

Career Navigation Funding Coalition Letter

Dear [RECIPIENT NAME],

Over the last 12 months the [Convergence Collaborative on Pathways to Better Jobs](#) has facilitated a distinct consensus-driven process to bring together stakeholders representing workers, workforce trainers, policymakers, employers, and post-secondary education providers of all types to identify scalable solutions to help low wage workers surmount barriers to upward mobility. Convergence's problem-solving methodology is aimed at building trust and identifying areas of common ground to foster innovations that balance worker needs with those of employers.

Through this cross-sector, cross-partisan, and cross-stakeholder collaboration we found shared support for public investment in career navigation as a high yield and scalable solution that simultaneously addresses employee and employer challenges. This includes addressing the huge skills gap among U.S. workers that are stuck in low wage positions with no pathways for upward mobility and whose skills do not match what is required for positions that employers are struggling to fill.

To address this need, we recommend the following:

- States with remaining funds from the American Rescue Plan Act (ARPA) should invest these funds into providing accessible and affordable reskilling opportunities for workers and invest in employers who are willing to take a risk on hiring workers who may have less experience in the specific career they are currently hiring for but have great potential to learn the necessary skills for the role.
- System investments in career navigation should utilize accessible language and meet workers where they are, this will have a positive return on investment in the long run, as proven in San Antonio by [Project Quest's 25-year economic impact study](#).
 - Project Quest yielded a return of investment of \$19.82 for every dollar invested.
 - The total economic impact of the project was \$1.67 billion.
 - The benefits of these investments are threefold - workers are able to access opportunities that result in upward mobility, employers have increased revenue, and governments see increased tax revenue.
 - Other strong examples of career navigation include [SkyHive](#) in [New York City](#), and [EMPath](#) in Boston, Massachusetts.

Although funding for career navigators is critical for workers to achieve long-term success, these systems do not typically exist. While we have a system for case management, career navigation serves a more targeted purpose: career advancement. Participants need support navigating systems including workforce, higher education, government resources, and potential places of employment to find the most ideal career pathways resulting in upward economic mobility.

Additionally, workers need to be able to access affordable skill opportunities while keeping wraparound services – such as government benefits – as reflected in New York State's [Income](#)

[Disregard Bill \(SBS6589A\)](#). Our diverse group of **Convergence Collaborative on Pathways to Better Jobs** stakeholders stands ready to assist and share additional resources as you consider how to ensure a vital economy by addressing worker advancement and support at every level while filling employer skill gaps at the same time.

Sincerely,

Stuart Andreason

The Burning Glass Institute

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We support this statement as individuals. Our organizations have not formally endorsed this statement, and our organizational affiliations are listed for informational purposes.