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# **Leveraging Workforce Training Funds to Promote Job Quality**

## **Building Workforce Partnerships 2016**

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# About CLASP

- The Center for Law and Social Policy (CLASP) is a national anti-poverty organization advancing policy solutions that work for low-income people.
- CLASP's Center for Postsecondary and Economic Success works on training and employment policies to help low-income workers succeed, by highlighting best practices and federal policy opportunities and informing federal policymaking with lessons from state and local innovations.
- CLASP's advocacy on work/life and job quality focuses on earned sick leave, paid family and medical leave, predictable and responsive schedules, and advancement opportunities.

# Turning a Double Play

*Combining* two approaches to better help workers:

- Work-based learning – using workforce funds to support *wage-paid* job placements
  - workers “**earn while they learn,**” and ultimately get unsubsidized jobs
- Promoting job quality
  - targeting resources to **high-road employers** that offer good, family-sustaining jobs

# The Value of “Earn and Learn” Work-Based Learning Programs

- Positive employment and earnings outcomes for workers
- Meets employer needs and develop worker skills

- On-the-Job Training
- Apprenticeship
- Subsidized Jobs
- Transitional Employment



***“What Works in Job Training:  
A Synthesis of the Evidence”***  
*U.S. Departments of Commerce,  
Education, Labor, and Health and  
Human Services, 2014*

# WIOA promotes Work-Based Learning

- **Transitional jobs** with work supports (*up to 10%* of WIOA Adult funds) for individuals with barriers to employment
- **Paid work experiences for Youth** (*at least 20%* of WIOA Youth funds) – *including pre-apprenticeship*
- **On-the-Job Training (OJT)** can pay *up to 75%* wage reimbursement – and *can support apprenticeships*
- **Incumbent worker training (IWT)** partnerships with employers (*up to 20%* of WIOA Adult & Dislocated Worker funds combined) and Customized Training
- **Workplace-based Adult Education** and contextualized learning

# Set policy to select employers for work-based learning partnerships

Under WIOA, Governors and Local Workforce Development Boards **determine factors** to use as ***conditions*** for on-the-job training contracts and incumbent worker partnerships with employers:

- OJT (WIOA sec. 134(c)(H)(ii))
- IWT (WIOA sec. 134(d)(4)(A)(ii))

**This policy-setting moment is an opportunity for local boards to give priority to high-road employers. These same factors can be used for other Work-Based Learning partnerships/grants.**

# CA Unified State WIOA Plan

“The State Board recognizes that **not all jobs are good jobs** and that education and training alone will not solve the problem of poverty. There is a hidden cost to low wage work that is ultimately borne by communities, particularly communities of color and immigrant populations. ...[The State’s goal is] economic growth and shared prosperity on the basis of innovation, quality, and skills attainment rather than low wages, contingent employment, and low or no benefits. [S]tate plan partners and providers covered by the plan should **make it a priority to work with employers who offer** jobs with good wages and benefits, support for ongoing skill training and employee advancement, good working conditions (including paid sick days, paid family leave, and paid medical or short-term disability leave), and adequate hours with predictable schedules that enable employees to meet their family caregiving commitments.” (p. 11-12)

# Suggested Criteria for Work-Based Learning Employer Partnerships

Local Boards can set policies to give **priority** to subsidized job placements (either full or part time) with employers that:

- Offer **decent wages and benefits** (e.g., top 20% for their industry and/or for the relevant occupation).
- Invest in and support **employees' ongoing training and advancement**
- Recognize **employees' rights to join a union.**



# Suggested Employer Criteria (cont'd)

Prioritize partnerships with employers that:

- Provide **paid sick days**.
- Provide **paid family leave**.
- Provide **paid medical leave/short-term disability**.
- Offer **adequate hours and predictable schedules**  
job schedules with **advance notice**;
  - **fair on-call policy**: compensate on-call workers not called in;
  - **reporting time pay**: compensating workers sent home early

# Other potential criteria

- **Worker Turnover rates**
- **Wage Theft/Labor Law Compliance Records**

**Source:** “High Road WIOA: Building Higher Job Quality into Workforce Development,” by EARN, COWS, Policy Matters Ohio, and Keystone Research Center, Dec 2015

# Well-Designed Transitional Jobs Programs

- Time-limited, **wage-paid** work experiences subsidized for **individuals with barriers to employment** who are chronically unemployed or have inconsistent work history.
- Earn wages, learn norms and behaviors of work, gain on-the-job success, and improve soft and hard skills.
- TJ participants should be **classified as employees** – not independent contractors or trainees – protected by wage and hour, min. wage, UI, workers comp, etc.
- TJ participants **must not displace** existing employees (*required by WIOA section 181(b)(2)*).

# For more information

CLASP resources on WIOA

<http://www.clasp.org/WIOAGamePlan>

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