Preparing Our Workers for Tomorrow's Jobs

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Human Capital Agenda: Key Themes

- Early Childhood Through Adulthood

- Invest More – But Invest Smarter

- Learn From Experience

Key Planks

- 0-5: Early Learning Challenge Fund

- K-12: Race to the Top and Innovation Fund

- Community College: American Graduation Initiative

- Innovative Training Strategies

- Evaluation Initiatives

Early Learning Challenge Fund: Foundation for Success

- Disadvantaged children who have access to high quality programs are more likely to improve their cognitive, social, emotional, and language development. They also have better job outcomes.

- Unfortunately many programs are not high-quality.
  - The National Institute for Early Education Research found that only 2 out of 50 State-funded pre-kindergarten programs met all of their 10 quality benchmarks.

Early Learning Challenge Grant: The Challenge

- Competitive funding for States to establish model systems of early learning that drive results-oriented reforms and increase the number of low-income young children in high-quality settings.

- Elements include:
    - State early learning and development standards
    - A set of quality standards for programs
    - An evidence-based system of professional development
    - Linkages in early learning programs to health, disabilities and family support
    - A system of program review and monitoring with frequent review and feedback
    - A coordinated zero to five data infrastructure that facilitates uniform data collection and reports to parents and stakeholders essential information on where young children spend their time and the effectiveness of programs that serve them

Race to the Top and Innovation Fund

- Follows ARRA investments in preventing cuts and layoffs

- $5 billion in competitive funds

- Used to leverage four approaches to education likeliest to yield results
  - Rigorous college- and career-ready standards and high-quality assessments
  - Pre-K-to college and career data systems
  - Teacher effectiveness
  - Turnaround of the lowest-performing schools.

The Race to the Top and Innovation Fund Would Provide:

- $4 billion for competition among states based on commitment to reforms such as:
  - Joining consortium committed to high, common standards
  - Eliminating laws blocking use of student-teacher data linkages for teacher evaluation
  - Differentiating teachers based on effectiveness for pay, tenure, and promotions
  - Eliminating caps on charter schools
- $650 million for Innovation Fund

American Graduation Initiative

- **Fund innovative strategies to promote college completion —** Finance the innovation, evaluation, and expansion of efforts to increase college graduation rates and close achievement gaps, including those at community colleges.

- **Modernize Community College Facilities —**a new $2.5 billion fund to catalyze $10 billion in community college facility investments that will expand colleges' ability to meet employer and student needs.

- **Create a New Online Skills Laboratory —** Online instruction can be a powerful tool for extending learning opportunities to rural areas or working adults who need to fit their coursework around families and jobs. New open online courses will create new routes for students to gain knowledge, skills and credentials.

The Community College Challenge Fund Would:

- Build partnerships with businesses and the workforce investment system to create career pathways to credentials and job placements.

- Expand course offerings and offer dual enrollment at high schools and universities, promote the transfer of credit among colleges, and align graduation and entrance requirements of high schools with post-secondary institutions.

- Improve remedial and adult education programs, accelerating students' progress and integrating developmental classes into academic and vocational classes.

- Offer comprehensive, personalized services to help students plan their careers and stay in school.

Innovative Training Strategies

- Integration of basic skills training with career-specific information
  - Teach reading to adults with low literacy levels using technical manuals in their field
  - Career Pathway programs that provide stepwise linkages between training and the workplace
- Coordinating federally-funded job training with demand-side investments
  - HUD grants to retrofit public housing encouraging housing agencies to coordinate with WIBs so residents can be trained in green construction and do the work
  - Green Jobs initiatives that bring together WIBs, employers in transition, unions, and nonprofit organizations
- Transitional Jobs help those with multiple employment barriers
  - Subsidized employment allows participants to gain skills and work history
  - Recent studies suggest these programs reduce recidivism for ex-offenders
  - Funding requested in FY2010 would help us learn more about which program models work best

Invest in Data and Evaluation

- **Act on evidence where available.**

- **Where not available, build the evidence base and learn from experience**

- **Approach 1: Invest in evaluation and data systems**
  - Increasing investment in evaluation at the Department of Labor, the Department of Education, and the Corporation for National Service
  - Creating new infrastructure to support evaluation: DOL's Chief Evaluation Officer
  - Building data systems to track program performance over time

Federal Program Design – Past and Future

- **Approach 2: Design programs that drive funds to models that work**

- **Traditional approach**
  - Prescriptive statutes set forth purpose, eligible grantees, target populations, and *how* funds may be used
  - Stifles innovation; evaluations are perceived as punitive

- **Future evidence-based approach**
  - Flexible statutes set forth purpose and intended outcomes and provide financial incentives to support most effective strategies available
  - Encourages continuous improvement; fosters rigorous evaluation

Financial Incentives in Evidence-Based Programs

- **For State and local decision makers**: to invest in proven models

- **For model developers**: to rigorously test interventions using most rigorous methodology appropriate

- **For Congress**: to invest in models with high return on investment