



## CHAPTER SUMMARY

# Innovative Financing for Infrastructure and Energy Job Training: Partnerships to Expand Economic Mobility, Competitiveness, and Sustainability

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Energy and infrastructure investments have created the need for middle-skill technical jobs that can be filled by workers without college degrees. Public-private “talent finance” partnerships can help train workers to fill these jobs and, in the process, benefit the environment, the economy, and workers seeking a path to the middle class.

## Challenges

Workers face limited economic mobility because of a shortage of stable, well-paid jobs that require “middle skills” (i.e., more training than a high school diploma but less than a bachelor’s degree). Many are unable to pay for career and technical education and/or lack other necessary support, such as child care and transportation. As a result, the United States has a shortage of workers who can fill the middle-skill jobs created by recent investments in infrastructure.

Capital projects in the built environment represent perhaps the biggest opportunity for middle-skill jobs, but the U.S. does not offer supportive, accessible, and affordable training at anywhere near the scale needed.

## Opportunities

Recent government investments in infrastructure offer significant opportunities to create middle-skill jobs in career pathways offering upward economic mobility.

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## Workforce Realigned, Vol. II

This is a summary of the full chapter included in Workforce Realigned, Volume II available at [workforcerealigned.org/chapters/innovative-financing-for-infrastructure-and-energy-job-training-partnerships-to-expand-economic-mobility-competitiveness-and-sustainability/](http://workforcerealigned.org/chapters/innovative-financing-for-infrastructure-and-energy-job-training-partnerships-to-expand-economic-mobility-competitiveness-and-sustainability/).

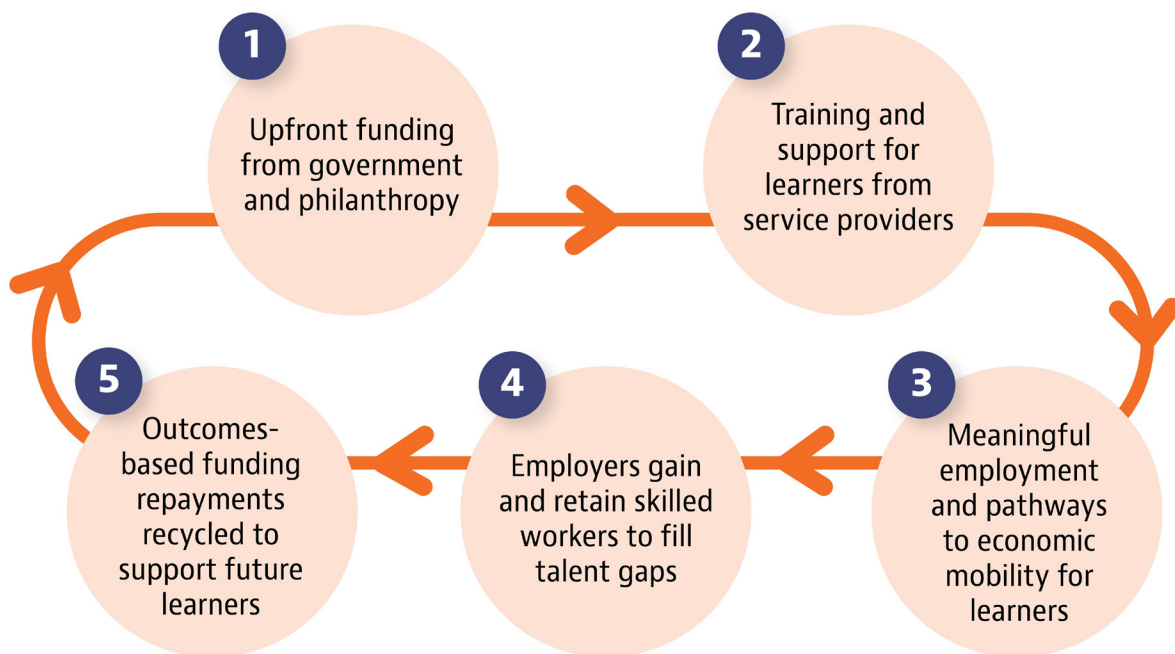


Public-private “talent finance” partnerships — which include governmental agencies, philanthropies, employers, and providers of skills training and supportive services — can expand training to deploy workers for these jobs at a greater scale than would be possible through training grants alone.

Talent Finance has three key elements:

- Payments are made in advance to organizations delivering training and supportive services to program participants. These payments are tied to outcomes for the learner-workers.
- Holistic support is offered to learner-workers in addition to career and technical training.
- Repayments from workers, or from employers who hire and retain participants from these training programs, are recycled to finance training and services for future workers.

## THE TALENT FINANCE MODEL



## Key Takeaways

- Public investment can create a greener infrastructure while improving the lives of American workers through skills development to fill new, well-paying jobs.
- Partnerships that share risk among governmental agencies, philanthropies, employers, and training partners create more effective, sustainable programs.

