



# U.S. Department of Labor Employment and Training Administration

## Overview of the DOL ETA's Initiatives

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EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR

## TO PROVIDE AN UNDERSTANDING OF:

- How the U.S. is creating a demand-driven workforce system through the President's High Growth Job Training Initiative
- Other U.S. Workforce Development Approaches

# U.S. Dept. of Labor ETA Goals

- Educate the business community about the value of the public workforce system
- Work collaboratively with partners to build a demand-driven and responsive public workforce system

# Top Factors Determining Employer Site Selection\*

1. Availability of skilled labor	90.9%
2. Labor costs	89.9%
3. Tax exemptions	88.2%
4. State and local incentives	88.0%
5. Highway accessibility	86.6%
6. Corporate tax rate	84.6%
7. Proximity to major markets	83.7%
8. Occupancy or construction costs	82.4%
9. Energy availability and costs	80.9%
10. Environmental regulations	76.7%

\* *Area Development Magazine* 2002 Survey

# 21<sup>st</sup> Century Workforce Challenges

- Globalization
- Labor Pool Demographics
- Increased Diversity
- Technology and Innovation  
Changing the Work
- Skill Gaps

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# Workforce Development = Economic Development

Building and retaining a qualified and productive workforce is essential to enable every U.S. business to be successful, to promote job creation, and to grow our nation's economy.

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# The Vision

**Create a Demand-Driven  
Workforce System to Ensure  
No Worker is Left Behind**

- Knowing where the jobs are – both new jobs and current jobs that may be changing
- Knowing the skills and competencies necessary to do those jobs
- Understanding the labor market context
- Strategic investment of \$15 billion public workforce system resources
- Working collaboratively with business and training providers to develop workforce solutions

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# The President's High Growth Job Training Initiative

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# High Growth Outcomes

- Targeted investment of workforce development resources and support for private and public sector partnerships
- Increased integration of community and technical colleges with business and workforce development system activities
- An ensured pipeline of skilled workers through registered apprenticeship training opportunities
- Workers with paths to career-enhancing opportunities in high-growth occupations

“High Growth” includes . . .

- Industries with significant job growth
- Industries that are critical to the nation’s economic viability and development
- Industries that significantly impact the growth of other growth industries
- New and emerging industries
- Transformed by technology requiring significant changes in the workforce skill sets

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# Targeted Industries

- Advanced Manufacturing
- Aerospace
- Automotive Services
- Biotechnology
- Construction
- Energy
- Financial Services
- Geospatial Technology
- Health Services
- Hospitality
- Information Technology
- Retail Trade
- Transportation

- National leadership to engage industry leaders
- Investment in national models and demonstrations of workforce solutions in high growth/high demand industries
- Sharing information and models widely with the workforce system

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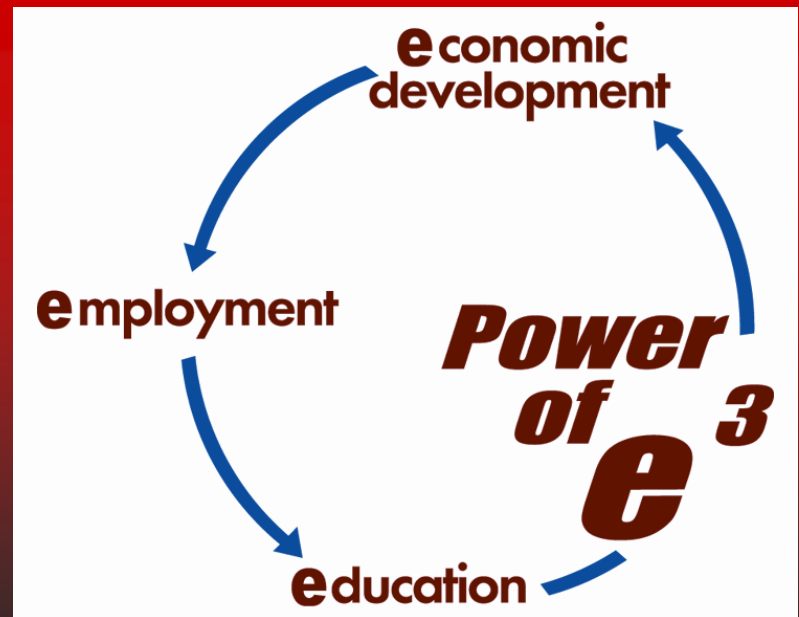
# High Growth Cycle / Process



# High Growth Process

- Information Gathering
  - Environmental Scan
- Executive Forums
- Workforce Development Forums
- Strategic Development Teams
- Research & Analysis
- Implementation

- Partnerships between Business and Industry, Community Colleges and Education Providers, and the Workforce Investment System



- Industry defines the workforce challenges
- Community Colleges and other training providers assist in developing competency models and curricula
- The public workforce system accesses human capital and places trained workers in jobs

# New Roles for Workforce System

- Catalyst for bringing partners together
- Building sustainable relationships
- Focus on solutions
- Resource leveraging

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# Challenges & Solutions

Pipeline  
(youth,  
entry-level)

Post-Secondary  
Alternatives Training  
(Community Colleges,  
Apprenticeship)

Competency  
Models

New Labor  
Pools

(Immigrants,  
Older Workers, Veterans,  
Persons with  
Disabilities)

