American Workforce Policy Advisory Board

Working Group: Measuring and Encouraging Employer-led Training Investments

On September 18, 2019, the American Workforce Policy Advisory Board approved a recommendation that the National Council should adopt a specific definition of skill-based training and promote its adoption by federal government agencies and industry. The Advisory Board also adopted a related recommendation that federal statistical agencies—principally the Census Bureau and Bureau of Labor Statistics—and industry and trade groups should prioritize the collection of five major categories of data on employer-provided skill-based training.

Since then, the Advisory Board has been assessing the current federal data infrastructure on employer-provided training and options for future data collection. Those efforts resulted in a report entitled “American Workforce-Based Data Infrastructure: Assessments and Recommendations.”

In that report, the Advisory Board proposes that the National Council for the American Worker adopt the following recommendations to guide the path of future data collection efforts:

- **Short Run**
  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.