



## CONGRESS

### **Senate CTE Caucus Continues to Inform Hill Staff on the Importance of Perkins**

While the Senate HELP Committee continues to “work behind the scenes” to craft language that moves the reauthorization forward, Senate Career and Technical Education (CTE) Caucus Co-chairs Senators Tim Kaine (D-VA) and Rob Portman (R-OH) along with Senate CTE Caucus members Tammy Baldwin (D-WI) and Mike Enzi (R-WY) hosted an informative briefing on “*Narrowing the Skills Gap: Best Practices for Preparing Workers with the Skills to Fill Today’s Jobs.*” Senators Kaine, Portman, and Baldwin were on hand to offer opening remarks, all emphasizing the national economic benefits of training apprenticeships within a regional corporate structure.

The briefing, moderated by Stephen DeWitt, Deputy Executive Director, Association for Career and Technical Education (ACTE), featured discussion around the opportunities and challenges in aligning skills training with the real-time needs of the 21st century workforce. Panelists provided current best practices in Wisconsin, Virginia, and Ohio from the perspective of educators and employers who rely on America’s job training programs and their work to ensure a steady pipeline of skilled employees. Panelists included

- Charles Speelman, Superintendent, Tri-Rivers Career Center, Marion, OH
- Danny Hunley, Vice President of Operations, Newport News Shipbuilding, Huntington Ingalls Industries, Newport News, VA
- Bryan Albrecht, President, Gateway Technical College, Kenosha, WI
- Portia Wu, Assistant Secretary for Employment and Training Administration, U.S. Department of Labor

This is the second in a series of Senate CTE Caucus briefings held since Congress returned from August recess.

### **2014 CTE and Perkins Legislation Introduced by Members of the Senate CTE Caucus**

Members of the Senate CTE Caucus have used the summer and their return from August recess to be proactive in introducing four pieces of legislation around career and technical education legislation. Through recent congressional briefings, legislative language, and outreach, the Senate CTE Caucus is making every effort to raise awareness among Senators and staff on the importance of CTE to the American economy and the need to move forward on the reauthorization of Perkins. The four bills include:

#### **S.2524**

Latest Title: **Pathways to Prosperity Act of 2014**

Sponsor: Sen Warner, Mark R. [VA] (introduced 6/24/2014)

Cosponsors: Kaine

Latest Major Action: 6/24/2014 Referred to Senate committee  
Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions  
[PDF of bill](#)

### **S.2584**

Latest Title: **Educating Tomorrow's Workforce Act of 2014**

To amend the Carl D. Perkins Career and Technical Education Act of 2006 to raise the quality of career and technical education programs and to allow local eligible recipients to use funding to establish high-quality career academies.

Sponsor: Sen Kaine, Tim [VA] (introduced 7/10/2014)

Cosponsors: Portman and Warner

Latest Major Action: 7/10/2014 Referred to Senate committee

Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions  
[PDF of bill](#)

### **S.2788**

Latest Title: **A bill to provide support for the development of middle school career exploration programs linked to career and technical education programs of study.**

Sponsor: Sen Kaine, Tim [VA] (introduced 9/10/2014)

Cosponsors: Boxer, Casey, and Warner

Latest Major Action: 9/10/2014 Referred to Senate committee

Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions  
[PDF of bill](#)

### **S.2795**

Latest Title: A bill to amend the Higher Education Act of 1965 to expand the definition of eligible program

Sponsor: Sen Baldwin, Tammy [WI] (introduced 9/11/2014)

Cosponsors: Kaine

Latest Major Action: 9/11/2014 Referred to Senate committee

Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions  
[PDF of bill](#)

## **ADMINISTRATION**

### **Workforce Innovation and Opportunity Act Leads Transformative Changes in Adult Learning**

OCTAE Acting Assistant Secretary Johan E. Uvin recently released a [Dear Colleague letter](#) to apprise stakeholders of important new developments in adult learning. It addresses the recent enactment of the Workforce Innovation and Opportunity Act (WIOA) and the simultaneous release of Vice President Biden's report, [Ready to Work: Job-Driven Training and American Opportunity](#), featuring 50 federal actions to create employment opportunities. The letter also acknowledges the attention and focus that members of the adult, career and technical, and community college education systems have brought to adults with low skills.

