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## Workforce Solutions Careers

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*Future Jobs* Amer. Assn. of Community Col  
This book offers strategies and proven recommendations to accommodate work/life satisfaction for those in the STEM fields. Using real-life case studies, this book discusses universal issues such as dual careers and strategic decision making, childcare/dependent care in professional contexts, promoting family-friendly policies, as well as mentoring and networking.

### Advancing a Jobs-Driven Economy

National Academies Press

This book explores the perspectives of experienced practitioners, sharing ideas about building and sustaining organizational strength through workforce development practices and systems. In an environment where information, service, and knowledge are primary sources of value creation, workforce strength is central to securing prosperity. Written by practitioners for practitioners, *Building Workforce Strength: Creating Value through Workforce and Career Development* bridges the disciplines of organization

and individual development, showing those charged with organizational progress why workforce strength is a key component of prosperity—and how it can be achieved. This hands-on volume is organized in three sections that establish a foundation for workforce and career development, explore implementation in organizations, and examine the process's implications for working with individuals. Showcasing workforce and career development practices and systems for both represented and nonrepresented populations, it provides a framework, techniques, and examples that will guide approaches to building workforce strength. Applications of workforce and career development principles in a variety of sectors, such as healthcare and high technology, offer tangible examples of these principles in practice. Long Life Learning MIT Press  
Foster confident, well-rounded, career-ready students. Written for teachers and administrators, this targeted guide introduces the Youth Employability Skills (YES!) framework, which has been adopted by schools across the

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United States. Learn how to use this powerful framework in a multitude of courses to ensure students develop the essential attributes and soft skills needed to become thriving members of the global workplace. Use this resource to foster collaboration and problem solving that will benefit students in the professional realm: Consider nine essential employability skills and how to foster each in students. Benefit from a comprehensive framework that includes activities, instructional strategies, and resources. Align with the mandates of the Every Student Succeeds Act to prepare students to succeed in college and careers. Gain an understanding of educators' roles in connecting students to the vast possibilities and opportunities ahead of them. Examine real-life examples as well as supporting research and evidence that the YES! framework is effective.

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Growing Fairly National Academies Press

After careful review Workforce Strategy Center has articulated a policy assessment of President George W. Bush's Community-Based Job Training Grants initiative. WSC called the \$250 million Community-Based Job Training Grants plan right on track by emphasizing: A Strong Role of Community Colleges in Workforce Development: All available research demonstrates that job training and employment services delivered in association with community colleges has a higher likelihood of instilling the credentials and skill-sets that employers are looking for. The Bureau of Labor Statistics estimates that the greatest job growth in the U.S. through 2010 is in jobs requiring an associate degree, increasing 32%. Jobs requiring an associate degree or a postsecondary certification are growing 60% faster than the job market as a whole. WSC stated that overall the President's plan will move workforce in the right direction, but issued a set of challenges that community colleges and peer institutions must overcome to achieve greater success.

**Creating Workforce Development Systems that Work: Building the infrastructure to support one-stop systems** Peterson's

A pervasive disconnect exists between the job/career culture and the present economic reality in America. This book offers powerful strategies for stemming the employment crisis and proposes comprehensive solutions for businesses, government, and job seekers alike. America's low unemployment rate overshadows the fact that more than 20 million

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Americans are still unemployed. Moreover, more than eight million jobs are vacant because employers cannot find qualified candidates. It is projected that if this imbalance between available positions and skills is not quickly addressed, more than 14 million jobs will be vacant by 2020, and that many more people out of work. In *Future Jobs*, historical economist Edward E. Gordon explains how increasingly complex technologies, global demographic shifts, and outdated education-to-employment systems are converging and may imminently cause a labor-market crisis. How can we ensure that enough people possess the skills necessary to holding the jobs of today and tomorrow? This book points to a solution gaining traction across the United States: Regional Talent Innovation Networks (RETAINs), alliances of businesses, educators, government agencies, and nonprofit organizations that successfully bridge the talent gap. Additionally, it provides information on the most promising jobs and careers of the next decade for early-career job seekers and for workers who are looking to change career paths.

