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State Policy Levers That Can Address Immigrant Workforce Needs

Advocates can advance proven policies to boost immigrant workers' success.

- Career pathways
- Sector partnerships
- Integrated Education and Training
- State data systems and workforce data tools

These policies can also serve US-born workers, enabling advocates to avoid zero-sum concerns.



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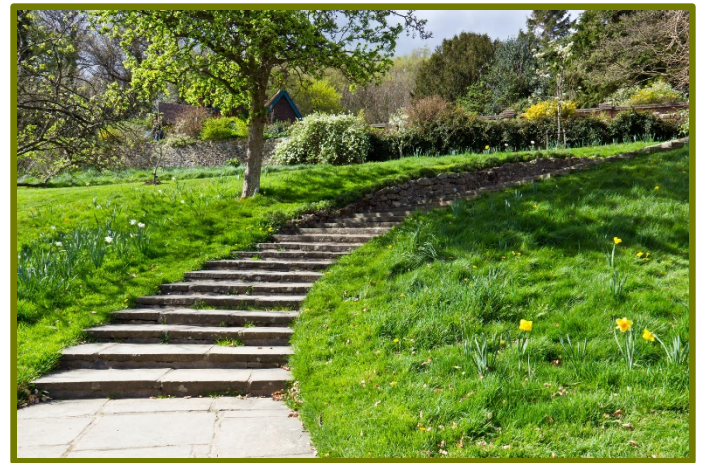


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Let's get to the examples
First up: Career Pathways

Career pathways enable adults to progressively build skills and acquire credentials.

- Pathways feature **multiple entry and exit points**, allowing people to move in and out of the job market as necessary
- CPs are a required activity under WIOA; formally **defined** in WIOA for the first time in federal law
- Some states began innovating in this area long **before WIOA**



Codified in federal law via the Workforce Innovation and Opportunity Act.

The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

- (A) aligns with the skill needs of industries in the economy of the State or regional economy involved;
- (B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships;
- (C) includes counseling to support an individual in achieving the individual’s education and career goals;
- (D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- (E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- (F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; **and**
- (G) helps an individual enter or advance within a specific occupation or occupational cluster.



State career pathways policy in action: Colorado

Career Pathways Legislation House Bill 1165, 2013 and House Bill 1274, 2015:

- Manufacturing, construction, healthcare & IT
- Curriculum and instruction that integrate learning and work
- Academic and career counseling, particularly at transition points
- Input from sector partnerships

Adult Education & Literacy Grant Program HB 1085 (2014)

- Grants to adult education programs for basic skills development
- Must partner with workforce development programs that provide occupational skills training

Accelerated Certificates Program HB 1005 (2013): Authorizes community college board to create integrated education and training certificate programs



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Another state example: Minnesota