## Excellent Educators for All Initiative

In July of this year, Secretary of Education Arne Duncan announced the [Excellent Educators for All Initiative](#) to help states and school districts ensure that all students receive “a high-quality education—regardless of their race, family income, or zip code.” Duncan noted that “despite the excellent work and deep commitment of our nation’s teachers and principals, systemic inequities exist that shortchange students in high-minority, high-poverty schools across our country.” For example, the race and family income of students “often predicts their access to excellent teachers.” To remedy this, the secretary said that it is “critically important” that principals and teachers receive the support they need to help all students reach their “full potential.” According to the program’s website, the initiative consists of three parts:

1. **Comprehensive Educator Equity Plans.** The U.S. Department of Education is asking states to create new comprehensive equity plans that implement local solutions, based on consultations with parents, teachers, principals, and the community, that provide effective educators to every student. They are to be submitted to the Department by April 2015.
2. **Educator Equity Support Network.** The Department is committing \$4.2 million for a new technical assistance network to help states and districts develop and implement their plans to ensure excellent educators for all students. The network will help with developing model plans, sharing promising practices, and fostering communities of practice that enable educators to discuss common challenges and share information with each other.
3. **Educator Equity Profiles.** The Department will publish Educator Equity profiles later this year to help states and communities with their equity agendas. These profiles will assist states in identifying “gaps in access to quality teaching for low-income and minority students” and will highlight schools in which students are “beating the odds” as well as those that are recruiting and retaining successful educators.

To assist in this effort, each state will receive its complete data file from the Civil Rights Data Collection. This will give localities the ability to conduct detailed analyses of their data to inform state improvement plans. *(Provided by the U.S. Department of Education)*

## Evaluation of the Teacher Incentive Fund: Implementation and Early Impacts of Pay-for-Performance After One Year

The Teacher Incentive Fund (TIF) provides grants to support performance-based compensation systems for teachers and principals in high-need schools. The study measures the impact of pay-for-performance bonuses as part of a comprehensive compensation system within a large, multisite random assignment study design. The treatment schools were to fully implement their performance-based compensation system that included four required components. The control schools were to implement the same performance-based compensation system with one exception—the pay-for-performance bonus component was replaced with a 1 percent bonus paid to all educators regardless of performance.

This first of four planned reports provides implementation information prior to educators receiving annual performance measure information or payouts. Fewer than half of all 2010 TIF districts reported implementing all four required program components, although 85 percent reported implementing at least three of the four. In a subset of 10 districts who participated in the

random assignment study, educators' reporting of the program indicated most misunderstood the performance measures and the amount of pay-for-performance bonus that they were eligible for.

Most educators were satisfied with their professional opportunities, school environment, and the TIF program. Educators in those schools that offered the pay-for-performance aspect of TIF tended to be less satisfied than those in schools that did not offer such bonuses. However, educators in schools offering pay-for-performance bonuses were more satisfied with the opportunity to earn additional pay, and a greater percentage indicated feeling increased pressure to perform due to the TIF program. *(Provided by the Institute of Education Sciences)*

## OTHER NEWS

### **2013 Poverty Data: A Glimpse of Good News for Children, But We Can Do Better**

For the first time since 2000, the overall child poverty rate fell, according to U.S. Census Bureau Current Population Survey (CPS) data recently released on income, poverty, and health insurance coverage in the year 2013. This is good news. The numbers indicate a return from the extraordinarily high child poverty rates experienced during the depths of the recession. But these decreases do not diminish the unacceptably high number of children still living in poor families, particularly our youngest children and Black and Hispanic children.

Although the poverty rate for young children under age 5 fell from 24 percent in 2012 to 22 percent in 2013, young children still retain the unfortunate distinction of having the highest poverty rates among any age group. The rate is higher yet for young Black children and young Hispanic children (44 percent and 33 percent, respectively). And contrary to other trends in the annual data, the poverty rate for young Black children actually grew by 1.2 percent.

While an emergent economic recovery has helped some families, it remains deeply unsettling that one in five young children lives in poverty. The profound consequences of early childhood poverty are well documented and manifest in negative child and adult outcomes in school, employment, and earnings. The prevalence of poverty is highest during the earliest, most formative years of children's lives: infancy and toddlerhood. As a country, we cannot afford to leave so many young children in challenging circumstances; the negative lifetime consequences across education, health, and other key outcomes are severe.

According to the Census Bureau, increases in full-time, year-round employment among parents contributed to the decline in child poverty. Almost 70 percent of poor children live in families with at least one worker, and 30% of poor children live in families with at least one full-time, year round worker. Among children in low-income families (200 percent of the poverty level or below), more than half (54 percent) live with a full-time, year round worker.

