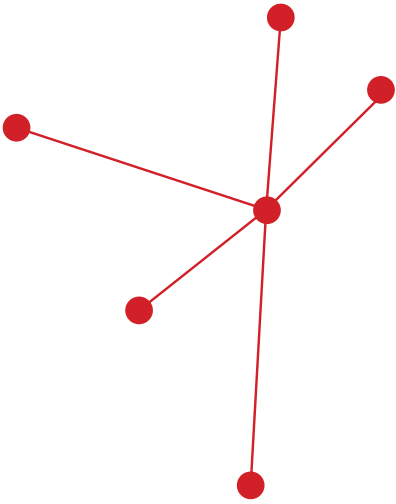




# *The Future of Work*

*Policy Proposals for the Modern Economy*

*2019 Addendum*



## *A Note on the Addendum*

Since the publication of initial recommendations in late 2018, the Future of Work Policy Group has continued its work developing and implementing innovative solutions to address the changing nature of employment. In 2019, group members, along with other thought leaders, have convened to expand upon the topics covered in the initial report. At the University of Massachusetts-Boston, elected leaders, students, workers, and entrepreneurs discussed the role of higher education in addressing the future of work. In Denver, a group of policymakers and experts came together to talk about solutions for the student debt crisis, and, most recently, the group held a virtual meeting to assess keys to establishing effective future of work commissions.

This addendum presents actionable policy recommendations developed from those meetings and provides examples of efforts by group members, as well as other state and local officials from the NewDEAL network, to use policies related to the group's initial recommendations to improve workforce training, modernize the social safety net, and support entrepreneurship. The group will continue to dive deeper into policy solutions and support implementation across the country in the year ahead.

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### *Working Group Co-Chairs*



Amanda Edwards  
Councilmember, Houston, TX



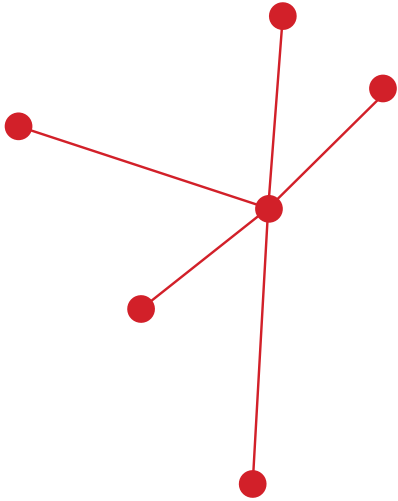
Eric Lesser  
State Senator, Longmeadow, MA

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### *Contributing Elected Officials*

Elizabeth Brown (City Councilmember, Columbus, OH)  
Chris Cabaldon (Mayor, West Sacramento, CA)  
Ryan Coonerty (County Supervisor, Santa Cruz, CA)  
Kerry Donovan (Senator, Vail, CO)  
Dan Drew (Mayor, Middletown, CT)  
Zach Klein (City Attorney, Columbus, OH)  
Brooke Lierman (Delegate, Baltimore, MD)  
Cristin McCarthy Vahey (Representative, Fairfield, CT)

Lauren McLean (City Council President, Boise, ID)  
Matt Meyer (County Executive, New Castle, DE)  
Tobias Read (State Treasurer, OR)  
Libby Schaaf (Mayor, Oakland, CA)  
Jack Schnirman (County Comptroller, Nassau County, NY)  
Caroline Simmons (Representative, Stamford, CT)  
Troy Singleton (Senator, Moorestown, NJ)

