



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.**