But while employment has increased, many parents are in jobs that pay poverty-level wages or are involuntarily working less than full time. The quality of jobs matters, too, especially for parents raising children. Low wages often go hand in hand with few benefits, little stability in hours, and almost no opportunity for advancement. Without paid sick leave, parents cannot take a day off to care for a sick child without losing wages or even their jobs. Unstable and

unpredictable job schedules make it virtually impossible to maintain a regular child care arrangement.

Every child in this country matters. Therefore, while it is significant that child poverty decreased in this single year, the real takeaway is that it demonstrates poverty is not unsolvable. Full-time jobs help. Public policies do as well. Top among the policies that will help working parents is making child care more affordable. Congress is expected to pass legislation very soon to improve child care quality and make receipt of child care assistance a smoother process for parents. That is an important step. However, we also need additional resources to expand access to child care assistance to help more working families. *(Content provided by Hannah Matthews with CLASP)*

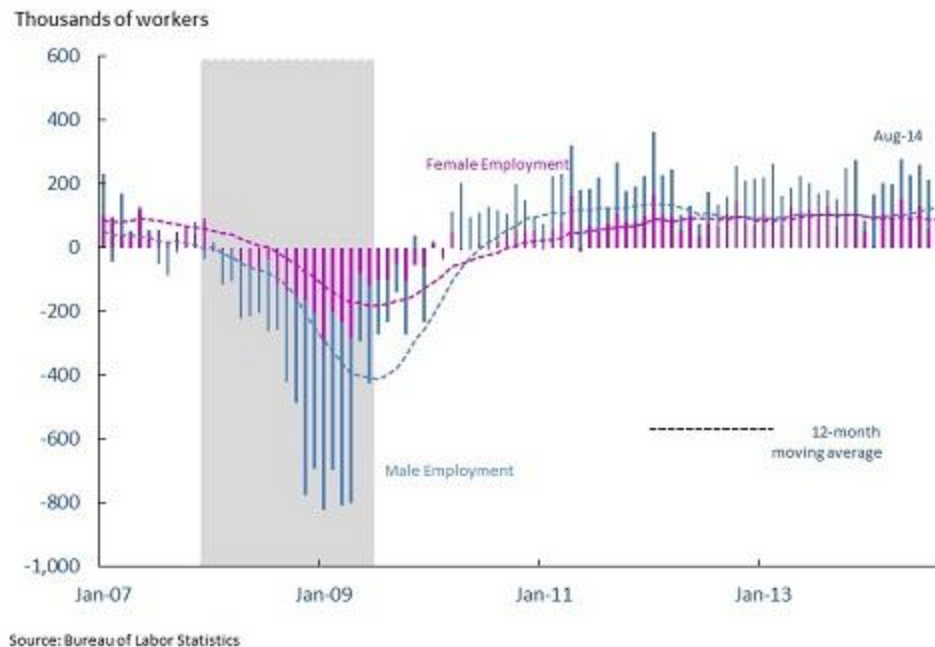
## **5 Things You Need to Know About Women and the Economy**

Today's employment report underscores the fact that the economy is continuing to recover, and employment is continuing to increase. Women have shared in these gains, with female employment increasing by 4.1 million jobs in the past 54 months, and the fraction of discouraged workers and workers experiencing long-term unemployment continues to fall. Across industries, women's employment gains look relatively similar to previous periods of strong employment growth. To further support the economy, and to ensure the workplace works for the 21st century economy, the President is encouraging Congress to act and using his own executive action to support policies that support a fair workplace for all workers—including women.

