The National Fund for Workforce Solutions

National Fund
for Workforce Solutions

Building shared prosperity through better skills, workforce innovations, and good jobs

Our Mission

To drive practices, policies, and investments that enable workers to succeed in good jobs, provide employers with a skilled workforce, and build more prosperous communities.

Our Model

The National Fund invests in an employer-driven model of industry partnerships that enables communities to prepare individuals with in-demand skills, connect companies to trained employees, and build a stronger workforce and economy.

The National Fund's CareerSTAT initiative is a national network of health care leaders promoting investment in the skills and careers of frontline workers.
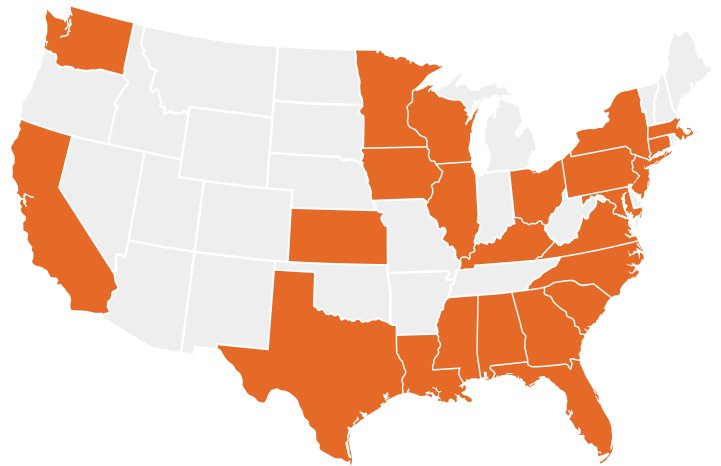
Our Results

Over the last decade, the National Fund has:

- Helped approximately 55,000 job seekers and 22,000 incumbent workers develop new skills and find a good job;
- Assisted participants in securing more than 40,000 industry approved credentials;
- Leveraged its $26 million investment to generate almost $300 million in aligned or matched investments from 700 local funders;
- Organized 2,300 employers in 85 active industry partnerships.
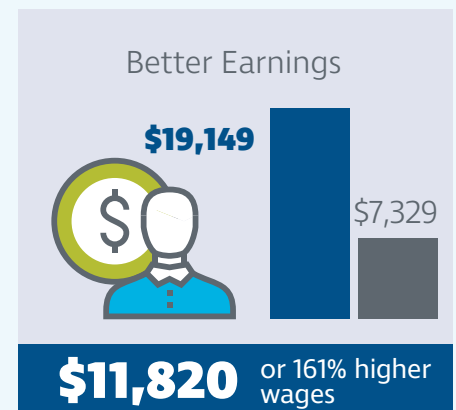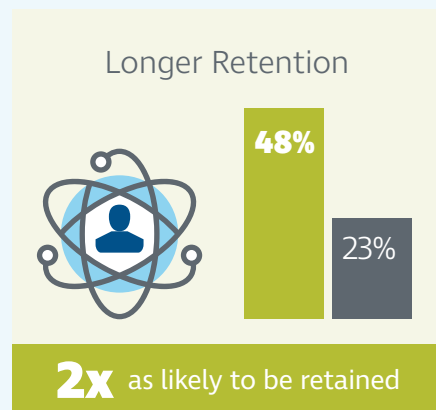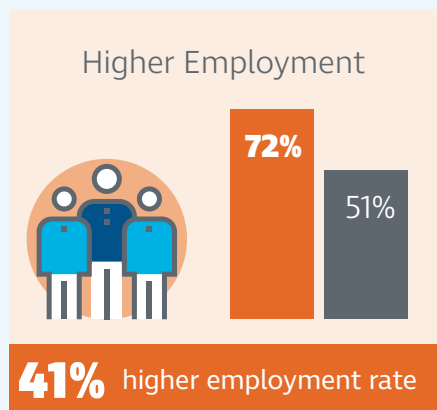
Our Network

The National Fund is a network of 32 regional collaboratives and 85 active industry partnerships operating in 25 states across a wide range of sectors including manufacturing, green technology, hospitality, health care, and information technology.

