

The Workforce Almanac: A Briefing and Workshop for Workforce Matters Members

The Project on Workforce at Harvard University

June/2024



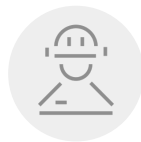
AGENDA



Background



The Workforce Almanac Data Portal In Action



Discussion & Feedback

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The Project on Workforce: Priorities



MORE AND BETTER PATHWAYS

There needs to be more than one route to good jobs in this U.S.



SMOOTHER TRANSITIONS

Reducing silos between education and the labor market to bridge work and learning.



ACCESSIBLE DATA AND EVIDENCE

Building infrastructure for long-term impact—new data sources, public tools, and tech.

The Project on Workforce: Priorities

CROSS-HARVARD PROJECT ON WORKFORCE INITIATIVES

THE WORKFORCE
a l m a n a c

The COLLEGE-TO-JOBS MAP



HIDDEN WORKERS:
UNTAPPED TALENT

STARS
SKILLED THROUGH
ALTERNATIVE ROUTES

*America's Hidden
Economic Engines:
Community Colleges &
Shared Prosperity*

THE
AMERICAN
OPPORTUNITY
INDEX

THE WORKFORCE
a l m a n a c



HBS RESKILLING LAB



MORE AND BETTER PATHWAYS



SMOOTHER TRANSITIONS



ACCESSIBLE DATA AND EVIDENCE

THE “WHY”

Americans are increasingly seeking education programs that are relevant for work, streamlined, affordable, and convenient (Strada, 2019, 2021)

Alternative workforce training routes are particularly relevant for Black and Latinx workers.

~70M

American workers do not hold BA degrees

62%

Of Black workers do not hold BA degrees

55%

Of Latinx workers do not hold BA degrees

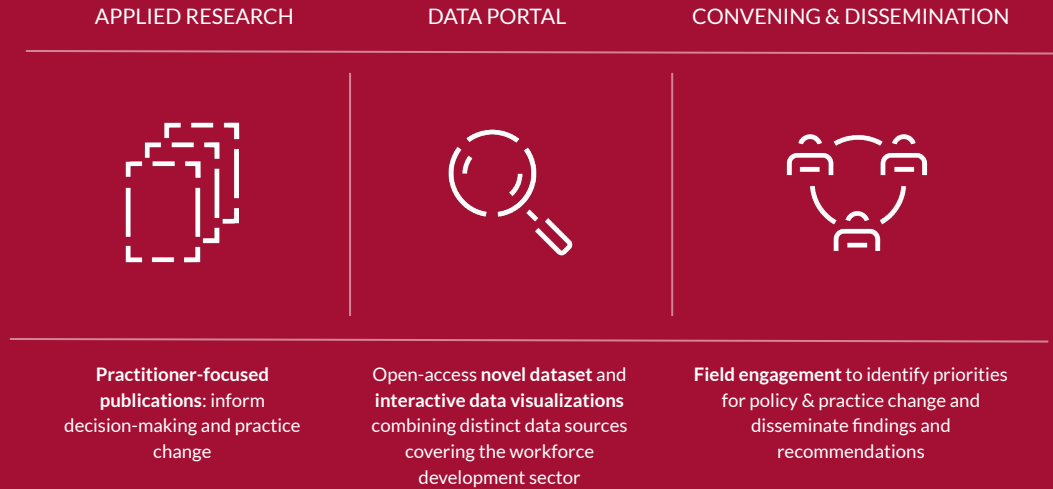
SOURCE: Blair et al. (2020); Opportunity@Work and Accenture (2020)

...And yet, despite increasing societal attention to non-BA pathways and the important role they may play in increasing economic mobility, surprisingly little is known in aggregate about these pathways in the US.

OUR RESPONSE: THE WORKFORCE ALMANAC

Multi-year research + practice + data project focused on short-term, post-high school workforce training provision

Goal: Map the US workforce development sector and orient resource allocation towards equity, effective providers/programs, and areas of highest need.



