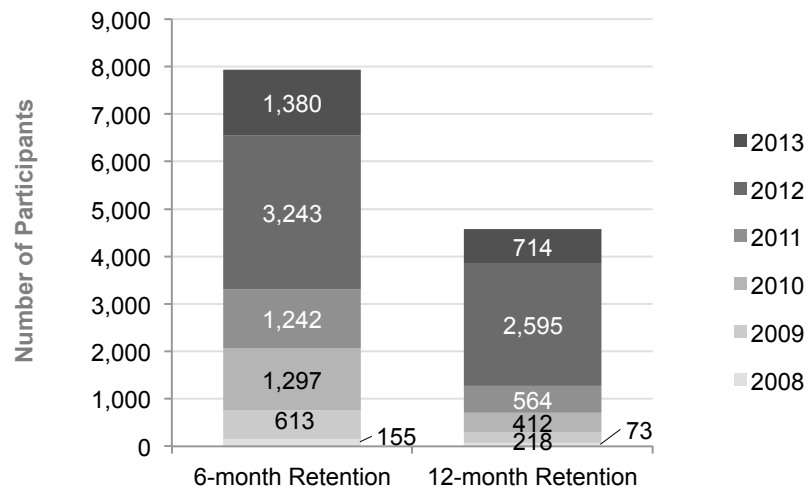
## Job Retention

### *Participant Job Retention Achievements*

Six- and 12-month retention data continued to be missing for a substantial number of partnerships.<sup>27</sup> While some of these partnerships may have been too new for participants to have met the 12-month retention milestone, many partnerships continued to face difficulty with participant follow-up. Where noted, retention findings are also presented for the select group of partnerships that provided positive 12-month retention data.

**Jobseeker Participant Retention.** The total number of both new six-month and new 12-month retentions increased considerably between 2012 and 2013. A cumulative total of 7,930 jobseeker participants were reported as having achieved six-month retention, reflecting a 21 percent increase in the cumulative number of participants achieving six-month retention since 2012. A total of 4,576 participants were reported by partnerships as having achieved the 12-month retention milestone, which represents an 18 percent increase in the cumulative number of participants achieving 12-month retention since 2012. (See *Exhibit III-26*.)

**Exhibit III-26: Number of Jobseeker Participants Achieving Six- and 12-month Retention, by Reporting Year (n=7,930; n=4,576)**



Source: NFWS Data Reporting System

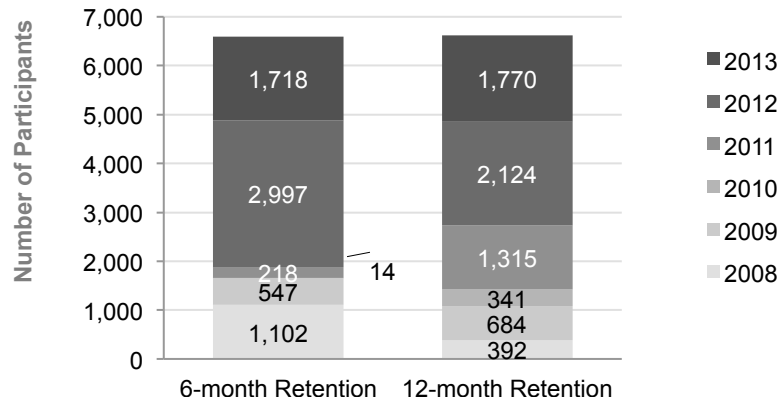
<sup>27</sup> Among 139 partnerships that reported positive jobseeker job placements, 75 percent provided positive overall six-month retention data, and 45 percent provided positive overall 12-month retention data. Among 89 partnerships that reported positive incumbent participation, 58 percent provided positive six-month retention data, and only 44 percent provided positive 12-month retention data.



**National Fund 2.0.** The number of individuals reported as having achieved 6- and 12-month retention during the first year of the National Fund dropped dramatically compared to the number reported in 2012. The decrease may reflect the relative immaturity and smaller size of National Fund 2.0 partnerships<sup>28</sup>.

