

The Workforce Almanac: Defining a Workforce Development Training System

An initiative of The Harvard Project on Workforce By Alexis Gable, Tessa Forshaw, Rachel Lipson, and Nathalie Gazzaneo

THE CONTEXT: A SILOED AND UNDER-RESEARCHED SECTOR

Today, over 60% of workers in the U.S. don't have a four-year degree. Many traditionally marginalized workforce populations opt for non-degree education and training programs.

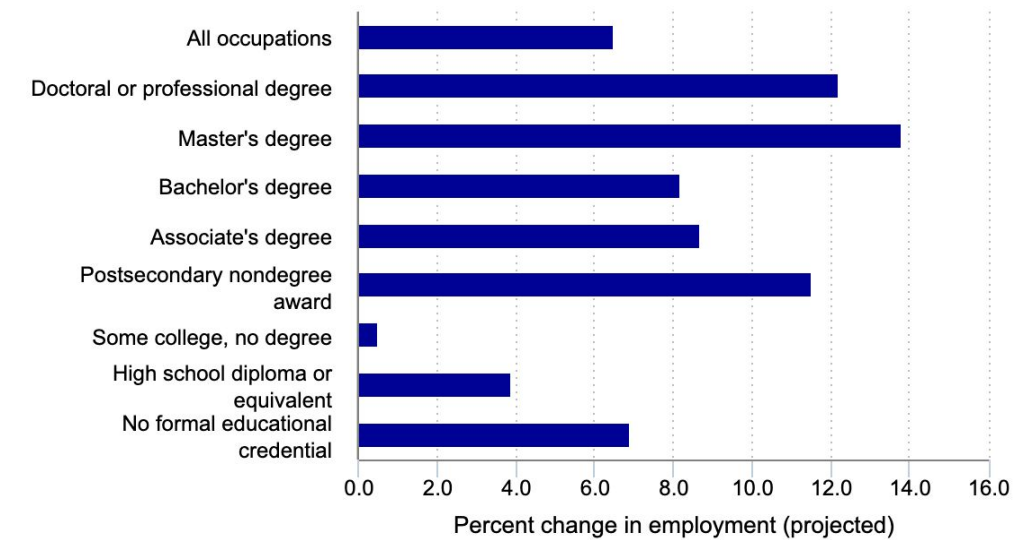
~70M American workers do not hold BA degrees

62% Of Black workers do not hold BA degrees

55% Of Latinx workers do not hold BA degrees

SOURCE: Blair et al. (2020); Opportunity@Work (2020)

Good jobs increasingly require at least some postsecondary education. Fortunately, there is increasing social attention to non-BA Pathways and their important role. However, surprisingly little is known in aggregate about these pathways in the US.



Hover over chart to view data. Note: The growth rates shown in this table include projected growth in all jobs from 2014 to 2024, not just entry-level jobs. Entry-level education reflects 2014 requirements. BLS does not project education requirements. Source: U.S. Bureau of Labor Statistics, Employment Projections program.

SOURCE: BLS, 2017, Employment Trends by Typical Entry-Level Education Requirements

The United States workforce development sector has historically been viewed in silos.

As a result, practitioners and researchers alike have needed help understanding it as a system that includes higher education institutions, registered apprenticeships, organizations eligible to receive WIOA funds, and non-profit providers.

To understand how well the workforce development sector really serves American workers and communities, we need to identify where providers are located, measure key provider characteristics, and consider the entirety of a worker's life cycle, aspirations, and needs.

