



The way we hire and train people for jobs hasn't changed in 100 years, since the industrial revolution. Our goal at Markle is to fix that so workers again can again pursue the American Dream, this time in the digital economy.

We are working to reform the labor market, unlocking opportunities for the more than two-thirds of Americans without a four-year college degree but great talent; placing more value on skills; and supporting workers throughout their entire careers. Our system-wide approach involves industry, education, and government working closely together to develop, and implement, skills-based hiring and training practices. Markle's Workforce Initiatives [Advisory Board](#) is comprised of leaders with broad experience in these areas, who share the common goal of expanding employment opportunities for all Americans. Together with our many partners, Markle works on the ground and engages strategically in policy to make this vision a reality.

Automation and technological advances are having a profound impact on our workforce. While presenting many opportunities, this digital era is leading to the elimination of jobs, fundamentally altering many others, and placing demands on workers to gain new skills to keep pace. As a result, workers are locked out of good jobs, while businesses struggle to find skilled workers. As of last year, there were more open jobs than people looking for work, and 45 percent of American employers identify finding skilled talent as their primary barrier to growth.

WORKING AT THE STATE AND FEDERAL LEVEL

Working at the State Level: Skillful

[Skillful](#) is Markle's flagship initiative, launched in Colorado in 2015 with Governor Hickenlooper, and now working with Governor Polis, to redirect the efforts of the state government, employers, and workforce development organizations to create a skills-based labor market in Colorado. In 2018, we expanded to Indiana with the enthusiastic backing of Governor Holcomb, and in partnership with many key organizations across the state. Our initial work has been very promising and led to a major partnership with Microsoft, which have contributed their considerable [expertise and support, including committing \\$25.8 million](#) to further our work in several areas, including accelerating the development and adoption of skills-based hiring and training practices.

Skillful State Network

In 2018, we established the [Skillful State Network](#), a bi-partisan collaboration among more than half the nation's governors, representing 26 states, intent on creating a skills-based labor market. By sharing assets and approaches, fostering partnerships, and learning from one another, Network members can support transformation at a scale and pace not possible through individual state actions. This engagement with states, will allow us to build a set of policies and practices useful to policymakers. It will also help us to identify federal level policies hindering more success at the state level, and policy proposals that may help state level intervention to scale nationally.

Informing Federal Policy: Rework America Task Force

Our efforts are not limited to work in the states. We established the [Rework America Task Force](#) (RATF) as a cross-sectoral collaboration of more than 50 leaders and innovators, to demonstrate what is working and to share proven practices. The RATF's goal is to aggregate policy learnings from experience on the ground, including from Skillful initiatives, and ideas fostered by the **Rework America Business Network**. This network of 11 large U.S. employers, who collectively employ 2.2 million American workers, is committed to developing, adopting and advancing skills-based employment practices to provide more Americans viable career pathways.

Using this strategy, the RATF will develop a set of tested, shovel-ready proposals for debate and development for the lead up to, and following, the next Presidential and congressional election.

Together, Markle with our many partners, is working toward a job market where barriers like degrees do not keep promising individuals from getting where they want, and are able, to go. We intend for workers to have the power in the market that enables them to thrive in a digital era. And as they succeed, businesses will find the strong workforce they need to grow.