### **Key Points About Women and the Economy**

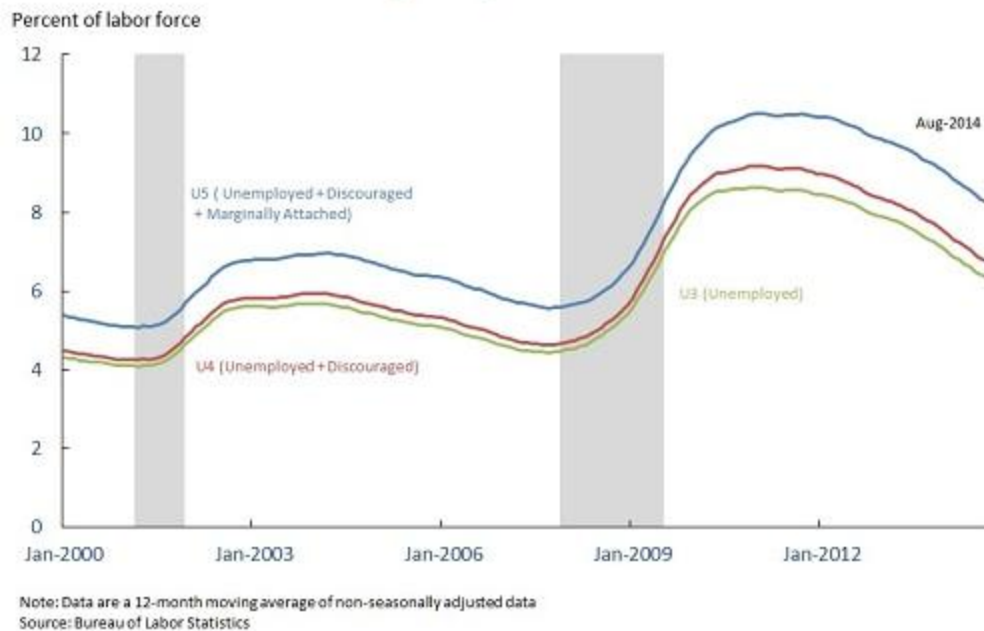
1. Women's nonfarm employment has increased by 3.8 million jobs over the last 54 months, and 1.2 million in the past 12 months alone. Women's employment tends to be less cyclical than men's, largely because women are less likely to work in industries where employment greatly fluctuates with the business cycle. The recent recession followed that pattern, and women lost far fewer jobs than men. Between December 2007 and February 2010 women lost 2.7 million jobs, while men lost 6.1 million. However, the unusual declines in state and local government during the recovery—a loss of 744,000 jobs between August 2008 and January 2013 were particularly tough for women who lost 65 percent of those jobs. Over the past year state and local government employment has stabilized and begun to recover adding back 123,000 jobs since January 2013. Since February 2010, women and men have recouped 4.1 and 5.9 million private-sector jobs, respectively. This has raised the share of private-sector workers who are women from 46.9 percent prior to the recession to 47.9 percent this past August.

## Monthly Change in Private Payroll Employment



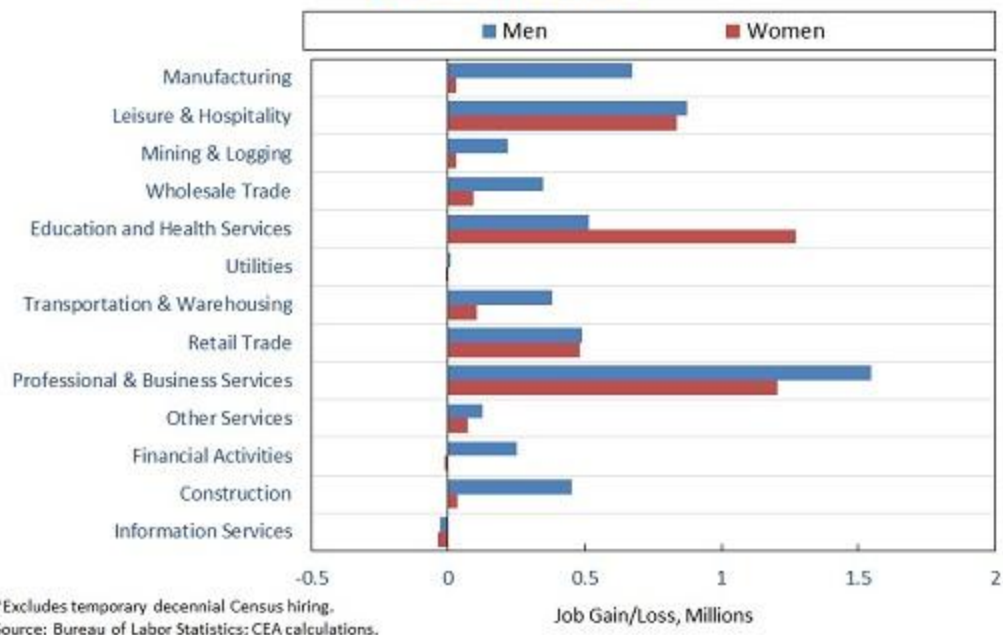
2. Across multiple measures, women's unemployment has declined. As employment has increased since 2010, the unemployment rate has also fallen. The female unemployment rate currently stands at 6.1 percent, the same as for the population as a whole, down from its peak of 9.0 percent in November 2010. The short-term unemployment rate (the fraction of the labor force unemployed for 26 weeks or less) has fallen to its pre-recession average, and while the long-term unemployment rate remains elevated, it has fallen considerably in the past year after more than quadrupling during the recession and its aftermath. Broader measures of labor force attachment also show a marked improvement. For example, averaging across the past 12 months, 0.4 percent of the female labor force is discouraged from seeking work, down from a high of 0.6 percent in early 2011. The share of people marginally attached to the labor force, or discouraged from working, or unemployed has averaged 8.3 percent this past year on a nonseasonally adjusted basis, down from 10.5 percent in early 2011.