KEY FINDINGS: HIGH LEVEL US FINDINGS

17k~

Workforce development training providers

1:400

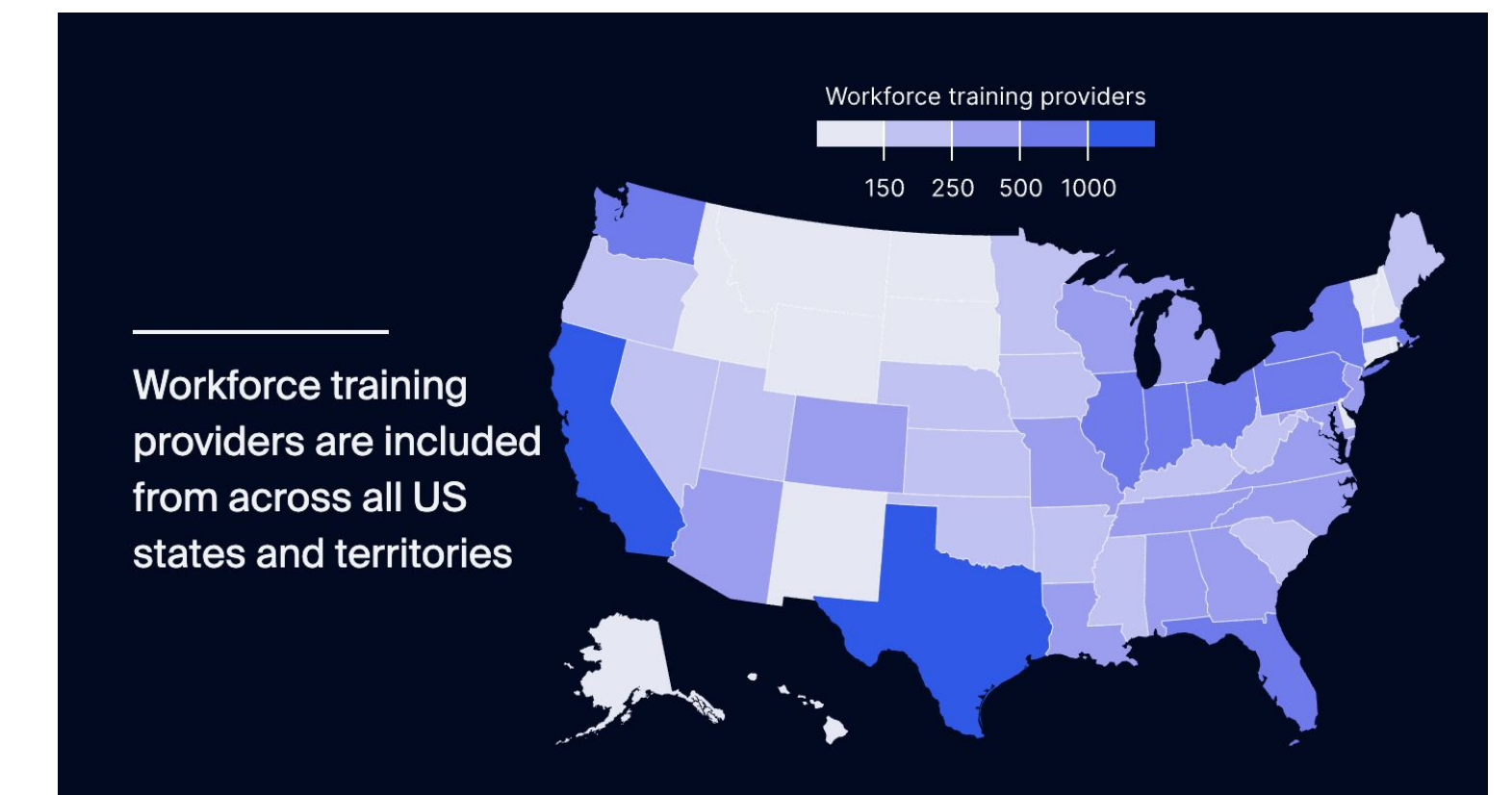
One training provider for every 400 unemployed people