FLEX Bloomsbury Publishing USA  
The National Fund for Workforce Solutions and Jobs for the Future, with support from the Rockefeller Foundation, launched the Youth/Industry Partnership Initiative (YIPI), to learn how employer-led industry partnerships could addressing the crisis of youth unemployment--7 percent of American youth (age 16-24) are neither in school or working--while helping employers find skilled

workers in high-demand sectors. YIPI explored how industry partnerships can be harnessed to create employment pathways aligned with employer needs that offer a clear sequence of education coursework, training credentials, and job placement in high-demand sectors to generate improved outcomes for older youth and benefits to participating employers. YIPI supported three National Fund collaboratives to investigate this work--in Boston, Hartford, and Seattle--and the key lesson that emerged is the importance of a collective, place-based effort driven by employers and industry partnerships, and also relying on community providers and education/training providers, to build high-quality employer-connected pathways. [For the executive summary, see ED560800].

Creating a Vision Bloomsbury Publishing USA

Thought leaders in business and academia discuss how partnering on STEM education can create a pipeline of talent for the future. Aligning corporate, education, and community partners requires that we rethink and redesign the system that supports Science, Technology, Engineering and Mathematics (STEM) education and workforce preparedness. What 's at stake? Nothing less than the sustainability of our schools, the innovative engines of our businesses, the prosperity of communities, and the global competitiveness of our economies. *Advancing A Jobs Driven Economy* is a call to action that provides the framework for how business, education, and communities can cultivate a sustainable pipeline of STEM talent.

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Implementing the National Fund for Workforce Solutions IGI Global  
Skilled technical occupations are defined as occupations that require a high level of knowledge in a technical domain but do not require a bachelor's degree for entry are a key component of the U.S. economy. In response to globalization and advances in science and technology, American firms are demanding workers with greater proficiency in literacy and numeracy, as well as strong interpersonal, technical, and problem-solving skills. However, employer surveys and industry and government reports have raised concerns that the nation may not have an adequate supply of skilled technical workers to achieve its competitiveness and economic growth objectives. In response to the broader need for policy information and advice, Building America's Skilled Technical Workforce examines the coverage, effectiveness, flexibility, and coordination of the policies and various programs that prepare Americans for skilled technical jobs. This report provides action-oriented recommendations for improving the American system of technical education, training, and certification.

Workforce Innovation and Opportunity ACT, Public Law 113-128 John Wiley & Sons

Details of experiences and suggestions from WorkNet. "At WorkNet, we have found that all barriers, even those which seem insurmountable--a felony, homelessness, no high school education--can be overcome creatively and honestly. After nearly ten years of success, we can give you real examples of people who have done it and are working in good jobs."--Introduction, p. [3].

A Database for a Changing Economy Springer Publishing Company  
Information about the characteristics of jobs and the individuals who fill them is valuable for career guidance,

reemployment counseling, workforce development, human resource management, and other purposes. To meet these needs, the U.S. Department of Labor (DOL) in 1998 launched the Occupational Information Network (O\*NET), which consists of a content model--a framework for organizing occupational data--and an electronic database. The O\*NET content model includes hundreds of descriptors of work and workers organized into domains, such as skills, knowledge, and work activities. Data are collected using a classification system that organizes job titles into 1,102 occupations. The National Center for O\*NET Development (the O\*NET Center) continually collects data related to these occupations. In 2008, DOL requested the National Academies to review O\*NET and consider its future directions. In response, the present volume inventories and evaluates the uses of O\*NET; explores the linkage of O\*NET with the Standard Occupational Classification System and other data sets; and identifies ways to improve O\*NET, particularly in the areas of cost-effectiveness, efficiency, and currency.

Ready for the Workforce Morgan James Publishing

The reverberations of an unparalleled labor shortage echo through service-based industries, leaving the hospitality, tourism, and food and beverage sectors grappling with a critical challenge. The fallout from the 2020-2021 global health crisis has laid bare a systemic flaw: the absence of sustainable career pathways for front-line workers. From airlines to cruise ships, theme

