



FAST FORWARD PROGRAM

## **Seminal Resources on Education Equity and Workforce Development For Low-Income Students and Underemployed Adults**

[A map from classroom to career](#), Bill Gates, Gates Notes: The Blog of Bill Gates, June 13, 2023. Bill Gates cites that by 2025, two-thirds of all jobs in America will require more than a high school diploma. His blog post champions the need for the higher education enterprise to provide pathways (and supports) that guide students from secondary school to postsecondary programs to work that pays a living wage.

[A Stronger Nation: Learning Beyond High School](#), Lumina Foundation, January 31, 2023. In 2008, the foundation set a goal for 60% of working age Americans to have a quality post-secondary credential by 2025. Their annual report documents progress toward that goal, with a searchable database providing detailed information for disaggregated locations and student populations.

[Born to Win, Schooled to Lose \(Executive Summary\)](#), Georgetown Center on Education and the Workforce, 2019. This report chronicles how America's education system and the higher education system in particular exacerbate income and career disparities in America. The report also provides suggestions for how to correct it.

[Delivering on the Degree: The College to Jobs Playbook](#), Harvard University. This 81-page report diagnoses shortcomings of the college-to-jobs pathway and prescribes actions to be taken by individual stakeholders and collectively through partnerships to improve outcomes.

Key Reports from Georgetown University's Center for Education and the Workforce:

- [Career and Technical Education \(CTE\), Five Ways that Pay](#) (2012)
- [The Overlooked Value of Certificates and Associate Degrees](#) (2020)
- [The Uncertain Pathway from Youth to a Good Job](#) (2022)

[Skills, Not Frills](#), Dennis Pierce, Community College Daily, March 13, 2023. [A study](#) by the Harvard Business School and Lightcast (formerly Emsi Burning Glass) found employers are reducing and even eliminating formal degree requirements for many middle skills jobs.

[The Partnership Imperative: Employers, Community Colleges, and America's Chronic Skills Gap](#), Joseph Fuller and Manjari Raman, The American Association of Community Colleges and Harvard Business Review, 2022. Findings highlight "a significant disconnect between community colleges and business and industry when it comes to collaborating on workforce development." The study documents the level

of difficulty and effort required to build tangible partnerships that make a difference for participating students.

## **State and Local Reports**

[Advancing Workforce Equity in Nashville: A Blueprint for Action](#); Policy Link and USC Equity Research Institute, a study chartered and supported by the Middle Tennessee Urban League and J.P. Morgan Chase and Co.; August 2022. The report highlights disaggregated economic and workforce data for the region and presents a call to action.

[By Design](#), Nashville Public Education Foundation, 2021. This hour-long video chronicles the history of racism and segregation in Nashville's public schools and efforts to change it. The film provides powerful insights on attitudes and policies adversely affecting public education funding and outcomes even today.

[College Going and the Class of 2021](#). Tennessee Higher Education Commission.

[Tennessee Must Refocus Our Education System to Help More Students Succeed](#), Bill Frist and David Mansouri, The Tennessean, Dec 8, 2022. Tennessee's State Collaborative on Reforming Education (Tennessee SCORE) released their annual report documenting the state of public education in Tennessee, which includes policy and practice recommendations for improving it.

[Tennessee Higher Education Factbook 2021-2022](#). Tennessee Higher Education Commission. Annual publication provides lots of data reported both in aggregate by category of institution and college by college. It includes disaggregated data by categories of students and by categories of programs.

[2023 State of Education in Tennessee: A Stronger Path Forward](#). Tennessee State Collaborative on Reforming Education ([SCORE](#)). The latest annual report takes a wholistic view of education in Tennessee and provides great data, insights, and policy and practice recommendations.

[2022 Bridge to Completion: Understanding the College Access and Ecosystem for Metro Nashville Public Schools Students](#), Nashville Public Education Foundation, 2022. This report provides a very detailed, quantitative picture of the state of college going and college success achieved by MNPS students.