1:10k

One training provider for every 10k people in labor force

44%

Of counties in the US don't have a provider

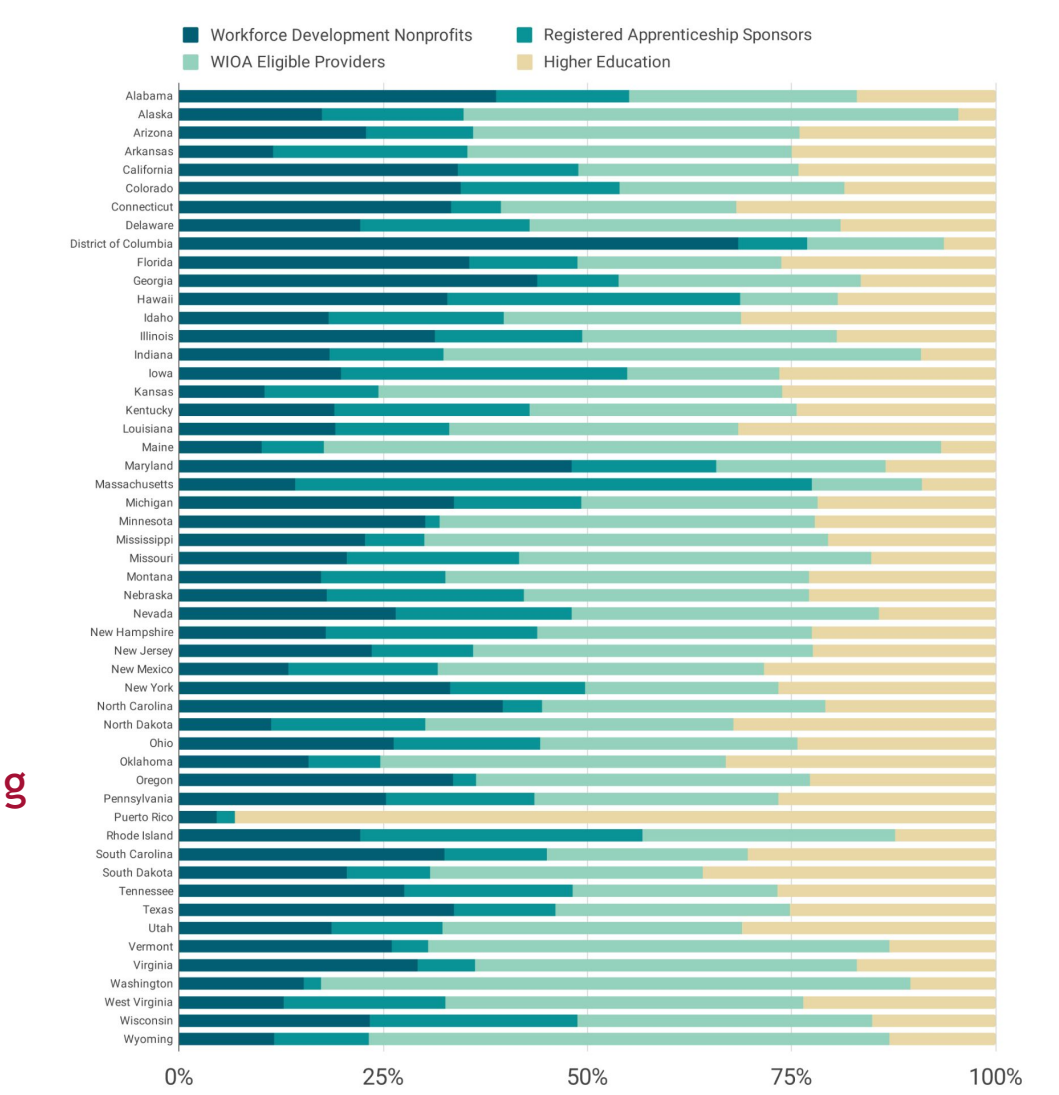


KEY FINDINGS: STATE LEVEL

The number and types of workforce training providers vary widely by U.S. state and territory. There is also no one-size-fits-all approach or a clear normative structure to the makeup of training provider types across the U.S. states and territories.

For example:

- In Maine, there are 32.4 per 100k workers, while there are only 6.3 in Connecticut.
- West Virginia has more than 5 institutions of higher education that primarily provide short-term workforce training per 100k workers—5 times the ratio in Alaska and more than double the national average of 2.5.
- States in the central U.S. have fewer nonprofits that provide job training. Kansas, Nebraska, North Dakota, New Mexico, South Dakota, Oklahoma, and Iowa have fewer than 2 job training nonprofits per 100k workers. Washington DC, on the other hand, has over 16 job training nonprofits per 100k workers.
- Massachusetts is the state with the highest concentration of registered apprenticeships. It has over 400 registered apprenticeship sponsors and more than double the ratio of providers than the state with the next highest ratio, Rhode Island.



OUR RESPONSE: THE WORKFORCE ALMANAC

Goal: Map the US workforce development training provider system and orient resource allocation towards equity, effective providers/programs, and areas of highest need.

We consider workforce development training providers entities that provide short-term (i.e., less than two years) postsecondary opportunities (i.e., the maximum requirement is a high school diploma) that help workers and learners develop work-relevant skills in service of job attainment.

