

The Employment and Training Administration (ETA) has developed a three-pronged approach for demonstrating Career Advancement Accounts (CAAs) as a tool for America's workers to gain the skills they need in the 21<sup>st</sup> century economy. Under the first part of this approach, Indiana, Pennsylvania, and Wyoming are receiving grant awards to model how CAAs can be used by workers to develop skills in demand, advance in emerging and high-growth industries through continued post-secondary education, and pursue life-long learning opportunities. In all three states, the CAA demonstration will be aligned with states' existing and ongoing work to support talent development in the context of regional economic development strategies that support competitiveness for both workers and employers. Each state is leveraging \$1.5 million received from the Department of Labor with an additional \$1.5 million in federal, state, local, and private resources.

Each state's approach to the CAA demonstration is outlined below.

#### Indiana

Indiana will leverage the CAA demonstration to complement existing strategies and initiatives that support regional partnerships and economic development, competency-based skill development and career advancement, and the elimination of functional illiteracy. The CAA demonstration will be a key component of Indiana's continuing efforts to increase adult life-long learning in the state, and to introduce innovative adult education models. Targeted recipients of CAAs will include both incumbent workers in need of new skills to remain employed and dislocated workers. CAA recipients will use their accounts to obtain education in training in targeted high-wage, high-demand industries and sectors, as identified through the state's ongoing regional economic and workforce development planning efforts. Selected demonstration locations will reflect diversity in geography, population, and other factors.

#### Pennsylvania

Under its demonstration, Pennsylvania will use CAAs to better articulate career ladders, support career advancement, and increase attainment of industry-recognized credentials, in alignment with existing state initiatives and strategies. The demonstration will be focused on providing workers with education and training for the state's highest-priority industries and industry clusters. In Pennsylvania, CAAs will be targeted to incumbent workers in low-wage positions who seek career advancement or change, particularly current and former Temporary Assistance to Needy Families recipients. In addition, the state intends to prioritize CAA receipt for workers who either are ineligible for other education and training resources, or who require additional assistance in order to pursue post-secondary education and training



opportunities. Selected demonstration regions will reflect urban/rural diversity, as well as other factors.

### Wyoming

Wyoming will focus its CAA demonstration in high-growth industries that have significant economic impact throughout the state and are facing critical shortages of skilled workers, especially those where shortages impact connected industry clusters. Chief among these targeted industries is Wyoming's energy sector. The demonstration will support existing strategies to improve service delivery in a demand-driven, employer-responsive context, and will focus upon the development and delivery of customized training in targeted industry sectors. Targeted CAA recipients may include out-of-school youth in need of skill development, unemployed adults in need of skills upgrades, and incumbent workers needing additional education in order to remain and advance in their careers. Wyoming intends to implement the CAA demonstration in locations throughout the state.

