What is the problem we're trying to solve?

GOAL

Increase wages and employment in good, high-demand careers
Metrics: Wage growth and change in employment rate for high demand occupations / Data source: US Bureau of Labor Statistics

PROBLEM HYPOTHESIS

GOOD JOBS EXIST, BUT WE CAN'T FILL THEM

Demand projections can help determine which root cause is relevant to local context.
A **regional intermediary organization** can conduct this and help coordinate workforce development strategy.

NO OR LIMITED GOOD JOBS AVAILABLE

ROOT CAUSES

Residents have skills, but can't access good jobs	Residents need skills, but the right training is not available	Residents need skills, but the right training is not accessible	Employers exist, but need to grow good jobs	No employers or good jobs in high-wage sectors

STRATEGIES

Residents have skills, but can't access good jobs
- Ensure robust recruiting, job matching, and placement services to connect talent to labor market needs
- Support employers to adopt skills-based hiring and other inclusive practices
- Create subsidized job programs to support those who have been out of or are entering the workforce
- Ensure transparent information on jobs, skills, and programs is available, accessible, and used
- Provide or improve access to benefits such as quality child care

Residents need skills, but the right training is not available
- Use data and verified employer hiring needs in high-demand, high-wage sectors to shape and fund skills offerings across education and training systems
- Expand specialized sector-based skills training
- Work with employers, workers and communities to develop evidence-based programs mapped to necessary skills
- Ensure transparent information on jobs, skills, and programs is available, accessible, and used
- Provide or improve access to benefits such as quality child care

Residents need skills, but the right training is not accessible
- Provide training pathways, support, and incentives for upward mobility from gateway jobs
- Provide adequate financing for participation in high quality programs
- Establish school- and college-based career advising programs with industry feedback loops
- Bolster school/college enrollment
- Ensure transparent information on jobs, skills, and programs is available, accessible, and used
- Provide or improve access to benefits such as quality child care

Employers exist, but need to grow good jobs
- Establish or strengthen state/local standards for good jobs and support businesses in meeting them
- Provide or improve access to benefits such as quality child care
- Provide employer incentives to create new jobs or improve quality of existing jobs (e.g., free placement services, hiring tax credit, free trainings)
- Invest in infrastructure that can support creation of good jobs, including broadband and transportation

No employers or good jobs in high-wage sectors
- Build inclusive regional coalitions that include anchor institutions, governments, employers, and community-based organizations to develop an asset-based economic development strategy and advocate for investments
- Grow entrepreneurial capacity and spur growth among local businesses through financial and technical support
- Invest in infrastructure that can support creation of good jobs, including broadband and transportation

POLICY LEVERS

Job Matching, Data, and, Upskilling Opportunities	Skills and Knowledge	Supply & Demand	Equity-Driven Economic Development	Equity-Driven Economic Development

What are you trying to accomplish? (And how will you know?)

KEY METRIC

- Employment in good jobs in high-demand sectors

Note: Prioritize disaggregating data by race, ethnicity, religion, income, geography, gender identity, sexual orientation, and disability to ensure goals and strategies are bespoke and delivering results for historically underserved, marginalized, or adversely communities (per the Executive Order)

DATA FREQUENCY AND RELEASE

- At least annually, every September for the previous calendar year

LEVEL OF ANALYSIS

- State
- County
- Metropolitan area
- School district

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DATA SOURCE

- American Community Survey (ACS), Employment Status

- American Community Survey (ACS), Selected Economic Characteristics

LEVEL OF DISAGGREGATION

- Income
- Industry*
- Occupation
- Sector
- Class of worker
- Race
- Age
- Educational attainment
- Gender
- Disability
- Number of children

The U.S. Bureau of Labor Statistics is another alternative data source

This has higher frequency (monthly)

However, it has a lower level of granularity making the identification of high-skill jobs harder

What are you trying to accomplish? (And how will you know?)

KEY METRIC	DATA FREQUENCY AND RELEASE	LEVEL OF ANALYSIS	DATA SOURCE	LEVEL OF DISAGGREGATION
• Wages and wage growth, indexed to cost of living	• Monthly (State) • Quarterly (County)	• State • County • Program	• U.S Bureau of Labor Statistics • UI wage records (data agreement required for state ownership)	• Age • Race • Sex • Occupation • Sector

Note: Prioritize disaggregating data by race, ethnicity, religion, income, geography, gender identity, sexual orientation, and disability to ensure goals and strategies are bespoke and delivering results for historically underserved, marginalized, or adversely communities (per the Executive Order)