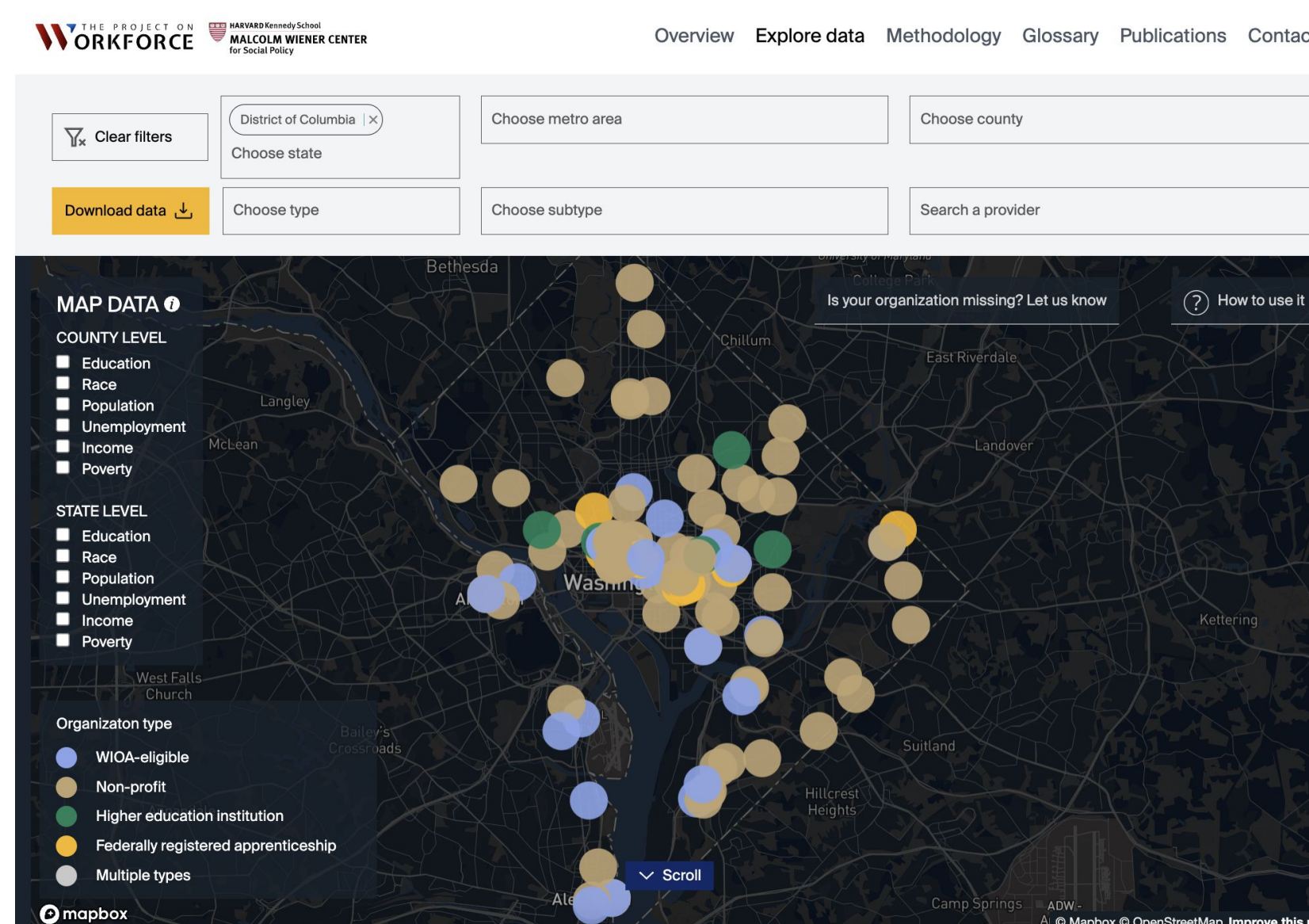
The Workforce Almanac is a first-of-its-kind effort to understand workforce training system-wide.

It was generously funded by WorkRise at The Urban Institute, Strada Education Foundation, People Rocket, and The Walmart Foundation.

This dataset (found at <http://www.workforcealmanac.com>) offers the most comprehensive view of U.S. workforce training providers, including provider names, locations, and types.

