

Acknowledgments

The authors of this report are responsible for the design, conduct, and analysis of the survey results and interpretations for this study. However, the research team would like to thank the following organizations, colleagues, and scholars for their support and meaningful contributions to the project activities, including:

- WorkRise at the Urban Institute, which provided most of the funding for this project;
- Todd Greene, Institute Fellow at the Urban Institute, and Executive Director of WorkRise;
- the team at NORC at the University of Chicago;
- the Institute for the Study of Global Racial Justice at Rutgers University;
- Heldrich Center staff, including Kristine Joy Bacani, Brittney Donovan, Grace Maruska, Robb C. Sewell, and Eric Tuvel;
- Former Heldrich Center staff, including Savannah Barnett, Maria Heidkamp, Sean Simone, Ph.D., and Cliff Zukin, Ph.D.;
- the staff of the Bloustein Center for Survey Research at Rutgers University; and
- the U.S. workers reached by survey and participants via individual interviews.

About the Heldrich Center

The John J. Heldrich Center for Workforce Development at Rutgers University is devoted to transforming the workforce development system at the local, state, and federal levels. The center, located within the Edward J. Bloustein School of Planning and Public Policy, provides an independent source of analysis for reform and innovation in policymaking and employs cutting-edge research and evaluation methods to identify best practices in workforce development, education, and employment policy. It is also engaged in significant partnerships with the private sector, workforce organizations, and educational institutions to design effective education and training programs. It is deeply committed to assisting job seekers and workers attain the information, education, and skills training they need to move up the economic ladder.

As captured in its slogan, “Solutions at Work,” the Heldrich Center is guided by a commitment to translate the strongest research and analysis into practices and programs that companies, community-based organizations, philanthropy, and government officials can use to strengthen their workforce and workforce readiness programs, create jobs, and remain competitive. The center’s work strives to build an efficient labor market that matches workers’ skills and knowledge with the evolving demands of employers. Career and Technical Education

Learn more: www.heldrich.rutgers.edu