Evaluation Results: The National Fund vs. Matched Comparison Group

Based on a study of our model implemented by the WRTP Manufacturing Partnership in Milwaukee Wisconsin, the National Fund excels at getting people into jobs, keeping employees in key positions, and raising compensation for workers. National Fund participants were measured against a matched comparison one year after training and saw:

Higher Employment

72% 51%

41% higher employment rate

Longer Retention

48% 23%

2x as likely to be retained

Better Earnings

$19,149 $7,329

$11,820 or 161% higher wages

(Our Results) Michaelides, Marios; Mueser, Peter; and, Mbwana, Kassim. Evidence on the Effectiveness of Six Workforce Partnership Programs in Ohio and Wisconsin. IMPAQ International, LLC. August, 2016.

Improving Workforce Systems

The National Fund and its collaboratives are improving the workforce systems and business practices shaping employment and opportunity in our communities. Recent successes include:

- **The New York Alliance for Careers in Healthcare** works closely with employers to develop industry responsive training programs. The approach has been adopted by NYC Mayor de Blasio to serve as the basis for widespread reforms in the city's workforce system.

- **The Baltimore Center for Green Careers** is improving hiring and wage policies in the region's burgeoning weatherization industry while helping businesses grow. In return for connections to new customers, employers hire trainees from BCGC at $14.50/hour providing job opportunities to community members, including ex-offenders and young adults.

- Working across a tristate region of Southwest Ohio, Northern Kentucky, and Southeast Indiana, Cincinnati's **Health Careers Collaborative** has worked with the region's largest health care employers to change tuition benefit policies to support the education and advancement of frontline workers. Employers agreed to offer tuition benefits at the beginning of classes making education more feasible for frontline workers.

- Based in Boston, **SkillWorks** works to influence policy at the city and state levels. Its policy wins include helping to increase funding for statewide sector-based training, employer-based training, summer youth jobs, and job training for public-benefit recipients.

Advancing Frontline Health Care Workers

CareerSTAT supports health care organizations in using workforce development programs to increase business impact, improve health outcomes, and provide good jobs. Innovative practices from its most recent Frontline Health Care Worker Champions include:

- **Fairview Health Services** in Minnesota offers a comprehensive career development program to employees, employee dependents, and community residents. Fairview has reduced orientation costs for certain positions by 50%, generating a $40,000 savings the first year of hire, and it has maintained a 99% retention rate for its sponsorship programs, representing a massive savings in turnover costs.

- Serving the Dallas metro area, **Parkland Health & Hospital System** is one of the country's largest public hospital systems and an Emerging CareerSTAT Champion. Since 2009, Parkland has provided $3.7 million in tuition assistance to 3,200 employees.

The National Fund is Supported By:

- The Annie E. Casey Foundation
- The Harry and Jeanette Weinberg Foundation
- The Hitachi Foundation
- The Joyce Foundation
- JPMorgan Chase & Co.
- Prudential Foundation
- The Social Innovation Fund
- W.K. Kellogg Foundation

> **❚❚** Connecting job-seekers and employers helps businesses find trained workers and residents get good jobs, but its impact is greater when more players get involved. The National Fund's local sites, such as SkillWorks in Boston, help to connect multiple employers and industries in this work, and CareerSTAT connects health care employers around the country in community of practice aimed at investing in the skills of frontline workers. **❚❚**

Joanne Pokaski

Director of Workforce Development at Beth Israel Deaconess Medical Center, Boston, MA

About the National Fund for Workforce Solutions

The National Fund for Workforce Solutions is a national network promoting economic opportunity and prosperous communities through investment and innovation. Based in Washington D.C., the National Fund partners with philanthropy, employers, workers, public and private community organizations, and more than 30 regional collaboratives to invest in skills, improve systems, and generate good jobs. The National Fund supports civic and business leaders in promoting evidence-based practices and policies that build shared prosperity.

Learn more about the National Fund and its local partners at **www.NationalFund.org**

🐦 @National_Fund   f /NFWorkforce

▶ NFWSolutions

📍 1730 Rhode Island Ave #712, Washington D.C. 20036
📞 Phone: 202.223.8994