Funding Source: Minnesota state FastTRAC; private philanthropy

Target Population: Immigrants with basic skills gaps

Service Providers: Immigrant/refugee nonprofit; community college

Contracting Partner: Various

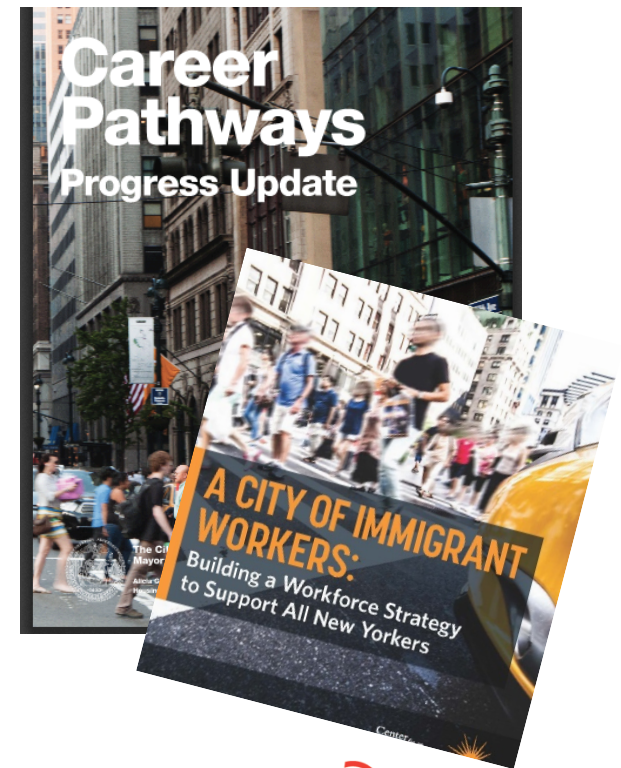
Example: St. Paul, MN



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NYC: Applying an immigrant lens to a municipal initiative.

- NYC's **Career Pathways initiative** is nationally pioneering, but lacked detailed attention to immigrants
- Immigrant advocates issued a follow-up report exploring how the city's career pathways goals could better include immigrants in order to succeed



Sector Partnerships



Sector partnerships bring together employers to identify talent gaps.

- Also known as industry partnerships
- Bring together multiple employers in the **same industry** to identify skill gaps and potential talent-pipeline solutions
- Other partners often include education and training providers; workforce boards; philanthropy
- Gives **small & mid-sized employers** a voice at the table



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Sector partnerships often focus on industries that employ immigrants.



- Healthcare
- Hospitality
- Construction
-and more

What sector partnerships do:

- **Analyze** an industry's current and future skill needs in a local area and identify occupations with skill gaps
- Develop a **plan** to close skill gaps in the industry
- Assist in implementation of that plan by carrying out activities such as:
 - **Identifying common skill standards** and promoting industry-recognized credentials
 - Creating or **informing training programs** and curricula for unemployed or incumbent workers
 - Assisting in creating career pathways that lead to skilled jobs in the sector



What can a partnership serving immigrants look like?

- BSP is a nonprofit labor-management partnership offering **numerous skill-building opportunities** to new and incumbent workers in California
- Among them is the **Green Janitor Education Program**; prepares janitors to work in LEED-certified buildings



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State sector partnership policy in action: Pennsylvania

- Pennsylvania's industry partnership program was created by statute ([Act 67 of 2011](#)). The law helped establish industry partnerships as a key element of the state's overall workforce development strategy.
- In 2014, Pennsylvania provided **\$1.7 million** in grants to 20 sector partnerships
- Pennsylvania also provides technical assistance to partnerships

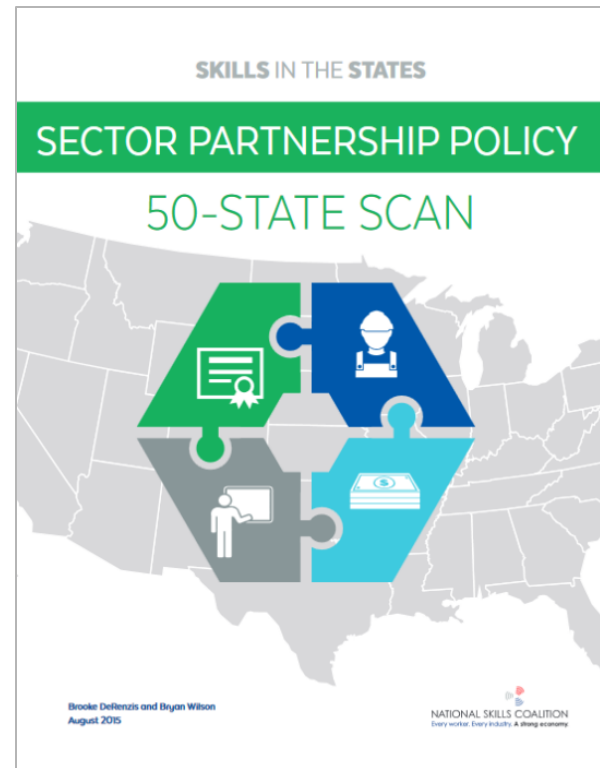


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Find out if *your* state provides funding or other support for sector partnerships.