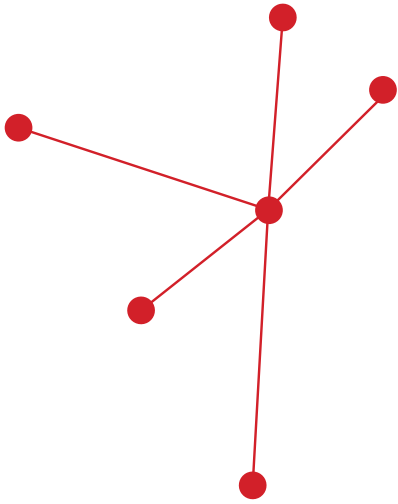


## *Policies Considered by the Group Since Issuing Recommendations*

*Section 1: State Commissions on the Future of Work*

*Section 2: Student Debt*

*Section 3: Examples of Future of Work Policies  
Proposed and Advanced by NewDEAL  
Leaders in 2019*



## Section 1:

# State Commissions on the Future of Work

Statewide commissions are powerful ways to convene elected officials, policymakers, and key stakeholders to research, understand, and make recommendations to address the ongoing challenges presented by the changing nature of work. However, state and local officials should incorporate best practices to ensure that commissions are effective and deliver tangible and timely recommendations.

### Best Practices

**Ensure the composition of the commission includes a broad array of public and private stakeholders with decision-making authority and diverse perspectives.**

Members should include:

- Representatives from all key government agencies
- Employers
- Labor organizations
- Researchers and experts
- Local and regional leaders
- Education leaders, including higher education officials (from 4-year and community colleges) and K-12/Education Department representatives
  - ▶ Ensure these leaders are engaged early in the process as they have too often not played a big enough role in workforce efforts
- Note: 15-25 members is an ideal size for inclusivity and productive dialogue



## Best Practices, continued

**Establish a clear state entity as the commission leader responsible for taking ownership and setting direction.** Strong private-sector partners are also essential as vocal leaders of the effort.

**Define the scope, timeline, and goals of the commission.**

**Articulate a clear organizational structure and process,** including operational procedures, staff support, and responsibility for managing the process of meetings, research, and reports.

- Establish a shared understanding of issues and challenges the group will address
- Allow for creative idea generation and assessment

**Deliver clear, actionable recommendations for a defined audience** (i.e. Governor's office, legislature). Also report on the research and context behind the recommendations.

### *Examples:*

#### California:

- Governor Newsom created a Future of Work Commission by executive order. It is led by Labor Secretary Julie Su, Chief Economic Advisor Lenny Mendonca, and Senior Advisor on Higher Education Lande Ajose.

#### New Jersey:

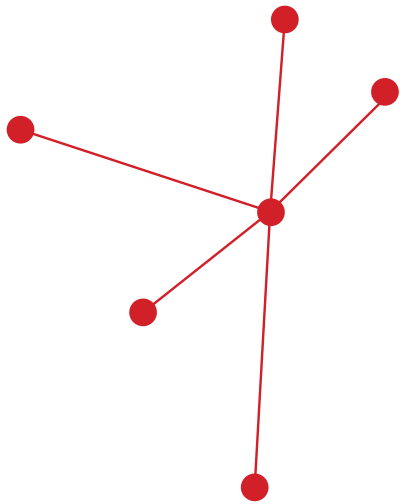
- Governor Phil Murphy launched a Future of Work Task Force in partnership with the Department of Labor and Workforce Development, the Center for Workforce Development at Rutgers University, and the State's Chief Innovation Officer (CIO).

#### Washington:

- The Washington Legislature established a Future of Work Task Force in April 2018, made up of legislators, business, and labor leaders.

#### Indiana:

- The Future of Work Task Force was created to make recommendations to the State Workforce Innovation Council. The Task Force has completed its work (largely information gathering), but legislators and the Governor have partnered to create a permanent governing structure housed within the Governor's Workforce Cabinet to coordinate across state agencies.



## Section 2: *Student Debt*

As college costs have ballooned, student debt increasingly burdens college graduates and dissuades young people from getting the education they need to succeed in our global economy. State and local policymakers should consider ways to help ease the strains of loan repayment.