**Incumbent Worker Participant Retention.** As of 2013, a total of 8,558 incumbent participants had achieved six-month retention, a 25 percent increase since 2012. Twelve-month retention grew by a similar increase; 6,626 participants achieved 12-month retention in 2013, a 36 percent increase over the past year. (See Exhibit III-27.)

**Exhibit III-27: Number of Incumbent Participants Achieving Six- and 12-month Retention, by Reporting Year (n=8,558; n=6,626)**



Source: NFWS Data Reporting System

### Retention-related Achievements

The extent of unknown/missing data also affected the estimates of career advancement achievements for participants reaching 12-month retention. As such, 12-month advancement-related outcomes were calculated for partnerships that provided 12-month retention data.<sup>29</sup>

<sup>28</sup> Data from 2013 reflect the first year of implementation since the development of the National Fund 2.0. Although we would not expect 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.

<sup>29</sup> Analysis on advancement indicators used the same criteria to filter partnerships as used in the retention analysis. As such, the Advanced Manufacturing Career Pathways Partnership is excluded from jobseeker advancement analysis, and the Southeast Regional Workforce Development Partnership is excluded from incumbent advancement analysis.

Large amounts of unknown/missing jobseeker retention data continue to affect retention-related indicators; data from affected partnerships are excluded from subsequent jobseeker retention-related analyses.<sup>30</sup>

Similarly, incumbent worker partnerships with large amounts of unknown/missing jobseeker retention are omitted from subsequent analyses.<sup>31</sup>

**Wages at 12-month retention.** Among both jobseeker and incumbent 12-month retention achievers, the largest share received wages at 12 months between \$10.00 and \$14.99 per hour (53 percent and 34 percent, respectively). Incumbent participants were more likely to receive wages greater than \$15.00 per hour (34 percent of incumbents, compared to 24 percent of jobseekers). Wages at 12-month retention were also far more likely to be unknown or missing for incumbent participants (20 percent) versus jobseeker participants (9 percent). (See Exhibit III-28.)

**Exhibit III-28: Wages at 12-month Retention by Program Type**

	Jobseeker 12-month Retention Achievers		Incumbent 12-month Retention Achievers	
	#	%	#	%
N=	4,064		5,433	
<\$10.00	592	15%	593	11%
\$10.00-\$14.99	2,173	53%	1,852	34%
\$15.00-\$19.99	636	16%	1,101	20%
≥\$20.00	317	8%	787	14%
Unknown/Missing	346	9%	1,100	20%

Source: NFWS Data Reporting System

<sup>30</sup> Partnerships excluded from the analysis either a) did not provide any 12 month retention data; OR both a) accounted for 5 percent or more of the total number retentions at 12 months; AND b) were missing data for more than 50 percent of participants for a majority of retention indicators. The Advanced Manufacturing Career Pathways Partnership met these criteria and was excluded from analysis of jobseeker retention-related indicators. This filtering process leaves 11,063 job placements, 6,437 6-month retention achievements and 4,064 12-month retention achievements in the analyses.

<sup>31</sup> Partnerships that either a) did not provide any 12 month retention data; OR both a) accounted for 5 percent or more of the total number retentions at 12 months; AND b) were missing data for more than 50 percent of participants for a majority of retention indicators were excluded from the presented analysis. The Southeast Regional Workforce Development Partnership met these criteria and was excluded from analysis on incumbent retention-related indicators. This filtering process leaves 10,793 incumbent participants, 6,570 6-month retention achievements and 5,433 12-month retention achievements in the analyses.

Energy and construction partnerships reported the highest shares of jobseeker participants receiving wages greater than \$20.00 per hour at 12-month retention (25 and 20 percent, respectively). Among incumbent participants in the larger sectors, energy partnerships reported the largest share of participants in that wage category (32 percent); fifteen percent of healthcare partnership incumbent participants were reported in the highest wage category at 12-month retention.

**Other achievements at 12-month retention.** Substantial shares of both jobseeker and incumbent participants achieving 12-month retention continued to experience wage gain (41 percent and 50 percent, respectively) and receipt of employer-sponsored benefits (21 percent and 49 percent, respectively). (See *Exhibit III-29*.)

