# QUALITY PATHWAYS

## EMPLOYER LEADERSHIP IN EARN & LEARN OPPORTUNITIES

## America needs new pathways to opportunity.

Traditional education and workforce pathways fail to reach millions of individuals and struggle to align with the needs of employers in a dynamic economy. Now there is renewed interest in expanding earn and learn pathways that can help employers close the skills gap while providing more affordable career pathways for learners and workers.

## These pathways must be high-quality and employer-led.

We must be able to assure quality and create shared value for learners and employers for the entire continuum of earn and learn pathways, encompassing a wide variety of work-based learning and on-the-job training models.

## The solution is an employer-led quality assurance system.

Employer-led quality assurance provides a systemic and scalable means of endorsing and recognizing high-quality earn and learn pathways. Based on industry best practices, it provides an alternative to accreditation-style business models and eliminates the potential for conflict of interest.

Such an independent, private-sector-led system could be leveraged by federal and state agencies to align incentives and performance, resulting in public-private risk sharing and investment.

## More than a vision, we provide you a road map.

In this paper, we outline how the business community can work in partnership with philanthropic organizations, states, and other major stakeholders to develop and pilot this new approach. The U.S. Chamber of Commerce Foundation and the National Association of Manufacturer's Manufacturing Institute have called for the immediate field-testing of this new, employer-led earn and learn system.

**STEP 1** Identify Willing Early Adopters

**STEP 2** Begin Organizing an Industrywide Coordinating Council

**STEP 3** Develop Models for Pilot Testing

**STEP 4** Engage First Adopter Comanies and States in Pilot Testing

**STEP 5** Develop and Test Federal and State Incentives

**STEP 6** Identify and Harmonize Development of Common and Shared Standards

**STEP 7** Align and Coordinate Resources to Achieve Economies of Scale

EXECUTIVE SUMMARY

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