All Hands on Deck: Redesigning Pathways by Putting People First

Workforce:

- **How Workforce Development Boards Can Drive Innovation in the Career Navigation Technology Market**
  Workforce development boards have an opportunity to reinvent the career navigation experience by putting powerful new tools and platforms to use as part of a foundational strategy for the wide-scale digital transformation that we imagine. Many workforce development boards are a powerful catalyst for innovation in the career navigation technology market and in this moment, the “intermediary” market has an opportunity to significantly influence the ongoing development of career navigation technologies, with an emphasis on innovations that yield more human-centered systems.
The Grand Challenge of Changing How We Train America
For the Grand Challenge, JFFLabs, an innovation and market-facing team at JFF, is leading engagement with the American workforce system by focusing on creating pilots of solutions with workers, evaluating them for effectiveness, and scaling them through partnerships with future-focused workforce boards.

Practice/Handbooks:
- How the Pandemic Highlights Racial Disparities in Higher Education
  Typically during a recession, community college enrollment goes up as unemployed workers start looking for new skills. But that’s not happening this time around, signaling trouble for the economy and individual families going forward, particularly for lower-income students and students of color. Hari Sreenivasan reports as part of our ongoing series, “Rethinking College.”
- AWAKE
  The future of work is now, and many workforce boards are aggressively pursuing greater efficiency, building better technology, and improving data analysis and guidance. JFF’s AWAKE (Advanced Workforce Analytics and Knowledge Exchange) team partners with workforce boards, AJCs, and innovative entrepreneurs and investors to offer a responsive, comprehensive, and effective source of support for workers as they navigate complex career challenges.
- JFF’s Corporate Action Platform
  JFF’s Corporate Action Platform inspires and enables corporate leaders to put employee development, advancement, and equity at the forefront of business priorities.

Policy:
- Beyond WIOA
  Why Should Workforce Development Boards Care About Education Policy?
- Bold Ideas for Rethinking Education and Workforce: A Transition Policy Memo to the Biden Administration
  The beginning of a new presidential administration is a time of opportunity. Top of mind will be addressing the health crisis, but staunching the economic bleeding and building a foundation for a more equitable future will also be critical and cannot wait. Education and workforce policies will be key levers for achieving these goals, and JFF will continue to be a strategic partner and advocate for meaningful change in these areas.
Operating Assumptions:
- It is increasingly recognized that ‘learning’ doesn’t only happen in a ‘school’
- It is increasingly recognized that the lines between learning and work are becoming more blurred and non-sequential
- Virtual education and service delivery is no longer a novel application
- It is increasingly recognized that the degree is an inadequate proxy for skills and ability to do a job.
- The “non-traditional” learner is now the majority in 2-year institutions

Discussion Questions
- Given the examples we heard of innovative approaches to meet the moment, what strikes you as particularly relevant to your work?
- What challenges exist in your sphere in relation to this?
- As you think about these 3 parallel efforts -- who else would need to be at the table with them to help them realize their vision?

Resources from Prior Sessions
- Session 1
- Session 2
- Session 3