

RAISE **every worker**

A Plan for Our Workforce





On behalf of the team at 1Huddle I am proud to share our policy position on the state and needs of the U.S. workforce.

This plan outlines a position that we at 1Huddle fight for everyday on behalf of every worker. In light of a global pandemic, a skill gap exists that threatens business growth and the future of work that is no longer in the future. It is time that we give all workers what they need most – a raise.

Raising up all workers is not just about a paycheck or a job; it is about providing a fair shot for every American who is willing to work hard. Below, is an outline of the key tenants of our plan that will **RAISE** every worker:

Reskill workers in COVID-19 impacted jobs and industries, including individuals who have lost their jobs, work in changed environments and those who are starting new jobs.

Align companies, education providers, public workforce divisions and community organizations to form a network of “21st Century Industry Partnerships.”

Invest in future of work infrastructure that leverages technology to reach workers – regardless of tenure or job title – with a specific focus on our most vulnerable workers.

Support a worker’s freedom to learn and upskill anytime, anywhere.

Eliminate discrimination that restricts a worker’s ability to fairly compete, acquire new skills and access training opportunities.

The current approach to workforce development and upskilling of workers doesn’t work anymore and hasn’t for a long time. It is important to use this unique opportunity to power all workers, and we call on Congress and the President to take immediate action.

The team at 1Huddle thanks you for your ongoing activism and participation as we continue our fight for every worker.

Now, back to work.

A handwritten signature in black ink, appearing to read 'Sam Caucci', written over a white background.

Sam Caucci
Founder & CEO
1Huddle

RESKILL

Reskill workers in COVID-19 impacted jobs and industries, including individuals who have lost their jobs, work in changed environments and those who are starting new jobs.

“Jobs of the future require creativity and the ability to learn quickly. Organizations need to get much better and fast at developing people.”

Gallup Study, *“It’s the Manager”*

FACTS

- 40 million workers who have lost their jobs due to COVID will return to the same job or industry once we return to normal. However, a significant number of workers will need retraining to transition to in-demand occupations in other fields.
- The U.S. will need over 100,000 contact tracers to respond to our current crisis.
- The U.S. spends only 0.1% of GDP on programs that help people adjust to workplace changes – an amount that has actually decreased over the last 30 years. (2016, The White House report, “AI, Automation, and Economy”)
- Simply put, we have too many 20th century solutions to 21st century problems.

SOLUTIONS

- Provide tax incentives to companies that make the investment to upgrade existing learning technologies to ensure a safe workplace for employees and customers.
- Modify FLSA and Wage & Hour rules to remove barriers that limit our most vulnerable workers from accessing short term skill training while being remote or off-the-clock.

ALIGN

Align companies, education providers, public workforce divisions and community organizations to form a network of “21st Century Industry Partnerships.”

“The best job training is a job.”

FACTS

- 41 million workers – 31% of the U.S. workforce – lack digital skills (41 million workers).
- G20 economies could lose up to \$11.5 trillion in cumulative GDP growth over the next decade if skill-building doesn't catch-up with technological advancements.
- Malemployment (education that is too good for the job) is on the rise, with over 40% of high school coursework and 40% of college majors scoring 'low' in usefulness.
- The amount of education you need to get a job has risen more than the amount and type of education you need to do the job. We need to transform schools from time sinks to skill factories.
- At the same time, wages for new college graduates have been declining over the past decade, while up to 50% of new graduates are forced to take jobs that don't require college degrees.
- Although firms are the main gatekeeper for skilled immigration the other is colleges and universities because of their influence on the student populations from which firms recruit.

SOLUTIONS

- Make a federal commitment to occupational digital literacy.
- Develop a measurable national standard for industry-specific digital upskilling efforts.
- Congress should invest in partnerships between industry and education providers.

INVEST

Invest in future of work infrastructure that leverages technology to reach workers – regardless of tenure or job title – with a specific focus on our most vulnerable workers.

“The future of work is not in the future. It’s now.”

FACTS

- Federal investments in skills training have been cut by nearly 40% over the last two decades.
- 50% of today’s work activities, \$15 trillion in global wages, can be automated by 2055. (McKinsey and Co.)
- 47% of American jobs at risk of robot takeover and another 19% face a medium level of risk.
- 61% of employees say the company should be responsible for retraining, but only 2 in 5 HR leaders are redesigning jobs to prepare for the future of work.
- 6 billion of the 7 billion people on earth have access to a mobile phone, more than have access to indoor plumbing.
- Job training programs are too small and rarely serve more than 5% of the eligible population.
- High skilled workers have moved down the occupational ladder and are performing jobs traditionally done by lower skilled workers who are further down the ladder.

