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## SUMMARY

# Fill Critical Workforce Needs through Earn-and-Learn Opportunities

Employers develop robust talent pipelines to fill critical needs through connected earn-and-learn programs that encourage skills acquisition and advancement.

## WHAT IT IS

Earn and Learn programs provide individuals with opportunities to learn valuable soft and occupation-specific skills while getting paid, through a combination of classroom-based training and on-the-job learning. At their core, these programs also involve an employer assigning meaningful job tasks to participants to develop their skills and readiness for work.

As jobs are transformed by technology, more and more require specialized skills and experience. According to a LinkedIn study, an overwhelming 60 percent of entry-level jobs in Software and IT Services required 3+ years of experience. Other fields were equally surprising. Entry-level jobs requiring 3+ years of experience in manufacturing is 50 percent, finance is 43.8 percent, healthcare is 24 percent and retail is 8.2 percent. Without experience, recent graduates struggle to access these good jobs. Earn and Learn programs can help fill this gap by providing the opportunity to simultaneously gain career-specific skills and experience.

Earn and Learn programs are most effective when they are connected through pathways that enable students to build technical and professional skills, attain post-secondary degrees and credentials, and enter and advance in specific careers.

## WHAT IT DOES

Earn and Learn programs provide current and future workers stronger pathways to opportunity with a much-reduced cost burden. At the same time, it provides employers with a more robust and responsive talent pipeline to meet their workforce needs. Overall, key benefits of Earn and Learn programs for employers can be summarized as the following:

- Cultivates interest in key careers
- Builds a pipeline of work-ready talent
- Provides existing workers with opportunities to upskill or reskill to meet evolving skills needs
- Bridges experience and skills gaps
- Helps employers access new talent pools with more outside support and less risk

## WHO USES IT

Davita (CareerWise)

Frontier Airlines (CareerWise)

Lockheed Martin  
(CareerWise)

SalesForce (Braven, YearUp)

## WHERE TO FIND OUT MORE

[LinkedIn.com](#)

[Brookings.edu](#)

[JFF.org](#)

[JFF.org2](#)

[JFF.org3](#)

[SkillUp.org](#)

[Bain.com](#)