**Exhibit III-29: 12-month Retention Achievements by Program Type**

	Jobseeker 12-month Retention Achievers		Incumbent 12-month Retention Achievers	
	#	%	#	%
N=	4,064		5,433	
<i>Promotion</i>	652	16%	717	13%
<i>Wage Gain</i>	1,656	41%	2,703	50%
<i>Increase in Hours</i>	64	2%	83	2%
<i>Entry in Advanced Education/Training</i>	489	12%	516	9%
<i>Lateral Promotion</i>	26	1%	93	2%
<i>Receipt of Employer-Supported Health Benefits</i>	842	21%	2,667	49%
<i>Other Advancement</i>	0	0%	24	0.4%

Source: NFWS Data Reporting System

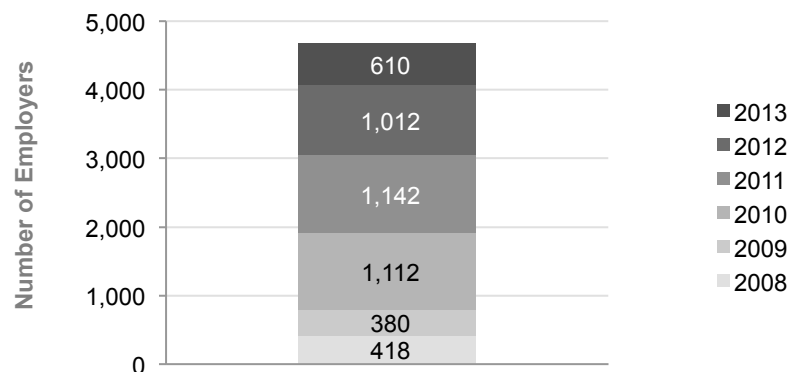
**National Fund 2.0.** Missing data related to retention achievements was considerably more pronounced among National Fund 2.0 partnerships than partnerships in the first phase through 2012, and hinders meaningful analysis.

# IV. 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 and programs that benefit multiple stakeholders and the workforce development system as a whole. The existing legacy data collection system has not yet been modified to reflect this more robust employer engagement. The current data collection system continues to emphasize the “customer services” provided to employers through the National Fund. Overall, the number of employers served by industry partnerships increased to 4,674 in 2013, representing 15 percent growth in the cumulative number of employers served since 2012. (See *Exhibit IV-1.*)

**Exhibit IV-1: Number of Newly Reported Employers by Reporting Year (n=4,674)**



Source: NFWS Data Reporting System

**National Fund 2.0.** National Fund 2.0 partnerships reported serving 610 additional employers in 2013, representing a substantial drop from the number of new employers reported in 2012. However, the shift in National Fund framework during recent years to a partnership relationship with employers is not reflected in the existing legacy data collection system; as a result, both the scale and nature of employer engagement may not be fully captured by these numbers.

Although the largest share of partnerships (47 percent) served fewer than 10 employers, over one-third (38 percent) of partnerships served more than 20 employers each. (See Exhibit IV-2.)

**Exhibit IV-2: Partnerships by Number of Employers Served (n=172)**

	2008		2013	
	#	%	#	%
N=	34		172	
<i>0 or missing</i>	11	32%	14	8%
<i>1 to 9</i>	10	29%	66	38%
<i>10 to 19</i>	5	15%	26	15%
<i>20 to 99</i>	8	24%	56	33%
<i>More than 100</i>	0	0%	10	6%

Source: NFWS Data Reporting System

Among all partnerships, fourteen were responsible for over half (52 percent) of all employers served. However, only five of those partnerships were active in 2013.

Over the initiative as a whole, the construction sector continued to serve the largest share of all employers (31 percent), followed by healthcare (24 percent) and manufacturing (20 percent). Most other sectors served fewer than five percent of all employers.