Funded by the WorkRise/Urban Institute, Strada, Walmart.org, and People Rocket

THE ALMANAC DATA PORTAL

In Action

<https://workforcealmanac.com/>



The Workforce Almanac

A System-Level View of U.S. Workforce Training Providers

W THE PROJECT ON
WORKFORCE

 **MALCOLM WIENER CENTER**
for Social Policy

HOW CAN YOU USE THE PORTAL

The Almanac shines a spotlight on how different areas and communities are served by short-term workforce training providers.

The portal offers insights for **policymakers, employers, philanthropies**, training providers, intermediaries, researchers at the State, Metro Area and County level. As we walk you through the next few slides with examples, think about other ways you might use the data.

STATE

A **Workforce Development Agency** is trying to support a State's "Technical Services" growing sector

METRO

A **Human Resources Manager** in the semiconductor manufacturing sector is spearheading efforts to develop a skilled workforce through apprenticeships.

COUNTY

An **Philanthropic Fund** leverages local demographic data to help them build a more diverse and skilled healthcare workforce.

EXAMPLE #1: STATE/ Policymakers



Isabella, a Workforce Development Professional is trying to support the Texas “Technical Services” growing sector find training providers to reskill/upskill workers and learners.

Using the portal, Isabella can search for providers by State on the map and find information such as provider name, type and subtype. Isabella can also view and filter the table by keyword search, as well as seeing the total number of filtered providers within the Almanac.

Search

PROVIDER	TYPE	SUBTYPE	ADDRESS	CITY	STATE	ZIP CODE	LAST UPD...
Goodwill Industrial Services Of Fort Worth Inc	Non Profit	Job training non profits	PO BOX 15520 FORT WORTH TX 76119-0520	FORT WORTH	TX	76119-0520	Jul 27, 2022
Manuel And Theresa's School Of Hair Design	Higher ed. institution	Highest degree certificate	1315 STATE HWY 105, BRENHAM, TX, 77833	BRENHAM	TX	77833-3033	Jul 27, 2022
Mastec	WIOA-eligible	Apprenticeship other	320 REGAL ROW, DALLAS, TX, 75247	DALLAS	TX	75247	Jul 27, 2022
Cloud Technology Experts	WIOA-eligible	Other higher ed. institution	14330 MIDWAY RD #211, FARMERS BRANCH,	DALLAS	TX	75244	Jul 27, 2022

EXAMPLE #2: METRO AREA/Employers



Santiago, a Human Resources Manager in the semiconductor manufacturing sector, is spearheading efforts to develop a skilled workforce through apprenticeships.

Using the portal, Santiago can identify educational partners and target them for outreach and collaboration in designing apprenticeship programs tailored for semiconductor technicians.

