Develop a Campaign to Promote Multiple Pathways to Career Success

**Co-chairs**

*Ginni Rometty*, Executive Chairman, IBM  
*Tim Cook*, CEO, Apple

**Members**

Jay Box, President, Kentucky Community and Technical College System  
Walter Bumphus, President and CEO, American Association of Community Colleges  
Jim Clark, President and CEO, Boys & Girls Clubs of America  
Marillyn Hewson, Executive Chairman, Lockheed Martin  
Eric Holcomb, Governor, State of Indiana  
Barbara Humpton, CEO, Siemens USA  
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Sean McGarvey, President, North America’s Building Trades Unions  
Doug McMillon, President and CEO, Walmart  
Craig Menear, Chairman, CEO and President, The Home Depot  
Kim Reynolds, Governor, State of Iowa  
Scott Pulsipher, President, Western Governors University  
Sheree Utash, President, WSU Tech

*Better prepare the American workforce to meet 21st century challenges*
You have more career options than you think. Find new career paths at FindSomethingNew.org
Print Copy

There are career paths that you might not know about. Whether you're making a change or just starting out, you have more options than you think. Find new career paths at FindSomethingNew.org
There are career paths that you might not know about. Whether you're making a change or just starting out, you have more options than you think. Find new career paths at FindSomethingNew.org
Increase Data Transparency to Better Match American Workers with American Jobs

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Jay Timmons, President and CEO, National Association of Manufacturers
Scott Sanders, Executive Director, National Association of State Workforce Agencies
Marianne Wanamaker, Professor, University of Tennessee

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Digital Infrastructure Principles

These principles should guide government and private sector actions to expand our country’s digital infrastructure.

1. Advance Access for All

2. Coordinate and Empower Government Actors

3. Partner with the Private Sector

4. Develop, Disseminate, and Use Accurate Data

5. Build for Economic Competitiveness
June 2020

IBM CYBERSECURITY Career Journey
—
Helping Americans Get Jobs in Cybersecurity

A joint initiative between IBM, National Student Clearinghouse, Western Governors University (WGU), Central New Mexico Community College and IQ4
Joint Initiative  

A joint initiative between IBM, National Student Clearinghouse, Western Governors University (WGU), Central New Mexico Community College and IQ4  

...to build a blockchain platform supporting the learning and employment credentials stakeholder ecosystem,  

...with an initial focus on helping learners and workers become skilled and hire into cybersecurity jobs.
The IBM Learning and Employment Record Cyber Security Skills Pilot: Making it easier for workers to find jobs

- Workers can share verified skills-based education and work achievements with employers.
- Help companies identify promising job candidates by searching verified skills.
- Make it easier for academic institutions to manage learning credentials.
- Compassing tools enable workers to understand the value of their achievements in the market.
- Credential issuers can create and manage immutable digital credentials that enable all individuals with self-sovereignty over their data.
Izzy has been working for 2 years at an entry level data analyst job, but she is not feeling challenged. She enrolls in classes to build her skills but is not sure how those skills move her career along. Izzy receives those skills in her blockchain based lifelong learning wallet.

Using the skills in her wallet, and an industry career framework, the compassing tools show her that her combined skills from work and classes make her a good fit for a career in cyber security.

Izzy uses the secure online compassing tool to see what additional skills she needs for a path into a cyber security job, and where she can learn those skills.

Izzy wants employers to see she is looking for a job, so makes her skills searchable through the blockchain. Only Izzy controls who sees her skills and who can contact her to learn more.

IBM is looking for people with the types of skills Izzy has. Since her skills are verified on the blockchain, and aligned to the industry framework, IBM securely reaches out to her for an interview.

Izzy has a successful interview and IBM offers her a job. The process was faster and simpler than she expected because the blockchain allowed IBM to confirm and validate that the skills Izzy had were the right ones for the job.
Modernize Candidate Recruitment, Hiring, and Training Practices

Co-chairs

Al Kelly, Chairman and CEO, Visa
Johnny C. Taylor, Jr., President and CEO, Society for Human Resource Management

Members

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Julie Sweet, CEO, Accenture
Sheree Utash, President, WSU Tech

Better prepare the American workforce to meet 21st century challenges
Modernize Candidate Recruitment, Hiring, and Training Practices

Better prepare the American workforce to meet 21st century challenges
New JOLTS Product Labor Dynamics
Estimates at the MSA Level

- AWPAB asked BLS to produce MSA JOLTS estimates in Fall of 2019.
- JOLTS estimates for the 18 largest MSAs were published on June 16, 2020, three months ahead of schedule.
- These 18 MSAs contain 38 percent of the US labor force, and each MSA contains at least 1.5 million workers.
- This is a demonstration, proof of concept project. These data run from February 2001 through December 2019.
## JOLTS MSA Research Estimates – Rates

### MSA by Census Regions

<table>
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<tr>
<th>REGION</th>
<th>MSA</th>
<th>JOB OPENINGS RATES</th>
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JOLTS MSA Research Estimates

MSAs Unemployed Persons per Job Openings

Number of unemployed persons per job opening, U.S. and Top 4 MSAs per region
January 2007 - December 2019
Not seasonally adjusted

Footnote: All data is 3-MMA
JOLTS MSA Research Estimates

MSAs Job Openings - Rates

Job openings rates for the four largest MSAs in each region
January 2007- December 2019
Not seasonally adjusted, in thousands
Measure and Encourage Employer-led Training Investments

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Better prepare the American workforce to meet 21st century challenges
Essential Data to Measure Employer-Provided Training*

1. Incidence of employer-provided training
   a. Share of workers receiving training
   b. Share of employers providing training
   c. By industry and employer size

2. Intensity of employer training
   a. $ spent per worker annually
   b. Employee hours dedicated
   c. Employer assessments of training impact

3. Financial metrics of firms, and their relationship with employer-provided training investments

4. Demographics of workers trained
   (worker type, occupation, geography, salary, educational attainment, age, gender, tenure, etc.)

*See white paper for a full list.
Key Principles for Data Collection

1. Essential data elements should be collected in conjunction with measures of firm technology investments, including investments in robotics and artificial intelligence.

2. Skill-based training investment data should be collected at least every other year from a nationally representative sample.

3. Survey results, tabulated by industry, worker education level, size of firm, etc., should be disseminated for ready access.
**Employer-Provided Training Data Collection Recommendations**

**Short-Run Strategy**

1. Expand the Census Bureau’s Annual Business Survey or Capital Expenditures Survey to capture prevalence of and expenditures on employer-provided training among firms.

2. Expand the Bureau of Labor Statistics’s National Compensation Survey to capture incidence of employer-provided training among workers.

**Long Run**

1. Introduce a new employer-provided training survey to capture key data elements.

2. Optimize new survey sampling to maximize complementarities with U.S. Census Bureau products and ensure long-run view of training investments.
Recommendations for Lifelong Learning Opportunities

Since publishing its Call-to-Action, the Advisory Board has been deliberating further on the barriers and paths to workforce development recommendations. It reached immediate consensus in three areas to guide public and private sector efforts in creating successful lifelong learning opportunities.

1. Modernize the federal student financial aid system

2. Expand employer-provided education assistance to support employees

3. Encourage repatriation of strategic supply chains in underserved communities