- NSC has published a 50-state scan showing the current status of sector partnership policies in each state
- We also have a policy toolkit



www.nationalskillscoalition.org/state-policy/sector-partnerships



Integrated Education and Training



Integrated Education and Training helps workers build two types of skills at once.

- IET provides **dual instruction** in basic skills (e.g., English, math) and an occupation or industry
- The best-known model is Integrated Basic Education and Skills Training (**I-BEST**)
- IET is a required activity (to a narrow extent) under WIOA, but some states began innovating **7-10 years ago**



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IET state policy in action: Iowa

Pathways for Academic Career and Employment (PACE), Act Chapter 260H (2011)

- Targets low-income participants
- Integrates basic skills and work readiness with occupational training
- Customized case management and support services: career navigators
- Focus on in-demand occupations
- Opportunity to form sector partnerships as part of program



What does “good” IET look like from an immigration perspective?

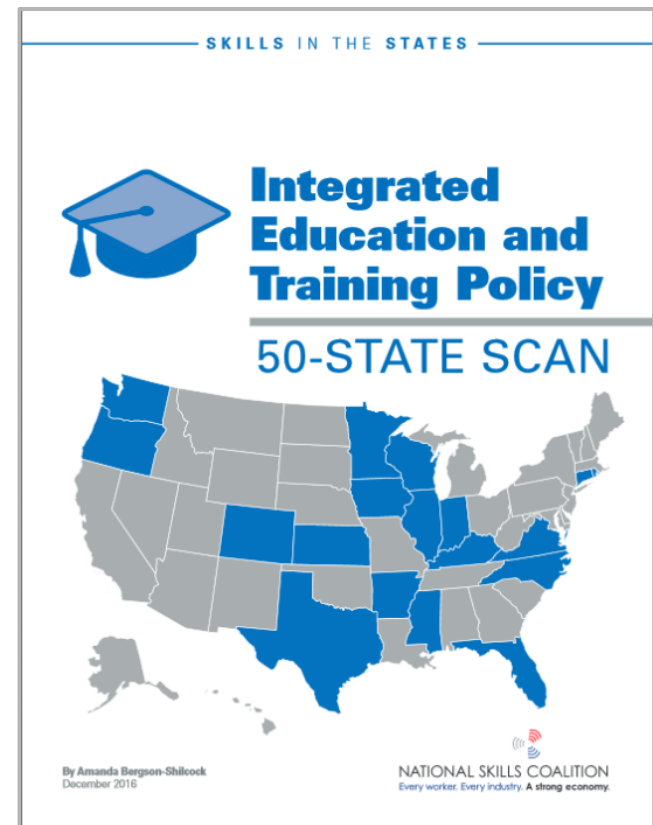


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- Provides high-quality opportunities to **build English** skills along with in-demand occupational credentials
- Can be **inclusive** of immigrants at various education levels
- Interviews with IET practitioners: www.calpro-online.org/onlinevideolibrary/iet.asp

Tools for helping your state go beyond WIOA's requirements in implementing IET.

- NSC's **50-state scan** shows where your state stands on IET policy
- Our **policy toolkit** showcases states with strong policies & provide a legislative template for you to use