### Female Unemployment Rate, Including Discouraged and Marginally Attached Workers



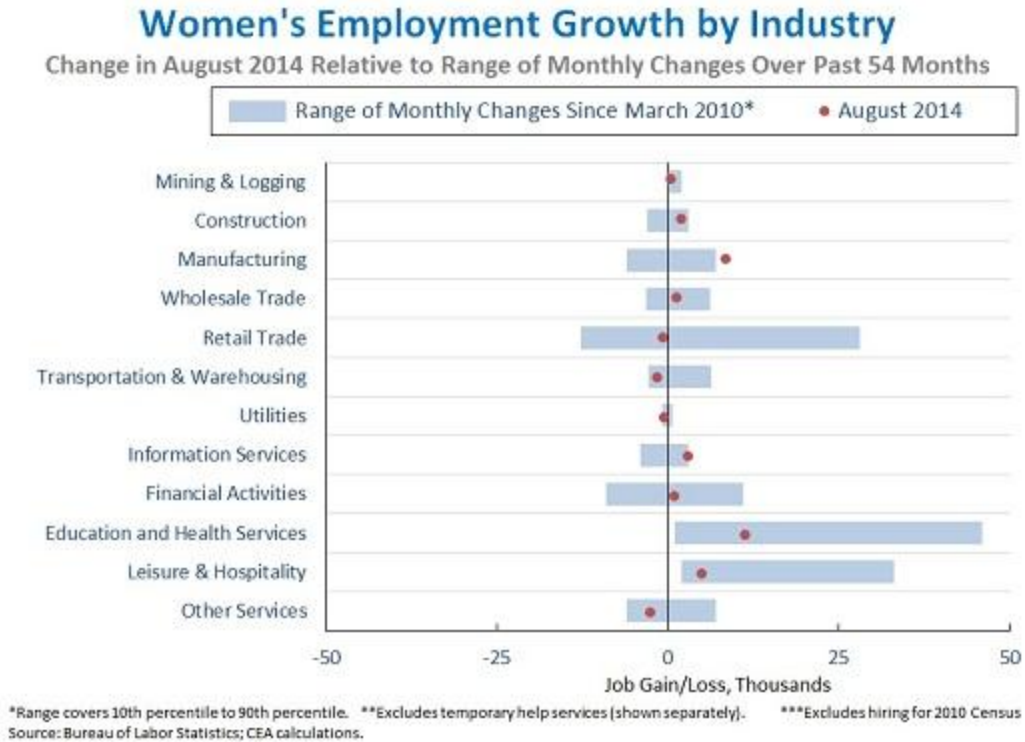
3. In the recovery, women's job gains have been concentrated in education and health services, professional and business services, and leisure and hospitality. During this recovery, many of the job gains have been similar between men and women, although men have gained more construction and manufacturing jobs, and women have gained more education and health services jobs. However, these patterns are not completely unexpected: women have traditionally held more than three-quarters of education and health services jobs, and about one-eighth of construction and less than one-third of manufacturing jobs. The last time the economy added jobs for 54 consecutive months was from November 1996 to April 2001. In general, women's employment over the most recent period is similar to the previous period across most industries, although there are some notable differences. For example, compared to the previous period, employment growth has been slightly weaker in financial activities, construction, and information services. In contrast, women have gained some manufacturing jobs, while between 1996 and 2001, female employment in manufacturing fell by approximately 200,000 workers.

### Employment Growth by Industry and Gender Over the Last 54 Months



4. This month, women’s employment growth in manufacturing was particularly strong compared to performance since 2010. In other industries, women’s employment was within the range of the previous 54 months. This month’s employment growth was relatively weak in transportation and other services, and mirroring overall trends, women lost about 1,000 jobs in retail trade. Employment growth for women was particularly above average in construction and information services, and on a seasonally adjusted basis, women gained more manufacturing jobs this month than at any time since July 2000. Like the overall labor market, the pattern of female job growth across industries in August was slightly more divergent from recent trends than earlier this year.