Retention  
(Incumbent Workers)

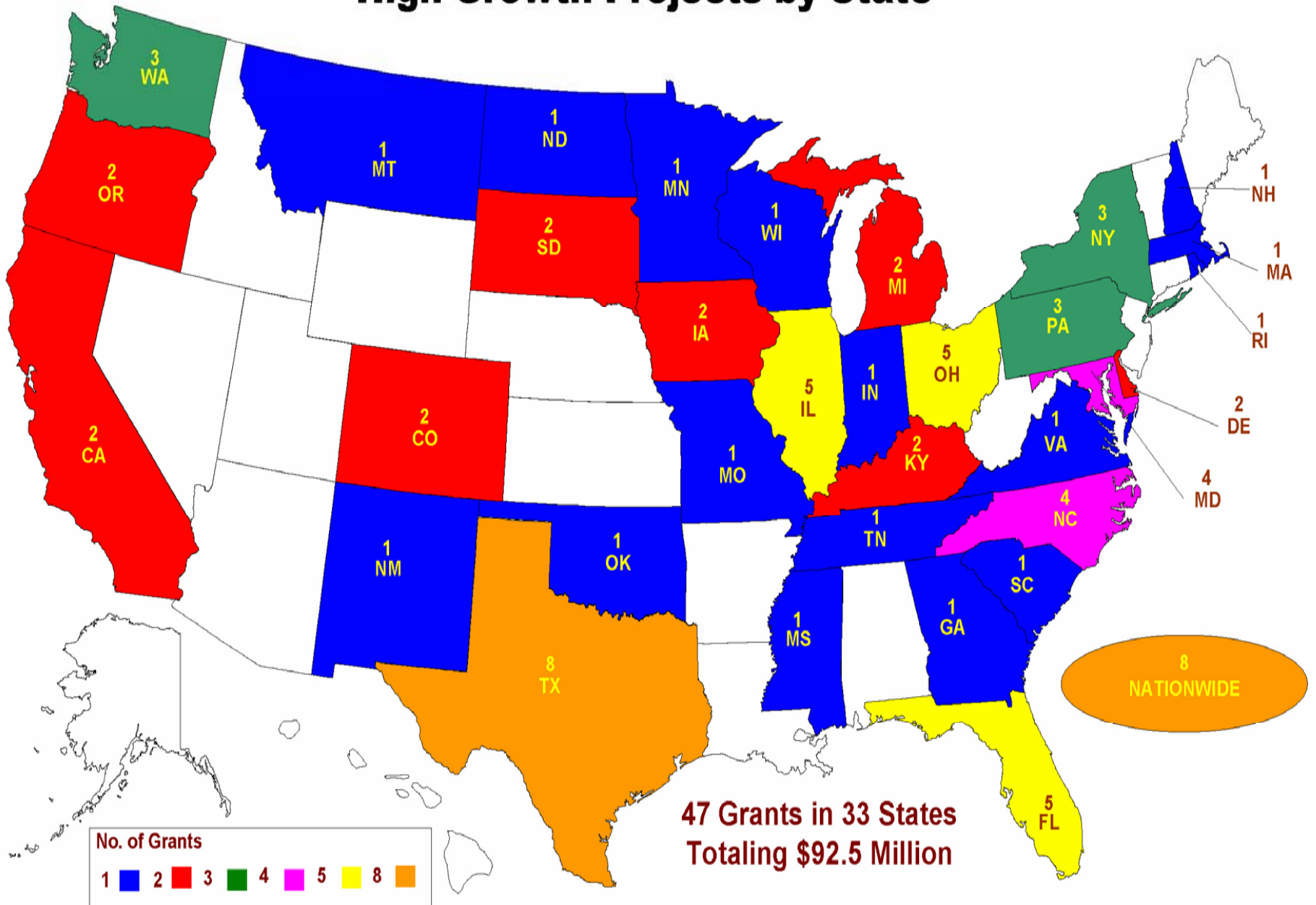
Transitioning  
(Declining  
Industries)

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# High Growth Job Training Initiative Grants

- 48 Grants
- 33 States
- \$93.6 Million

# High Growth Projects by State



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# DOL ETA Workforce Development Programs

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www.CareerVoyages.gov



The graphic features a black banner at the top with the text "Career Voyages" in white. Below the banner is a photograph of a long, straight road with a yellow double line down the center, leading towards a range of snow-capped mountains under a blue sky with white clouds. The road is flanked by dry grass and patches of snow. The text "Brighter Future", "Better Pay", and "Good Jobs" is overlaid on the road in white. To the right of the road, there is a light blue background with white text.

Career Voyages

Brighter Future  
Better Pay  
Good Jobs

Explore your career options and be in demand by learning about high growth jobs with better wages and a brighter future.

**A Site For:**

- Students
- Career Changers
- Parents
- Career Advisors

- 120 Job Corps campuses
- Job Corps students receive focused, hands-on career training
- A constant source of new employees
- Motivated employee candidates
- Training tailored to a company's needs
- Campuses assist employers in the selection process
- Tax benefits for employers

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# Registered Apprenticeship



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# National Programs

- Foreign Labor Certification
- Migrant and Seasonal Farmworkers
- Older Americans
- Native Americans
- Disability Programs

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# How To Find The Business Relations Group

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Business Relations Group

U.S. Department of Labor

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