***National Fund 2.0.*** Partnerships that historically served large numbers of employers during implementation through 2012 served smaller numbers in the first year of National Fund 2.0. However, employer service provision in the first year of National Fund 2.0 remained disproportionately provided by a small subset of partnerships. Ten partnerships, or 11 percent of all National Fund 2.0 partnerships, served 54% of all employers.

## Employer Services

During the course of the initiative, the most common service provided to employers was assessment of employer needs (57 percent), followed by screening and referral of job applicants (55 percent), both of which were provided to over half of all employers served by industry partnerships.

New hire training in both basic skills and occupational skills categories (27 and 29 percent, respectively) were also provided to fairly large shares of employers. The share of employers receiving incumbent worker occupational skills training remained stable since 2012, at about one-fifth of all employers (18 percent). (See *Exhibit IV-3*.)

**Exhibit IV-3: Number of Employers Served by Type of Services Received, 2008 and 2013**

	2008		2013	
	#	%	#	%
N=	418		4,674	
<i>Assessment of Employer Needs</i>	268	64%	2,664	57%
<i>Brokering Training Services</i>	53	13%	1,058	23%
<i>Development of Career Ladder Programs</i>	44	11%	604	13%
<i>Development of Training Plans</i>	32	8%	713	15%
<i>Basic Skills Training for Existing Employees</i>	2	0%	424	9%
<i>Occupational Training for Existing Employees</i>	79	19%	825	18%
<i>Basic Skills Training for New Hires</i>	57	14%	1,272	27%
<i>Occupational Training for New Hires</i>	220	53%	1,340	29%
<i>Employee Recruitment, Screening, and Referral</i>	370	89%	2,552	55%
<i>Other</i>	7	2%	638	14%

Source: NFWS Data Reporting System

The types of employer services also differed by sector. Among construction partnerships, which served the largest share of employers, the majority of employers (62 percent) received recruitment, screening and referral services. Among healthcare partnerships, which also served a large share of all employers, almost half of employers (47 percent) received new entrant occupational skills training services. Among manufacturing partnerships, the largest share of employers (42 percent) received new entrant basic skills training services.

**National Fund 2.0.** Similar to the initiative as a whole, the distribution of employer services varied with the launch of National Fund 2.0. However, in comparison with the first phase of the initiative, higher shares of employers received assistance with brokering training services (30 percent), developing training plans (21 percent), occupational training for new hires (48 percent), and conducting employee recruitment, screening, and referral (65 percent). A smaller share of employers received assistance developing career ladder programs (2 percent) and basic skills training for new hires (18 percent) in the first year of National Fund 2.0. (See Exhibit IV-4).

**Exhibit IV-4: Number of Employers Served by Type of Services and Initiative Phase**

	2008-2012		National Fund 2.0	
	#	%	#	%
N=	4,064		610	
<i>Assessment of Employer Needs</i>	2,308	57%	356	58%
<i>Brokering Training Services</i>	873	21%	185	30%
<i>Development of Career Ladder Programs</i>	592	15%	12	2%
<i>Development of Training Plans</i>	582	14%	131	21%
<i>Basic Skills Training for Existing Employees</i>	383	9%	41	7%
<i>Occupational Training for Existing Employees</i>	715	18%	110	18%
<i>Basic Skills Training for New Hires</i>	1,160	29%	112	18%
<i>Occupational Training for New Hires</i>	1,046	26%	294	48%
<i>Employee Recruitment, Screening, and Referral</i>	2,153	53%	399	65%
<i>Other</i>	548	13%	90	15%

Source: NFWS Data Reporting System

# 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 2013, 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 first six reporting years (2008-2013), and highlights partnership progress in the first year of the National Fund 2.0. As projected by the National Fund 2.0 framework, the National Fund continued to reach new communities, with two new collaboratives accepted into the network and 21 new partnerships reporting achievements in 2013. During the course of the initiative, a total of 34 collaboratives and 172 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 (54,862) and employers (4,674) served by National Fund partnerships from 2008 to 2013.

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 suggest a slight contraction in the scale of job placement, job retention and employer services achieved by National Fund 2.0 partnerships.