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parks to restaurants, and bars, the shortage of front-line workers has reached a critical level, preventing organizations from operating at full capacity even as public health restrictions are lifted. This crisis stems not only from the economic aftermath of the pandemic but also from the longstanding neglect within these industries to cultivate a resilient front-line workforce. Front-line positions, often considered transient and unskilled, lack the structured development pipelines that other professional industries utilize successfully. As organizations struggle to address these workforce challenges, *Career Pathways and Professional Identities for Front-Line Workers in the Service Industries* serves as a guide filled with solutions in the face of industry-wide adversity. *Career Pathways and Professional Identities for Front-Line Workers in the Service Industries* responds to the urgency within the hospitality, restaurant, and tourism industries, by applying the dynamics of the 4th Industrial Revolution and the Gig Economy, to propose innovative solutions to engineer sustainable career pathways and foster professional identities. Ideal for employers, educators, and researchers involved in these industries, the book aims to guide organizations in optimizing operations, implementing leadership-focused succession planning, and minimizing the impact of labor fluctuations. From an academic

perspective, it harmonizes industry-focused programs, offering a distinct element for hospitality, restaurant, and tourism management curricula. Additionally, it opens avenues for research on transitioning low-pay roles into meaningful, long-term careers with a focus on continuous improvement.

*Workforce Tool Kit* John Wiley & Sons Millions of Americans remain unemployed, but on average three million jobs go unfilled because employers cannot find workers with the skills and experience they need. In addition, over 800,000 people aren't counted in monthly unemployment reports because they have given up looking for jobs. Addressing the skills gap and getting people back to work through workforce development programs is – and has long been – a national priority. Yet far too frequently, current efforts fail for multiple reasons – from inconsistent funding and one-shot training programs to an over-reliance on local programs to solve a national problem. Professional associations are on standby and ready to train, educate, and motivate workers across career fields and industries to take charge of their own careers. The *A+ Solution* makes the case for how and why 70,000 professional societies and trade associations are perfectly positioned to train and support our workforce with proven expertise at minimal cost. From industry-based expertise and knowledge communities to certifications and continuing education programs, associations offer unparalleled resources to provide individuals and employers with long-term training solutions. Yet, current

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legislation limits associations from active participation in workforce training at the state and local level. The A + Solution provides a compelling argument for what associations offer – and the changes needed to take wider advantage of their programs and services. Investing in America's Workforce Labor Department

This book is written for workforce developers in community colleges and branch campus settings. College administrators, public officials, and employers may also find it helpful because it will give them a frame of reference for directing--or judging the quality of--community college workforce developers, the functions they oversee, the results they obtain, and the services they offer. This book can also serve as a text for the many students who are preparing themselves for careers in the challenging world of workforce development in community colleges. The book is intended to cover key issues in workforce development. The fifteen chapters are: (1) "The Role of Workforce Development Organizations" (Laurance J. Warford); (2) "Strategic Business Planning for Workforce Development" (Frederick D. Loomis); (4) "Integrating Workforce Development and Institutional Requirements" (James Jacobs); (5) "Competencies for Workforce Developers" (William J. Rothwell and Patrick E. Gerity); (6) "Building Community Partnerships for Workforce Development" (Mary Gershwin); (7) "Marketing Workforce Development Organizations" (Paul Pierpoint); (8) "The 5-S Consultative Approach to Sales" (Wesley E.

Donahue and John E. Park); (9) "Finance and Budgeting for Workforce Development Organizations" (Leslie Roe); (10) "Establishing and Maintaining Effective Relations with Workforce Development Faculty, Staff, and Administrators" (Dennis Bona); (11) "Assessing Needs for Training and Nontraining Projects" (Elaine A. Gaertner and Cheryl A. Marshall); (12) "Integrating Complex Training and Nontraining Projects" (Ethan S. Sanders); (13) Evaluating Workforce Development Efforts (William J. Rothwell); (14) "Outsourcing Training" (Karen A. Flannery); and (15) "Lessons Learned and Emerging Issues" (Patrick E. Gerity). Appended are: (1) Developing a High-Performing Organization: Self-Assessment Instrument for Workforce Development Professionals in Higher Education; (2) Competency Model for Community College Workforce Developers; (3) Competency Assessment Instrument for Community College Workforce Developers; (4) Templates for Conducting 5-S Consultative Sales; (5) Coaching Checklist for Community College Workforce Developers; (6) Templates for Community College Workforce Developers; and (7) State-by-State Electronic Resources for Workforce Development Strategic Plans and Customized Job Training Grants. The book also contains a foreword by George R. Boggs and James McKenney; preface; information about the contributors, and an index. National Fund for Workforce Solutions Worknet Training Services

The purpose of this Act is to improve the quality and labor market relevance of workforce investment, education, and economic development efforts to provide America's workers with the skills and

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credentials necessary to secure and advance in employment with family-sustaining wages and to provide America's employers with the skilled workers the employers need to succeed in a global economy. It also was developed to promote improvement in the structure of and delivery of services through the United States workforce development system to better address the employment and skill needs of workers, jobseekers, and employers as well as to increase the prosperity of workers and employers in the United States, the economic growth of communities, regions, and States, and the global competitiveness of the United States. This law will appeal to high schools, vocational schools, higher education and community college administrators, guidance counselors, and human resource professionals to work together to meet the needs of employers and job seekers' technical skills for American workers to thrive with meeting employment opportunities throughout the United States of America.