### Best Practices

- Provide assistance to student debt holders in understanding repayment options and making smart decisions about repayment and refinancing
- Monitor loan servicers active in your state to ensure that they are complying with the law and treating borrowers fairly

### *Examples:*

Massachusetts – Senator Eric Lesser – S.160 (Student Loan Bill of Rights):

- Requires student loan service companies to register with the state
- Creates a Student Loan Ombudsman position to provide borrowers with a central place to receive information and support, including assistance with:
  - › Exploring repayment options
  - › Obtaining loan details and information
  - › Applying for federal income-driven repayment plans
  - › Avoiding or removing default
  - › Resolving disputes with loan servicers
  - › Stopping harassing collection calls
  - › Applying for loan dischargers



## Section 3:

# *Examples of Future of Work Policies Proposed and Advanced by NewDEAL Leaders in 2019*

### *Colorado:*

Senator Jeff Bridges (Denver, CO):

- Expand opportunities for students to **earn postsecondary course credit while enrolled in high school** (SB19-176)
- Create the Colorado **state apprenticeship resource director** (SB19-171)
- Provide incentives for local education providers to **offer innovative learning opportunities for high school students** (SB 19-216)

### *Connecticut:*

Senator Bob Duff (Norwalk, CT):

- Establish a **workforce pipeline and job creation task force** to prepare the state's future workforce for well-paying manufacturing and technical jobs (SB 0005)

Representative Caroline Simmons (Stamford, CT):

- Create a **workforce training tax credit** to encourage businesses to invest in job training to close the skills gap and prepare workers for unfilled jobs (HB 7011)

Representative Cristin McCarthy Vahey (Fairfield, CT):

- Establish a **paid family and medical leave system** (HB 5003)

### *Delaware:*

County Executive Matt Meyer (New Castle County, DE):

- Established 1000 Kids Coding, an **intensive coding education program** for students from low-income families to teach website coding while working with real clients for pay

### *Georgia:*

Senator Elena Parent (Atlanta, GA):

- Established a Senate Study Committee to **examine providing portable benefits for independent workers** (passed April 2019) (SR 325)

## Massachusetts:

Senator Eric Lesser (Longmeadow, MA):

- Establish a grant fund to support the design, implementation, and evaluation of new ways to provide residents with **portable benefits** like health insurance, retirement savings accounts, and worker's compensation. (S211)
- Create a **lifelong learning and training fund** to offer a state match to individuals and employers that set aside pre-tax money to pay for training courses. (\$2,000 annual cap, individuals earning less than \$75,000/year) (S1695)
- Form a **commission on the future of work** to find ways to “ensure sustainable jobs, fair benefits, and workplace safety standards for all workers in all industries.” (S210)
- Establish an **entrepreneur learner's permit program** to support first-time entrepreneurs for filing, licensing and permitting fees associated with starting a business. (S209)

## Minnesota:

Senator Melisa Franzen (Edina, MN):

- Funding a grant program to **increase the number of apprentices in information technology** (SF 2465)

## New Jersey:

Senator Troy Singleton (Moorestown, NJ):

- Create **Secure Choice Savings Program** will automatically enroll employees not covered by a retirement plan into a state retirement savings program (3% payroll deduction, but employees can opt out or set a different contribution amount) (Signed into law)
- Provide tax credits for employers that provide **job training or work education programs** for employees (10% of employer expense, up to \$2000 per year per employee)
- Provide **tax credits for businesses that employ apprentices** in state-registered apprenticeship programs (NJS3062)
- Established a pilot program to assist un- and underemployed individuals to complete a **career and technical education certificate program** in 12 months. (Signed into law)

## Oregon:

State Treasurer Tobias Read:

- Expands OregonSaves, a state-level automatic enrollment retirement plan, to create a **short-term emergency savings account** with a worker's first \$1,000 in contributions

## Texas:

City Councilmember Amanda Edwards (Houston, TX):

- Support for **community banking to increase access to capital** for businesses owned by women, minorities, and veterans.





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