

Work-based Learning Coalition Letter

Dear [RECIPIENT NAME],

Over the last 12 months the [Convergence Collaborative on Pathways to Better Jobs](#) used a unique 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.

Work-based learning (WBL) is one such solution that we, the undersigned cross-sector, cross-partisan Convergence Dialogue stakeholders, agree upon. WBL is a cost-effective workforce investment model that increases retention and improves recruitment. For example, the average employer experiences [more than \\$17,800 in net benefits](#) per apprentice. And of individuals who participate in registered apprenticeships, [90%](#) retain employment, with an average annual salary of [\\$80,000](#).

We offer the below for your consideration to elevate and enhance WBL to effectively address talent gaps for employers and to improve skills and advancement for workers:

FEDERAL

- Expand federal grant programs to support enrollment in high quality, short-term skilling opportunities across industries and sectors.
- Establish a national clearinghouse for the national standards for on-the-job training (OJT)/ Related Technical Instruction (RTI), housed within the Department of Labor (or an intermediary).
- Improve reporting processes and standardize reporting requirements for Registered Apprenticeships.
- Establish funding opportunities that are inclusive of wage and wrap-around service supports to account for the multitude of needs facing different workers and learners.¹

STATE

- Incentivize employers to participate in Registered Apprenticeship by offering hourly-wage tax incentives.
- Strengthen the role of government in partnering with industry associations, chambers of commerce, and small and medium employers to ensure industry-driven curricula development and strong relationships between educational institutions and employers to provide a structured, coordinated approach to training.

¹ The lack of integrated wrap-around services in job training programs is a major barrier to participation. The [Center for Working Families](#) and [Courses to Employment](#) offer examples of how to integrate wrap-around services.

OTHER PARTNERS

- Establish a robust quality assurance and certification system across the work-based learning spectrum that creates and elevates tenured and reputable organizations and independent bodies to ensure that training pathways are relevant, pragmatic, and of value.
- Strengthen platforms like [O*Net](#) by creating standardized occupational profiles that outline the exact skills, knowledge, and competencies required for specific occupations in an easily accessible and consistently available web portal. This will also provide clarity and consistency in designing training programs overall.

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.

Sincerely,

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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.