

Let us know if you have any reports, tools, events, or other resources that you would like posted on WorkforceUSA.net or featured in the newsletter.

In this Volume:

<i>Mailing list</i>	<i>Page</i>
• Strategy, labor market analysis, standards and evaluations	1
• Program design, management, and funding	2
• Basic education, skills training and education information and tools	2
• Assessment, career development, and job placement	2
• Strategies and services for targeted populations	3
• Community colleges and technical schools	3
• Federal programs and public policy	3
• Industries, employers and employer associations	4
• Labor unions and community organizations	4



What are Friends For?

If you have found useful resources on www.workforceUSA.net, be sure to share the site with friends. Also, encourage them to register to receive newsletters and updates.

Strategy, labor market analysis, standards and evaluations

A starting point for developing strategy is to understand the resources that are available for the actions to be taken. Many states and local areas have been analyzing their workforce development structures and resources to help develop more comprehensive and effective strategies. An example of a new report from California is described below.

Resource:

Understanding California's Workforce Development System (Barbara Baran, California Budget Project. 74 pages). This report from the California Budget Project examines the state's publicly supported workforce development system. It provides a basic introduction to workforce development and an overview of its major programs and public institutions. Additionally, the report compares the last three years of funding for each of the major workforce development programs in California, provides an analysis of the roles of state and federal funding, and diagrams the major federal workforce development funding streams and their distribution at the state and local levels. The report can be ordered on-line from the California Budget Project for \$8.08 at <http://www.cbp.org>.

Additional Information: This month on WorkforceUSA.net the What's New section of Labor Market Analysis features reports on state and local workforce development assets.

Program design, management, and funding

Well trained, motivated staffs are the foundation of all effective workforce development programs. With the field changing rapidly, workforce development professionals need to identify their existing skills and add to them on an on-going basis.

Resource:

Certified Workforce Development Professional Credential: The National Association of Workforce Development Professionals' website offers information on Certified Workforce Development Professional (CWDP) credential training. Starting May 1, 2004, the certification will include a competency on business and employer knowledge. Additional information on the certificate, its competencies, and the CWDP Application Kit can be downloaded from the site at: <http://www.nawdp.org/certification.htm>.

Additional Information: This month "What's New" in the Program Management section of WorkforceUSA features other resources for staff training and professional development.



Basic education, skills training and education information and tools

Programs are increasingly relying on computer technologies to provide career skills and information to clients. While the costs of these technologies have been declining, purchasing equipment can still be expensive. The site below provides access to information on potential donations.

Resource:

Share the Technology: This website provides a way for donors and potential recipients to search message boards and databases to find computers and equipment available for free in their region. <http://www.sharetechnology.org/>

Additional Information: *Cable in the Classroom* is looking for media and technology savvy educators to serve as advisors and project consultants. These K-12 educators will be asked to use and evaluate a number of new tools and technology applications in

their classroom and must have enough flexibility in their planning and curriculum to do so within a reasonable timeframe. They must also be available during the school year to participate in online collaborations, consult and collaborate in limited-duration projects, and spend 2 to 3 days out of the classroom at meetings or conferences. Teacher advisors will be paid \$4,000 annual stipends. In addition, their schools will each receive \$1,000 for supporting such wonderful teachers. Applications will be accepted through May 31. More information can be found at: <http://taa2004.ciconline.org/home>.



Assessment, career development, and job placement

While the first connection to work is important, it is the connection to a *career path* that leads an individual with barriers to employment to better jobs and wages. Many workforce development programs around the country are working hard to identify these pathways and support participants in entering and advancing on them. The report below helps those working on this issue share information with each other.

Resource:

Programs that Advance Low-Wage, Low-Skill Workers: A Directory of Applicants to the 2003 Career Advancement Strategy Competition: Jobs for the Future, with support from the U.S. Department of Labor, has launched a multi-year effort to accelerate the development and expansion of workforce strategies that advance lower-skilled individuals into better jobs, while also meeting the needs of employers. This search has produced a directory with basic information on about 275 advancement programs across the U.S. It can be accessed at: <http://www.jff.org/jff/kc/library/0227>

Additional Information: More information on career advancement strategies can be found in the Career Development section of WorkforceUSA or by clicking on "Career Path" under strategy search.

This site has been supported through generous contributions from the U.S. Department of Labor, the Ford Foundation and the Rockefeller Foundation.

Strategies and services for targeted populations

Asset Building is a new section of WorkforceUSA.net found under “Other Supports”. It refers to public policy and private sector efforts that enable individuals with limited resources to accumulate and preserve long-term productive assets. The resource below is an example.

Resource:

Las Mujeres y el Dinero (Women and Money): Hispanic women face unique challenges when it comes to financial security. According to recent findings, their knowledge about savings and retirement is significantly less than other groups and their retirement confidence level is less than workers overall. They are most likely to rely on Social Security for retirement and expect support from their children and family as well. To address this issue, the Women's Bureau has launched a program called Las Mujeres y el Dinero (Women and Money), a series of financial education conferences across the country for Hispanic women. For more information, see: <http://www.dol.gov/wb/hisp.htm>

Additional Information: Similar resources on building financial assets can be found in the Asset building section of Other Supports on the site.