A2 | Austin Community College

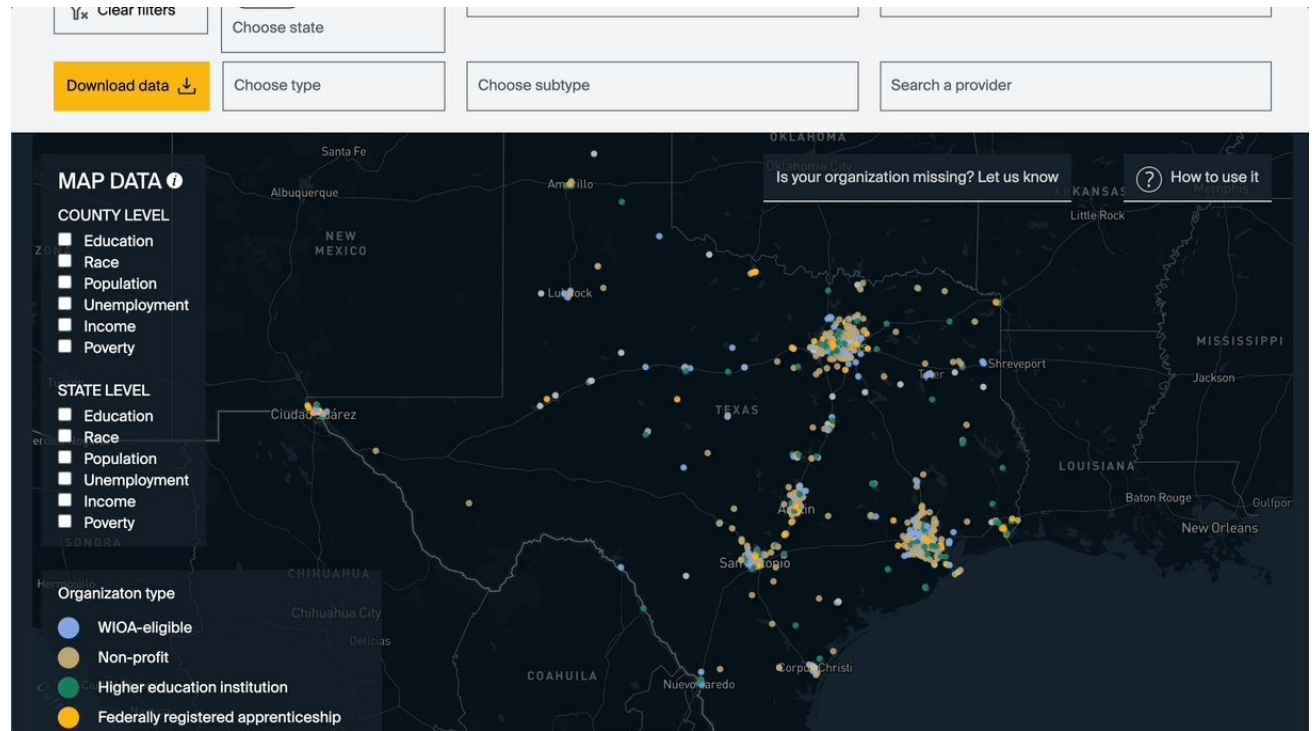
	A	B	C	D	E	F	G	
1	org_name	org_id	org_address	std_street	std_city	std_state	std_zip	ge
2	Austin Community College	7b352b09	5930 MIDDLE FISKVILLE RD AUSTIN, MC CAMEY TX 79752	5930 MIDDLE FISKVILLE RD AUSTIN,	MC CAMEY	TX	79752	30
29	Austin Community College - Healthcare	9b50a954	3401 WEBBERVILLE RD, AUSTIN, TX, 78702	3401 WEBBERVILLE ROAD	AUSTIN	TX	78702	30
96	Austin Community College District	df4fe0c4	5930 MIDDLE FISKVILLE RD, AUSTIN, TX, 78752	5930 MIDDLE FISKVILLE RD	AUSTIN	TX	78752	30
102								

EXAMPLE #3: COUNTY/Philanthropies



Liam, an analyst in a Philanthropic Fund leverages demographic data to inform a grantmaking strategy. Liam is helping fund a more diverse and skilled healthcare workforce.

Using the portal, Liam views the data by education, race, and income to inform more equitable funding strategies to regions most in need of healthcare services and training initiatives.



THE ALMANAC ROADMAP



User Research

Collected qualitative feedback to understand user needs and expectations for the portal.



Portal Development

Executed the development of the portal, incorporating design insights and user requirements.



Continuous Feedback Collection

Initiate mechanisms for ongoing user feedback to refine and enhance the portal.



Data analysis & preparation

Analyzed, merged and cleaned the data sets to ensure accuracy and usability.



Concept Design & Feedback

Developed early-stage concepts and conduct demo sessions to refine ideas based on user feedback.



Almanac Launch

Officially launched the Almanac portal, making it available to users and stakeholders.



Version Updates

Develop and release updates based on feedback, incorporating data enrichment.

Discussion & Feedback

- Any clear use cases we haven't thought of?
- What analyses would you be excited to do with this data portal?
- What additional data/visualizations/content would you like to see in future releases?



Follow us:



Thank you!

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