SOLUTIONS

- Motivate equal investment in incoming and incumbent workers.
- Promote virtual training technology that is mobile first. (and remote work friendly)
- Offer tax incentives for companies investing in virtual learning, training and development technology that is targeted toward in-demand skills (especially digital skills).
- Modify FLSA and Wage & Hour rules that limit and restrict access to job skill training by hourly workers, particularly for our frontline workers.

SUPPORT

Support a worker's freedom to learn and upskill anytime, anywhere.

"Our people compete in a world where what you can earn depends largely on what you can learn."

President Bill Clinton

FACTS

- Workers in Small and Medium Sized Enterprises (SMEs) have less access to corporate learning. According to OECD findings, workers in SMEs engage in half the amount of training activities than workers in larger firms.
- The "half-life" of skills is now only 5 years, meaning that skills you have today could be worthless by the time you are looking for your next job. There has never been a worse time to be a worker with only "ordinary skills."
- "Knowledge discrimination" exists because what you know is valued based on where you learned it, not how well you know it or can apply it.
- Distance learning is essential because adults can be "dollar poor," but they are even more "time poor."
- Managers are failing. According to Gallup's recent study of 30 years of research, 10's of millions of studies on 60 million workers across 49 industries and 73 countries, as well as CHRO's for 300 of the largest organizations, only 15% of employees are engaged at work and 70% of the variance in team engagement is determined solely by the manager. This costs the U.S. economy \$1.2 trillion per year and the global economy \$7 trillion per year.
- Only 25% of the world's workers have permanent jobs – 75% are temporary, informal or on short term contract.
- A fresh approach to credentialing is necessary to assist employers and employees. Skills that workers develop on the job or from nontraditional programs are often viewed by employers as less valuable; this impacts both employers and workers. Employers are left with fewer tools to identify qualified candidates, and workers have less exposure to career opportunities because they are unable to market their full skill sets (this includes past work experience and skills acquired from nontraditional learning programs).

SOLUTIONS

- Modify FLSA and Wage & Hour rules that result in missed learning opportunities for workers. These outdated rules directly and indirectly limit and/or restrict access to job skill training by certain categories of workers – primarily hourly and frontline workers, who would benefit most from further access to training.
- Provide two (2) years of free community college or other high-quality training programs for anybody looking to improve their skills to keep pace with the changing nature of work.
- Invest in a digital credentialing ecosystem that recognizes work experience and nontraditional learning programs and is portable for the employee.

ELIMINATE

Eliminate discrimination that restricts a worker's ability to fairly compete, acquire new skills and access training opportunities.

"Better never means better for everyone; it always means worse for some."

Margaret Atwood

FACTS

- Increased automation ultimately has an outsized impact for minority populations.
- A 2017 European Commission study found that in 30 occupations with a high risk of disruptive automation, 31% of those workers are Latino and 27% are African American, compared to 24% who are white and 20% Asian American.
- Business connections to upskilling opportunities are uneven. Private sector investment in training is heavily weighted towards highly educated workers: 83% of employer tuition reimbursement and on-the-job training is dedicated to employees who already hold a bachelor's degree or who have at least attended college.
- The digital divide has a direct impact on our most vulnerable workers (20 million households have no internet access).
- Discriminatory design practices allow for racist habits and logics to enter through the backdoor of tech design, in which the humans who create the algorithms are hidden from view.
- 65 millions people "need not apply" for jobs from numerous companies because of a criminal record.
- Rising inequality makes it harder to spot future talent.
- Some companies are not lowering the ceiling; they are raising the floor.

SOLUTIONS

- Eliminate all forms of discrimination that limits a worker's ability to fairly compete, including on the basis of: age, disability, genetic information, national origin, pregnancy, race, religion, or sex.
- Remove barriers that prevent workers from accessing school or training activities (including, childcare, housing and medical care) (i.e. people don't leave dead end jobs because those jobs might offer health insurance – this results in employees not investing in their own learning and pursuing new jobs).
- Ban the box so that all workers have a fair shot and are not discriminated against because of past mistakes.



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