

Workforce development strategies in usa essay



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The term workforce development has been widely used and extends beyond training of jobseekers and employers in the business world. It covers full range of activities performed by industries and enterprises in the USA to ensure that the workforces have access to skills and education meeting current and future needs. Human resource management tools have been embraced in attaining workforce development since they include things like attraction, retention, and workforce skills. Governments need to understand the trends in workforce development in order to make plans and strategies of funding the programs meeting changing requirements. In the workforce development platform the common strategies are workers attraction, workers development of skills, and workers retention practices. These three aspects need to be implemented and addressed by local and national industries for leaders to coalesce and drive an approach that is well coordinated.

In the United States, the workforce development systems are composed of multiple programs for both jobseekers and employers in America. The programs have been designed to meet their employment and skill needs because they are funded by the federal government for the public sector. The programs range from those targeting special populations to those designated to meet the needs of employers and the general population. In 1998, an Investment Workforce Act was established and designed to meet the employment and jobseekers (workers who are dislocated, adults, disadvantaged youths among others) training needs and employers.

This investment system has been able to serve over 15 million Americans every year. It has provided employment assistance, labor market, and

services and information related to workforce development. The U. S. law accommodates for the workforce development strategies which meet performance goals hence raising earnings, retention, and employment of all its participants. For the jobseekers, the investments programs have made them have tremendous strides in providing them with high quality services; and linking them with successful economic development, postsecondary training, and workforce development. This system however, faces declining funding by the federal government and structural limitations.

Workforce challenges in the U. S. today are due to globalization, technological advances, changes in demography, and subsequent economic restructuring. For example, in implementing practices that are evidence-based, the workforce needs to be educated and skilled in mental health. Workforce development strategies have been employed in many fields because they prepare staff members to proficient levels of desired skill competency. In short, strategies need to cover training of new and incumbent workers plus those supporting new intervention and practice implementation in the workplace.

Clinical treatments for instance, should be evidence-based therefore, theories should be tested and evidence learning should be encouraged in health departments and organizations. Appropriate training for healthcare providers indirectly affects the quality of care accorded to patients and therefore, lack of adequate training brings about erroneous decisions. This will eventually drive away patients and consumers because workers have been demoralized by the services of the health facility (Workforce Strategy Center, 2002).

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A robust workforce should be developed in public health facilities in order to sustain and nurture it to improve service delivery and outcomes of the workforce employed. Strategies employed for delivery of essential public health services include: Training the nation's public workforce in the health sector. Having access to opportunities that expand employees professional development in public health practitioners through means that are cost-effective helps in protecting the nation's health (Friedman, 2008, p. 12). This encompasses the health of both the poor and the rich people in the community. The other strategy developed is the right people should be trained and recruited for the healthcare workforce.

In strengthening of careers and skills retention, companies have been able to build enterprise capacity by understanding their workforce needs and meeting their demands. Companies should have the ability to provide stable career pathways for individual workforce. This is a motivating factor for them to retain their current job opportunities and develop new skills to meet the increasing organizational changes. Employees want to work in organizations that review their packages once in a while and add value to their long-term skills and services accorded to customers and stakeholders.

Strategies for this program will also include the creation of world-leading skills that accommodate the use of modern technological tools and social media services for expansion of business. This strategy enables employees and jobseekers to have a diverse knowledge on requirements and future trends affecting them in their workplaces. This will give their industries and enterprise a competitive advantage that enables them pay their workers well and expand their business territories. New fields of work should be supported

because it brings about retention of skills and strengthening of career paths. By encouraging the workforce that room for expansion is present, enables them to strive and attend vocational education and training programs that will boost their career paths (Friedman, 2008, p. 7).

America's population is aging at more rapid rate which is altering America's workforce make-up. Many communities in the world today have begun focusing on workforce development professionals who will be younger, but should also include a greater number of older workers with experience and knowledge (Friedman, 2008, p. 1). Agencies of workforce development programs are concentrating on making available reliable, affordable, accessible means of transportation for older adults to use in traveling to workplaces. Transportation challenges have posed as a big problem for the older adults, but the government and work agencies are partnering in curbing the menace. This has improved their life quality in terms of destinations and career ladder progress for individuals in an organization.

Many adults are working later in their life due to the motivating social and financial factors involved. They want to secure their retirement structures to be able to provide social security, private pensions, and increased personal savings (Friedman, 2008, p. 3). Workforce development communities in America have assisted the older workers in their transportation problem by looking at the following: they have become familiar with the type of existing transport resources available in the community; community business discussions have incorporated older workers employment transportation needs; have emphasized on the economic benefits associated with transport redesigning programs to all providers and community members; and lastly, <https://assignbuster.com/workforce-development-strategies-in-usa-essay/>

they have helped them plan travel by being comfortable when using alternative means of transport (Friedman, 2008, p. 5).

For new innovations in the workforce development, changes affecting organizations' achievements' depending on the innovation type includes: removal of barriers for access and improvement of organization for lifelong learning processes. The barriers in this case include situational, attitudinal, and institutional aspects. Strategies applying to this change will involve career advising and offering as they help individuals in taking of steps in addressing educational and life barriers (Workforce Strategy Center, 2002).

Modern workforce development administration policy and design in the United States has suffered consistent and intense criticisms that concern its fragmentation, ineffectiveness, and mission creep. Consolidating, rationalizing, and simplifying the public policies of employment and training and implementing institutional arrangements (Giloith, 2004, p. 75).

Foundations and agencies in the USA have developed approaches in achieving Family Economic Success (FES). The main aim of such organizations is in connecting adults who are of low-skills and enable them achieve well-paying jobs and bearing n mind individual career potential. However, the workforce development strategies are facing numerous challenges and problems, but organizations, policy makers, and service providers have embraced use of new ideas, innovations, and approaches appropriate for the workforce. Underemployment in the suburban areas is on the increase due to the lack of job opportunities. Additionally, challenges and opportunities need to be considered in order for the strategies to be successful.

To conclude, workforce development strategies in the USA are prevalent commodities and practices. Workers attraction, workers development of skills, and workers retention practices are the basic strategies employed in America. This paper has been able to look at several strategies implemented by health practitioners, innovations, transportation sector, and WIS. The agencies and organizations in different states in America have successfully implemented the workforce development strategies to improve people's living standards and economic status of the country. America is a developed state that employs technological advancements to its workforce for development and considers its aging population who are not neglected during implementation of strategies. Workforce development strategies have been employed in many organizations in order to retain, attract, and introduce new entrants to the organizations.

The aim of employing these developmental strategies is to obtain a competitive advantage and customer base for their products and services. Strategies embraced by agencies and federal governments in implementation approaches have achieved positive results and response by the workers. America should be exemplified for its efforts in implementation of workforce strategies in order to obtain a successful market base for all its products and services. This has boosted their motivation levels and efficiency levels in the workplace allowing room for improvement and learning. Education and learning programs have been established in workplaces to maintain an effective and efficient workforce for embracement and utilization of technological advancements (Friedman, 2008, p. 12).