To create this Almanac, we combined training provider information from four distinct sources into one new dataset, capturing:

1. Federal Registered Apprenticeship providers
2. Nonprofit providers
3. Workforce Innovation and Opportunity Act (WIOA)-eligible training providers
4. Higher education providers

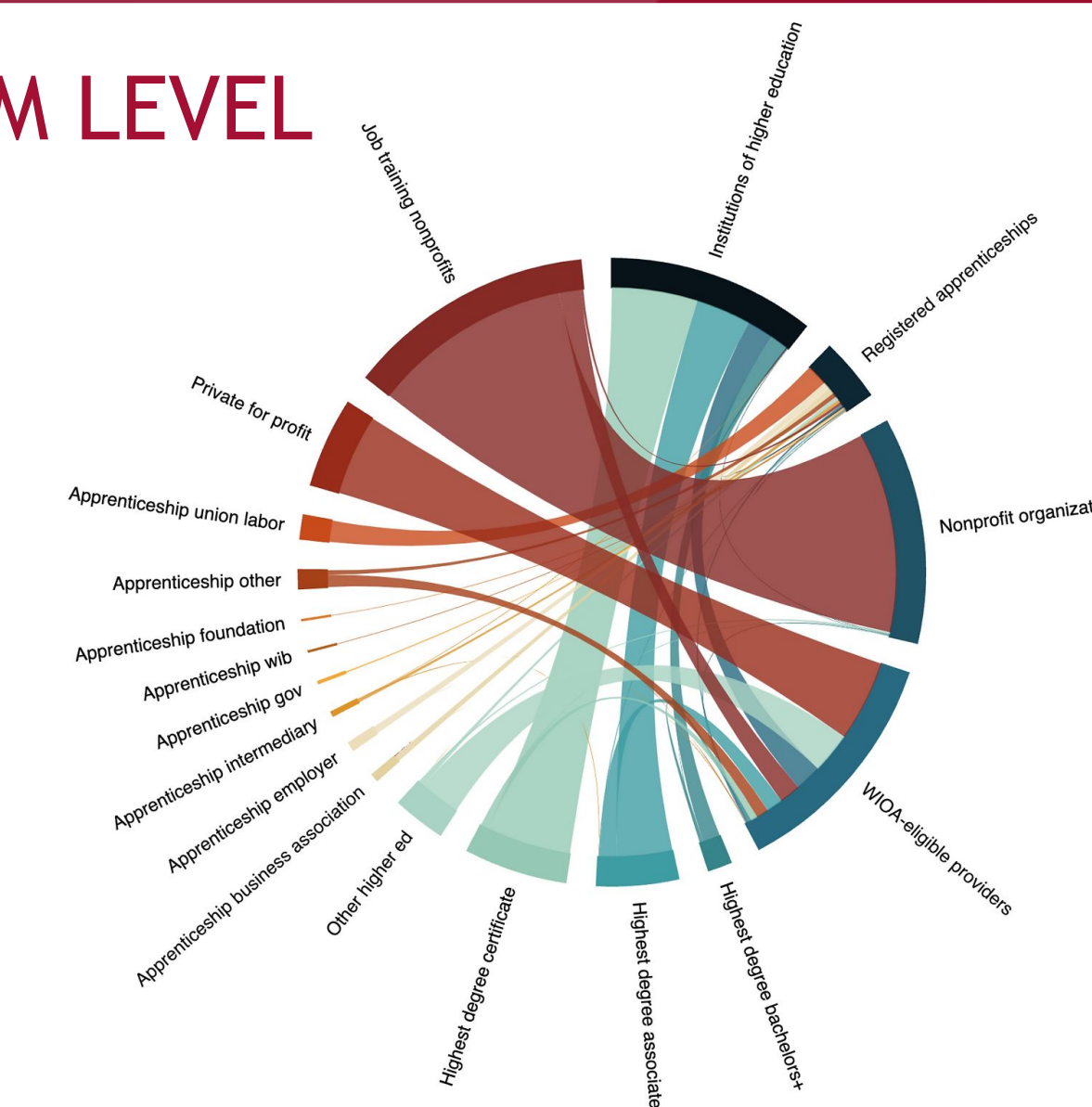


KEY FINDINGS: SYSTEM LEVEL

We can see that there are wide-ranging interactions across providers.

Some of these are expected and more pronounced interactions, while others are smaller and more unique.

Such diverse linkages show us how interconnected workforce development training providers are and that we need to consider workforce development training provider systems and not siloed sectors.



LOOKING AHEAD

We are working on Version 2 of the Workforce Almanac and welcome your input and feedback.

Right now, we are looking to:

- Increase breadth**
 - Interrogate alignment of underlying datasets
 - Add new providers as possible
- Increase depth**
 - Connect to federal data collection efforts to understand training types, financing, & participation
 - Build out program-level data

Explore the Data Portal:



Read the Report:



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