The findings also highlighted changes in the composition and depth of initiative achievements, including shifts to partnership characteristics and focus, participant demographics and services, and employer relationships. These changes highlight opportunities to encourage continued progress in areas of positive progress, as well as opportunities to revisit priorities and provide additional support where needed.



Finally, data quality challenges persisted for National Fund collaboratives and partnerships. Similarly, 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 detailed assessment of progress on defined National Fund 2.0 objectives or measures. As the National Fund 2.0 implementation continues, greater alignment of systems and evaluation strategies will provide a more nuanced understanding of initiative outcomes.

More detailed exploration of the findings highlights several implications for continuing National Fund implementation.

- The introduction of two 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. Progress toward the goal may require additional efforts to recruit and support interested communities during the remaining timeframe.
- While partnerships showed slight increases in scale with respect to participants served, education/training completions and achievement of degrees and credentials, the first year of National Fund 2.0 also appears to have been accompanied by contraction in other key metrics, such as job placements, retention achievements and employers served. Some of these changes may be related to the composition of active partnerships; National Fund 2.0 partnerships, which tend to be smaller and younger than in the first phase, may yield achievements on a smaller scale than the more mature partnerships that reported in previous years of the initiative. Other changes may result from a shift in priority or implementation focus among existing partnerships, which may suggest a need for renewed support and technical assistance related to implementation rigor and results.

- The demographic composition of program participants has changed over time. As of 2013, larger shares of male and white participants comprised the National Fund than during the first year of the initiative; African American and Asian individuals, in particular, comprise a substantially smaller share of overall participants. Similarly, new National Fund 2.0 participants have higher levels of educational attainment at program enrollment than participants in the first phase. 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. Further exploration of these shifts can help the National Fund identify outreach and service strategies that maintain support for diverse participant populations.
- Partnerships in the first year of National Fund 2.0 implementation were younger and smaller than those participating in the first phase of implementation. Less mature partnerships may benefit from enhanced peer to peer learning opportunities, targeted technical assistance or coaching on program implementation and growth, more direct communication of lessons learned from the first phase of the National Fund, and more explicit guidance and resources to help expedite their learning curve related to program management, implementation, and services.
- Participation in non-education and training services has decreased considerably over the implementation of the initiative. Given renewed focus on supportive services and non-traditional efforts to bolster participant progress, it is important to understand the decrease in participation across these services. 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, increasing referrals to area organization for these services, poor reporting capacity to capture these activities, or the less mature age of National Fund 2.0 partnerships. 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 critical to determine the implication of these changes on participant outcomes and achievement.

- Collaboratives and partnerships continue to focus their efforts in three key industries; healthcare, construction, and manufacturing. Collaboratives and partnerships have yet to identify and penetrate, at any scale, the same level of engagement and scale with other industry sectors, although 2013 yielded a noticeable increase in the number of individuals served by Energy sector 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.
- Continued missing data, particularly around retention and advancement indicators, limit the Fund's ability to track progress against new goals and objectives. Active National Fund 2.0 partnerships, in particular, exhibit proportionately greater amounts of missing data among demographic and outcome data alike. Streamlining data collection, developing goals for retention and wage growth, defining reporting expectations, and providing richer capacity building resources could improve the National Fund's ability to assess outcomes and improve approaches at the local level.
- Finally, as the strategic framework for the Fund has evolved, so has the evaluation framework, with 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 sole opportunity, for collecting consistent data across sites that allow the National Fund to track progress on key priorities. The data collection system as developed in the first phase of the National Fund does not adequately respond to the objectives articulated in National Fund 2.0 and limits the ability of the Fund to report on progress, respond to challenges, modify implementation, and celebrate achievements. As the Fund continues to hone the National Fund 2.0 evaluation framework, modifications to the data collection system to increase alignment and relevancy to the underlying National Fund 2.0 framework would increase evaluation utility and findings.

The process of evolution yields both new challenges and new opportunities. The observations from the Data Brief, when viewed in combination with the mission, vision and strategic principles articulated in the National Fund 2.0 strategic framework, highlight emerging areas of achievement, as well as opportunities to refine key messages and provide additional support.