Community colleges and technical schools

An exciting trend among community colleges has been the growth in sharing of knowledge among institutions. One example of this “community of learning” is described below.

Resources:

Health Care Initiative: The Center for Student Success website, a project of the California Community Colleges, has a new section providing numerous case studies of effective practices promoting student success in health occupation programs. It includes reports in many topic areas. Each case study has a snapshot of the program, information on target students, a description of the program, a link to information on best practices used, evidence of impact, cost and funding information,

and contact information. Currently there are 27 case studies and more are being added. This site can be found at: http://css.rpgroup.org/ka.php?ka_id=10

Rescuing the Health Workforce: Options for State

Actions: This issue brief from the National Governors’ Association outlines state efforts to combat health worker shortages in the nursing and long-term care direct care fields. It includes information on the causes and consequences of direct care worker shortages, overviews of how state are addressing these shortages, examples of using existing funds to create initiatives, and a discussion of public/private partnerships.

<http://www.nga.org/cda/files/0401RESCUINGHEALTH.pdf>

Additional Information: For similar resources click on “Health” in the industry search function.



Federal programs and public policy

The challenges of a changing economy, increasingly diverse workforce, and work altering technologies put pressure on existing workforce development programs and systems. A new report proposes approaches for meeting these challenges.

Resource:

Learning Partnerships: Strengthening American

Jobs in the Global Economy: This report, co-sponsored by the Albert Shanker Institute and New Economy Information Service, is based on a year-long study in the United States and the United Kingdom by labor, business, and policy specialists. It argues that without new attention to developing workforce skills there is a danger of drifting into a “low skills equilibrium” in which employers anticipate that only poorly skilled workers are available in the labor market, and shape their business strategies around those low expectations. It recommends that partnerships be initiated at the local level among employers, educators, employees, community leaders, local governments, and unions to promote employee learning.

<http://www.newecon.org/TFReport4-20-04.pdf>

Additional Information: More information on systems thinking and reforms can be found in “Labor Market Systems” on WorkforceUSA.net.

Industries, employers and employer associations

Manufacturing offers jobs with good wages and benefits. Knowledge of the skills required for these jobs is necessary for training new workers and strengthening the capabilities of existing ones. The resource below can help with this.

Resource:

MSSC Occupational Map: The Manufacturing Skill Standards Council (MSSC) has created an online Occupational Map with detailed information on specific manufacturing occupations including titles, definitions and related certification and apprenticeship programs. The map is organized under MSSC concentrations, clustering specific occupations and job titles to enable individuals to crosswalk similar jobs and skill sets. Used in conjunction with O*Net Online, the MSSC Occupational Map can assist workers, students, employers and educators in identifying the tasks and skill sets for specific occupations or for occupations clustered in a concentration area. The comprehensive Occupational Map is also available in hardcopy. The on-line map can be found at NACFAM: <http://www.nacfam.org>

Additional Information: Additional resources on manufacturing can be found on WorkforceUSA.net by clicking on “manufacturing” in industry.



Labor unions and community organizations

Sector partnerships offer the promise of improving employer productivity, work quality, and access to jobs by community residents. The following resource describes such an effort.

Resource:

Transitions to Shipbuilding newsletter: This newsletter describes *The Rust Machine Operator Transitional Pilot Work Program*, an interesting sector partnership among employers, organized labor, and community groups in Mississippi. This project is a partnership between Northrop Grumman Ship Systems, CARES of Mississippi, the Mississippi Department of Rehabilitation Services, and the Gulf

Coast Shipbuilding Partnership as well as public high schools in George and Jackson counties in Mississippi. This initiative will test methods of recruiting, screening, hiring, and training young adults with learning disabilities into entry-level high paying jobs within the shipbuilding industry. The newsletter provides contact information and more detail on the project. It can be found at: <http://www.caresms.org/transition%20newsletter.htm>.

Additional Information: The National Collaborative on Workforce and Disability for Youth website, www.nwd-youth.info, is a good resource for those working with or trying to improve services to youth with disabilities.

Rate the Resources

Users' ratings and reviews are a terrific way to share information with each other. Here is a review of one resource posted on WorkforceUSA.net.

Resource:

WISE UP WEB: This site was designed specifically to assist women aged 22 to 35 with financial planning, but has resources useful to many populations. It offers an on-line 8 module curriculum for site registrants on topics like budgeting, planning, life insurance, and mortgages. It also has numerous useful links to other financial planning resources. The site has been developed and maintained by the University of Texas for the Women's Bureau of the U.S. Department of Labor. <http://www.utdallas.edu/student/womensctr/wiseup/>

User Review:

Helpful financial planning site: Attractive, easy to navigate and comprehensive site which will be helpful to those working to figure out how to manage their finances. Probably as helpful to those outside the targeted population as those within.

If you have found this review helpful, please remember to rate the resources you find and use on WorkforceUSA.net. This effort is very important to the continued usefulness of the site.

Thank you.