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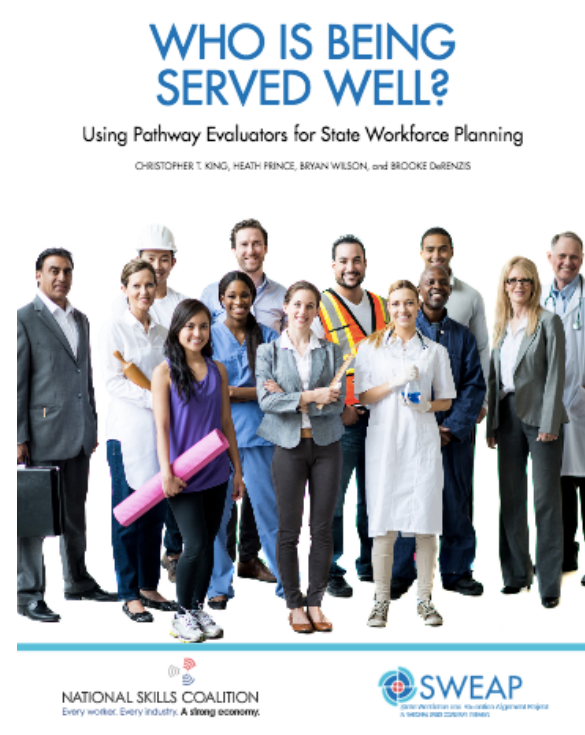
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Another state policy lever: Workforce Data Tools



Longitudinal data can reveal opportunities to improve skills policy.

- A **bird's-eye view** of education and workforce data can help identify bottlenecks that affect immigrants
- E.g., Washington State used a **pathway evaluator tool** to identify the problem that led to the creation of I-BEST



Learn more and get resources:

- NSC's affiliate Workforce Data Quality Campaign publishes an annual **state snapshot** on workforce data policy
- WDQC's website offers a host of **policy resources**



www.workforcedqc.org

Where to from here?



Let's talk leverage.

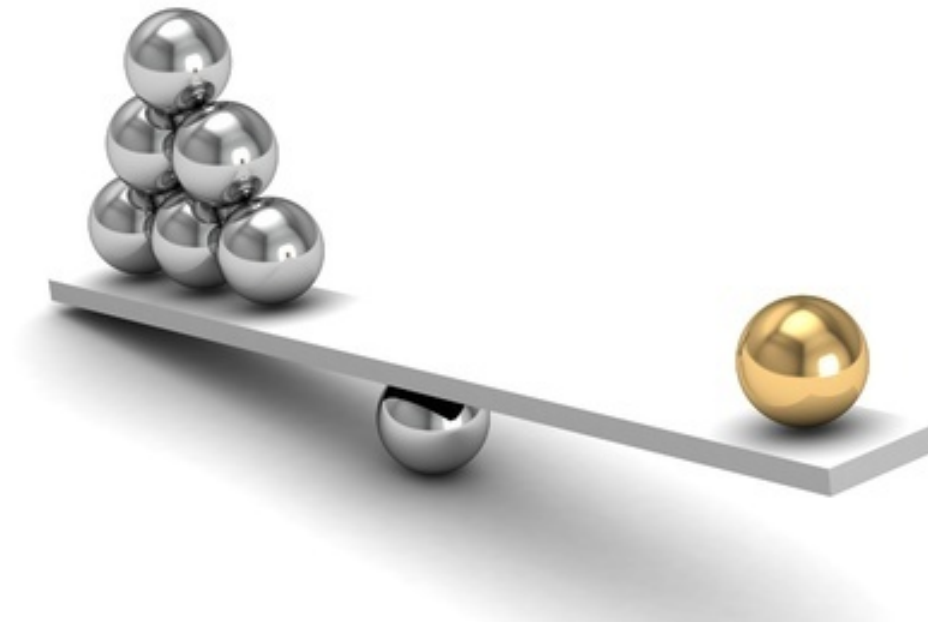


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Find your pressure points.

Who sits on your state or local workforce board?

How is your local workforce board implementing career pathways?

What guidance has your state board released for local/regional areas?

How are adult education partners helping to inform strategies such as Integrated Education and Training?

How is your state board collaborating with your state adult education agency?

What does your state or local WIOA plan say?



What we *do* know:

- Even in a tough policy environment, **advocacy can be effective**
- Policies enacted at the state and local level have the power to **measurably improve** people's lives
- NSC is here to help!



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