### Equitable Solutions for Retaining a Robust STEM Workforce

Government Printing Office

Describes 75 jobs and how to attain them! Information technology is one of the fastest-growing segments of the labor market. This practical, one-stop career guide describes the depth and breadth of job opportunities and careers currently available in health information technology (HIT), and helps readers to enter and advance within this expanding field. The book offers guidance for students in higher education and currently employed individuals looking for mid-career opportunities. It includes a description of educational requirements for success in the

HIT field and major themes of the HIT workforce such as informatics, provider-based jobs, vendor, government, and payer-based employment. The book describes quickest-route pathways for careers that require advanced training and professional associations that provide important information and resources. It examines the varied environments in which HIT careerists can work ó hospitals, ambulatory care facilities, physician practices, the managed care and insurance sector, public health organizations, consulting firms and HIT vendors, and education and training ó along with related job opportunities. Seventy-five jobs include a description, experience and/or education requirements, core competencies, salary, employment outlook, and references. Interviews with individuals in varied HIT careers present a human face that offers valuable advice. An international perspective on HIT workforce development addresses issues and challenges within other countries, and an industry expert sheds light on future expectations for the HIT industry. Links to job resources, and listings of professional conferences and meetings, add further value to the guide, as do job seeker ì tips î throughout. Key Features: Provides comprehensive, practical information about health information technology (HIT) careers for students and mid-career job seekers Explores the great variety of work

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environments and job opportunities within them Details education requirements and quickest pathways to attain them Includes interviews with people currently in HIT careers, links to job resources, professional conferences and meetings, and helpful tips throughout Presents an international perspective on HIT career development and the future of HIT careers from industry experts No One is Unemployable Brookings Institution Press

To inform anticipated reforms of the U.S. workforce development system, a new brief from the National Fund for Workforce Solutions describes its principles for effective efforts to make the system better for workers, employers, and regions:

- \* Establish regional funding collaboratives that convene leaders with resources to identify, build support, and leverage resources for a shared strategic vision of developing a highly skilled workforce and a competitive regional economy.
- \* Support workforce partnerships that implement "dual customer" services in industry sectors that are of economic significance to their regional economies.
- \* Promote career advancement for all workers--especially low-wage workers and job seekers--through career pathways education and training programs.
- \* Facilitate alignment across programs and systems in support of a comprehensive, easily navigated workforce development system.

The National Fund for Workforce Solutions is a five-year, \$30 million effort to strengthen and expand high-impact workforce development initiatives around the country. The National Fund is dedicated to moving America's low-wage workforce into higher paying jobs, while providing employers with the skilled

workers they need. JFF and the Council on Foundations are national partners with the National Fund for Workforce Solutions.

### The A+ Solution

According to the National Collaborative Workforce and Disability for Youth (NCWD/Youth), the development of soft skills is identified as a critical component for success in activities such as civic participation and youth leadership in addition to school- and work-based learning experiences. Companies have identified the following competencies as key to success of young workers: Communication; Networking; Enthusiasm and Attitude; Teamwork; Problem Solving and Critical Thinking; Professionalism. Activities that can be found in this publication were created to provide an introduction to the "basics" of soft skills. These materials have been designed with youth service professionals in mind -specifically those working with in-school and out-of school youth, ages 14-21, on career and workforce readiness skills. Many of the exercises within this resource offer timed activities with directions for specific-workplace scenarios. Some of these activities include several interview role-play situations, plus lessons about a resilient attitude and understanding directions, to networking, plus social media, and email etiquette tips for professional work settings. With each activity, the text allows for extension activities, and journaling activities which are elements of common core principles taught in America's public school system today. Some of the exercises also present follow-up questions with spaces provided for answers as part of hands-on learning lessons. These



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activities can be used by a facilitator within a school's career and technology center, or a faith-based career search program, and by youth ages, 14-21 that are eager to find a paid position.

