NGA
NATIONAL GOVERNORS ASSOCIATION

GOOD JOBS
FOR ALL
AMERICANS

2018-2019 NGA
CHAIR'S INITIATIVE
NGA.org/GoodJobs

Framework for Action

The world of work is transforming at a rapid pace. Changes in technology, skills requirements, work relationships, and demographics threaten to leave many workers behind. The effects of these trends are not evenly distributed across geographies, ethnic backgrounds, or age cohorts, creating unique challenges for every state. The goal of

Montana Governor Steve Bullock's 2018-2019 NGA Chair's Initiative *Good Jobs for All Americans* is to demonstrate that governors have a key role to play in solving these challenges, and to highlight innovative actions governors can take to connect workers to good-paying careers both today and in the future.

Good Jobs for All Americans will ...

Map the challenges and trends facing state economies and labor markets including changes in:

Technology: Advances in technology including automation and artificial intelligence have displaced some workers, even while creating new economic opportunities that require higher levels of skills and education.

Skills: There are increasing concerns that today's education and training systems are not keeping up with new needs for skills and education.

Work: New technology has prompted a shift in how work is structured, leading to a rise in part-time work, contract work, contingent work, "gig" work, and other non-traditional types of employment.

Demographics: An increasingly aging workforce, changes in the composition of the workforce, and a decline in geographic mobility has put significant strains on some communities, and some industries in particular.

Address these trends by focusing on:

1. Workforce of the Future: Positioning State Economies for Success. Changing technology and demographics can significantly affect the nature of work and the skills needed by future employees. However, governors that capitalize on these changes to enable youth to find pathways to good jobs can position their economies for success.

2. Second Acts: **Reskilling Mid-Career Workers for Success.** Many mid-career workers have suffered economic displacement as a result of these trends. Opportunities to re-skill and up-skill in the face of a changing economy can ensure their continued access to and success in the labor market.

3. Rural Resurgence: Empowering the Rural Workforce. With declining populations, limited access to educational opportunities, and/or poor quality digital and physical infrastructure, rural communities are increasingly separated from economic success By investing in rural economic development and workforce participation, governors can strengthen this backbone of society.

Elevate proven solutions available to governors to prepare their states for today and tomorrow, including strategies to:

Scale Existing Successes: Move beyond pilot programs – provide strong leadership to swiftly achieve scale of programs that have already been proven to be successful.

Connect Industry, Workforce Development, and Education: Expand work-based learning and other strategies that connect work experience with structured learning activities.

Build Pathways: Provide clarity on career pathway choices, and focus not only on jobs, but on creating good careers that provide individuals and families with upward mobility.

Provide Leadership: Create an environment that incentivizes action and innovation, where governors exercise clear leadership and have the tools to achieve short-term and long-term results.

Key Activities

Launch at the 2018 NGA Summer Meeting

Governor Bullock will formally begin the national conversation with governors at the launch of *Good Jobs for All Americans* at the NGA Summer Meeting, **July 19-21 in Santa Fe, New Mexico**

Good Jobs for All Americans Summit

Governors and other national leaders will gather to highlight state leadership, unveil the cumulative findings of the **Regional Leadership Workshops**, and finalize a **Governors' Guide** and next steps to ensure the availability of *Good Jobs for All Americans*.

Three Regional Leadership Workshops

Regional leaders, including governors, their staff, business leaders, researchers, philanthropists, and other stakeholders will gather to have in-depth discussions focused on the *Good Jobs for All Americans* framework, providing their input, and sharing solutions they have developed.

- Sept. 12-13, 2018 — **Pittsburgh**
- Dec. 5-6, 2018 — **Las Vegas**
- March 4-5, 2019 — **Des Moines**

Governors' Guide: Good Jobs for All Americans

At the **2019 NGA Summer Meeting**, Governor Bullock will present the completed **"Governors' Guide: A Roadmap for Providing Good Jobs for All Americans,"** building on the conversations and activities held across the country throughout the initiative. This will serve as a launching point for further action by governors to help workers prepare for current and future careers.