5. Young women are increasingly staying in school, more than off-setting the decline in labor force participation among young women. Fewer young women are neither working nor studying compared to previous generations. Because students, even if they are working part-time, are not considered part of the labor force, only looking at participation rates misses the fact that more and more women are obtaining an undergraduate or graduate education. Since the mid-1990s, women have accounted for the majority of postsecondary students, meaning that they will account for the majority of our skilled labor force in the future. At the same time that young women are staying in school, however, both men and women are working longer: more than one-third of women 55 and older are working today, compared to less than one-quarter 20 years ago.

### Labor Force Participation Rate of 16-24 Year Old Women



*(Provided by the White House Blog via Betsey Stevenson, a member of the Council of Economic Advisers)*

## EVENTS

### National Dialogue on Career Pathways: Tuesday, September 23, 2014

On Tuesday, September 23, 2014, the U.S. Departments of Labor, Education and Health and Human Services will host a [National Dialogue on Career Pathways](#). Federal agency leaders from each Department will provide opening remarks on the impact of building effective career pathways can have on our nation's workforce system. In addition, the Dialogue will highlight strategies and lessons learned from business leaders, state and local practitioners and national policy leaders. Among the featured speakers will be Portia Wu, Assistant Secretary for Labor's Employment and Training Administration; Johan Uvin, Acting Assistant Secretary for Education's Office of Career, Technical and Adult Education; Mark Greenburg, Acting Assistance Secretary for Health and Human Services' Administration for Children and Families. They will be joined by business leaders, including David L. Casey, Vice President for Workforce Strategies and Chief Diversity Officer at CVS Caremark and Maura Banta, Director of Global Citizenship Initiatives at IBM USA, who will provide keynote presentations during the event.

National stakeholders representing business, organized labor, education, workforce and health and human services agencies are encouraged to host events in conjunction with the broadcast. To help organize the event, a national [Viewing Party Guide](#) is now available. Leading career pathways states and local areas, such as Colorado, Kansas, and Charlotte, NC will be

highlighted as well as innovative career pathways practices from organizations like Instituto del Progreso Latino in Chicago, IL, and Wider Opportunities for Women.

The National Dialogue will be broadcast via live stream beginning at 9:00 AM EDT and end at 4:00 PM EDT. Before and during the event, you are encouraged to post questions on Twitter using the hashtag #careerpathways. The federal team will monitor your questions on Twitter and respond to them from the Labor Department Twitter account ([@USDOL](#)) during the event.

### **Paving the Way for Women in Construction: Creating Systems and Supports That Work, Wednesday, October 1, 2014, from 2:00-3:00 PM**

During this webinar, hosted by the U.S. Department of Labor's Women's Bureau, panelists will discuss findings from two new reports, one from the Institute for Women's Policy Research and the other from the National Women's Law Center, highlighting, respectively, findings from a new national survey of tradeswomen and federal policy and program opportunities for improving women's representation in construction industry jobs. Representatives from Wider Opportunities for Women and Oregon Tradeswomen, Inc. will address training and technical assistance approaches to support workforce development and other service providers in facilitating women's entrance into these fields. The moderator will be Latifa Lyles, Director, Women's Bureau, U.S. Department of Labor. Speakers will be

- Connie Ashbrook, Executive Director, Oregon Tradeswomen, Inc.
- Neena Chaudhry, Senior Counsel and Director of Equal Opportunity in Athletics, National Women's Law Center
- Ariane Hegewisch, Study Director, Institute for Women's Policy Research
- Lauren Sugerman, Director, Women and Work Projects, Wider Opportunities for Women

### **Why Women's Economic Security Matters for All Event**

On Thursday, September 18, the Center for American Progress hosted Secretary Hillary Rodham Clinton, Democratic Leader Nancy Pelosi, Senator Patty Murray, Senator Kirsten Gillibrand, and Congresswoman Rosa Delauro for a conversation on why women's economic security matters for all, moderated by CAP President Neera Tanden.

For too many women, the challenge of making ends meet and caring for their families is a day-to-day struggle. Unfortunately, their challenges are not new. Despite progress, women too frequently continue to earn less than men, face penalties or stereotypes because of caregiving responsibilities, lack access to strong workplace policies that offer greater flexibility and paid leave options, and are shut out of leadership or advancement opportunities. What has changed over time is that more and more women are now breadwinners—nearly 6 out of 10 women are the primary, sole, or co-provider for their family. This means that the challenges facing women in the workplace and beyond have consequences, not only for them but also their families.

A full transcript and archived video of the event are available on the [CAP website](#).