Related products: Employment

Interviewing: Seizing the Opportunity

and the Job is available here: <https://bookstore.gpo.gov/products/sku/029-001-03364-8>

Careers Begin Here:

Recruiting.jobcorps.gov is available

here: <https://bookstore.gpo.gov/products/sku/029-000-00464-1>

High-Earning Workers Who Don't Have A Bachelor's Degree is available here: <https://bookstore.gpo.gov/products/sku/029-001-03325-7>

Apprenticeships: Career Training, Credentials, and a Paycheck in Your Pocket is available here: <https://bookstore.gpo.gov/products/sku/029-001-03405-9>

United States Government Policy and Supporting Positions 2016 (Plum Book) can be found here: <https://bookstore.gpo.gov/products/sku/052-070-07704-2>

What's Next After Work First

The National Fund for Workforce

Solutions is an initiative designed to build workforce partnerships rooted in industry sectors and improve labor market outcomes for both low-income individuals and employers. The initiative is built on three promising approaches: sector initiatives, career pathways programs and workforce intermediaries. The Department of Labor supported the effort by funding an independent evaluation. This baseline evaluation report describes the goals, strategies, characteristics, and initial outcomes in the early stages of the initiative. In addition, it describes how the changing political and economic conditions have begun to shape the Fund's strategy and tactics for assisting the workforce collaboratives as they organize, train and support regional partnerships in their efforts to strengthen workforce

development capacity and advocate for

improvements in public and private

workforce systems.

Career Advancement and Work Support Services on the Job

Tested, practical ideas to meet current and future skilling needs of both workers and employers

The labor market in the United States faces seemingly contradictory challenges: Many employers have trouble finding qualified applicants for current and future jobs, while millions of Americans are out of work or are underemployed—their paths to living-wage jobs blocked by systemic barriers or lack of adequate skills. Growing Fairly offers workforce development reforms that meet the needs of both workers and employers. Based on the experiences of hundreds of leaders and workers, the authors set out ten principles for designing a more effective and equitable system that helps workers obtain the skills necessary for economic mobility. The principles outlined in the book argue for a more comprehensive view of the skilling needs of current and prospective workers. They spell out the attributes of effective programs and make the case for skill-based hiring, widely distributed performance data, and collaboration. The book emphasizes the importance of local action to overcome the structural barriers that challenge even the most determined would-be learners. Growing Fairly shows cross sector leaders how to work across organizational boundaries to change the trajectory of individuals struggling to make a living wage. This is not a book of untested theories. Instead, it is written by practitioners for

development capacity and advocate for

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practitioners. Much of it is told through the voices of those who run programs and people who have taken advantage of them. While the issues the book addresses are profound, its take on the subject is optimistic. Between them, the authors have spent decades searching out and supporting effective practices. Even more critically, they have learned how to knit competing agencies and organizations into cohesive systems with coordinated missions. Their practical ideas will benefit a wide range of readers, from practitioners in the field to students and scholars of the American labor system.

#### Skills to Pay the Bills

An argument for reimagining skill in a way that can extend economic opportunity to workers at the bottom of the labor market. The United States has a jobs problem—not enough well-paying jobs to go around and not enough clear pathways leading to them. Skill development is critical for addressing this employment crisis, but there are many unresolved questions about who has skill, how it is attained, and whose responsibility it is to build skills over time. In this book, Nichola Lowe tells the stories of pioneering workforce intermediaries—nonprofits, unions, community colleges—that harness this ambiguity around skill to extend economic opportunity to workers at the bottom of the labor market. Skill development confers shared value to both workers and employers because it lies at the intersection of their respective interests. Connecting skill to economic inequality, Lowe calls for solutions that push employers to accept greater responsibility for skill development.

She examines real-world examples of workplace intermediaries throughout the United States, exploring in detail the work of manufacturing-focused organizations in Chicago and Milwaukee, and a network of community colleges in North Carolina that coordinates training for biopharmaceutical manufacturers. As workforce intermediaries help employers reinterpret skill, they also convince them to implement inclusive work-based systems that extend family-sustaining wages and better working conditions across the entire workforce. With renewed policy emphasis on skill development, these opportunity-rich solutions can be further expanded—ensuring workers across the entire educational spectrum contribute skills that drive innovation forward and share the gains they generate for the twenty-first century workplace.