



AMERICA'S
CONGRESSIONAL BLACK CAUCUS

ESTABLISHED 1971

For The People
JOBS INITIATIVE

H. RES. 348

**JOB CREATION
RECOMMENDATIONS**



CPR



create • protect • rebuild



AMERICA'S
CONGRESSIONAL BLACK CAUCUS

ESTABLISHED 1971



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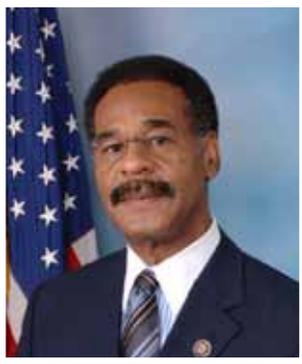
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Our Mission

Since 1971, the Members of the Congressional Black Caucus have joined together to strengthen their efforts to empower America's neglected citizens - including but not limited to Americans of color - by more effectively addressing our legislative concerns.

The Congressional Black Caucus is committed to utilizing the full Constitutional power, statutory authority, and financial resources of the Government of the United States of America to ensure, insofar as possible, that everyone in the United States has an opportunity to live out the American Dream. The legislative agenda of universal empowerment that the Members of the Caucus shall collectively pursue shall include, but are not limited to: the creation of universal access to a world-class education from birth through post secondary level; the creation of universal access to quality, affordable health care and the elimination of racially based health disparities; the creation of universal access to modern technology, capital, and full, fairly-compensated employment; the creation and or expansion of US foreign policy initiatives that will contribute to the survival, health, education, and general welfare of all peoples of the world in a manner consistent with universal human dignity, tolerance, and respect, and such other legislative action as a majority of the entire CBC membership from time to time may support.



Chairman's Message



AMERICA'S
CONGRESSIONAL BLACK CAUCUS
ESTABLISHED 1971

Dear Friend,

For the past 40 years the Congressional Black Caucus, has earned the reputation as the conscience of the Congress by providing a voice for the voiceless and fighting for the forgotten. This summer, we worked diligently to live up to and maintain our reputation.

To address unemployment and the need for job creation solutions in underserved communities, the Congressional Black Caucus called upon private and public sector partners to immediately remedy the crisis by going into communities with legitimate, immediate employment opportunities for the underserved with the "For the People" Jobs Initiative--which included nationwide town halls and job fairs.

During the month of August, nearly half of the Congressional Black Caucus traveled the country and saw firsthand how unemployment continues to devastate our communities during the "For the People" Jobs Initiative. Nearly 30,000 people from all walks of life attended CBC Jobs Initiative events in Cleveland, Detroit, Atlanta, Miami, and Los Angeles. Given the substantial coverage of the events, our nation's citizens will have great difficulty saying they were unaware of the suffering of millions of unemployed Americans. Like us, they too saw the lines wrapped around city blocks with hopeful citizens searching for a job opportunity to provide economic security for themselves and their families.

We all know that job fairs and town halls are not sufficient to address the jobs crisis; however, it is a small step in the right direction. The unemployment numbers released in August demonstrate that there is a significant hemorrhage in the African American community that is not being

addressed, which has resulted in extremely high job loss. Overall unemployment remains stagnant at 9.1% while unemployment in the African American community has risen dramatically from 15.9% to 16.7%.

Well into the 112th Congress, the Congressional Black Caucus continues to urge the Republican Leadership to address unemployment in any meaningful way. We cannot afford to watch a segment of our community suffer from depression level unemployment, hoping that overall solutions will trickle down and fix the problem. It is clear that method will not work. Therefore, the Members of the CBC unanimously co-sponsored and introduced the Congressional Black Caucus "For the People" Jobs Initiative Resolution (H. Res. 348) to urge the House of Representatives to immediately consider and pass critical jobs legislation. Additionally, CBC members have introduced over fifty job creation bills since the beginning of the 112th Congress, launched a national jobs initiative, and provided nine job creation proposals targeting our nation's most vulnerable communities in this document. We believe that through Creating, Protecting, and Rebuilding those who have suffered relentlessly from our country's great recession would be granted another chance at perusing the American dream.

We stand at a critical point in our nation's history. The time for bold action on jobs is now. Every American has the right to be gainfully employed and CBC Members will not rest until there is equality in access to jobs and economic opportunity.

Sincerely,

A handwritten signature in black ink, which appears to read 'Emanuel Cleaver, II'.

Emanuel Cleaver, II
Chairman, Congressional Black Caucus



cre•at•e: to produce or bring about by a course of action or behavior

- I. Create and Maintain an Infrastructure Bank to Invest in Our Nation's Aging Infrastructure
- II. Pass a Surface Transportation Bill to Create Millions of Jobs for Our Nation's Citizens
- III. Establish and Revitalize Critical Programs with Tangible Results for Our Nation's Local Communities

I. CREATE AND MAINTAIN AN INFRASTRUCTURE BANK TO INVEST IN OUR NATION'S AGING INFRASTRUCTURE

A national infrastructure bank would provide targeted financing solutions to large capacity building projects including mass transit systems, housing properties, roads, bridges, drinking water systems, and wastewater systems. The infrastructure bank would funnel cash, via loans and grants, to infrastructure projects around the country. The dollars would be allocated primarily for projects with a large national need. Finally, the bank would supplement government spending on large projects with loans and financing from the private sector. The initial investment would be loaned from the government and there would be strong incentives for private companies to invest. The U.S. Chamber of Commerce agrees and reports that with only a modest investment, an infrastructure bank could help create jobs and leverage private investment to help improve our aging infrastructure by financing the completion of necessary projects. Currently, private companies only contribute 6% to overall infrastructure spending; the infrastructure bank would greatly increase that number.

The American Society of Civil Engineers gave US infrastructure a “D” rating, citing over \$2 trillion in unfunded investments. Some of the issues cited are as follows:

- U.S. schools need nearly \$300 billion of required maintenance;
- 29% of all U.S. transit assets are in poor or marginal condition; and
- The U.S. ranked 15th out of 30 nations in internet access for its citizens.



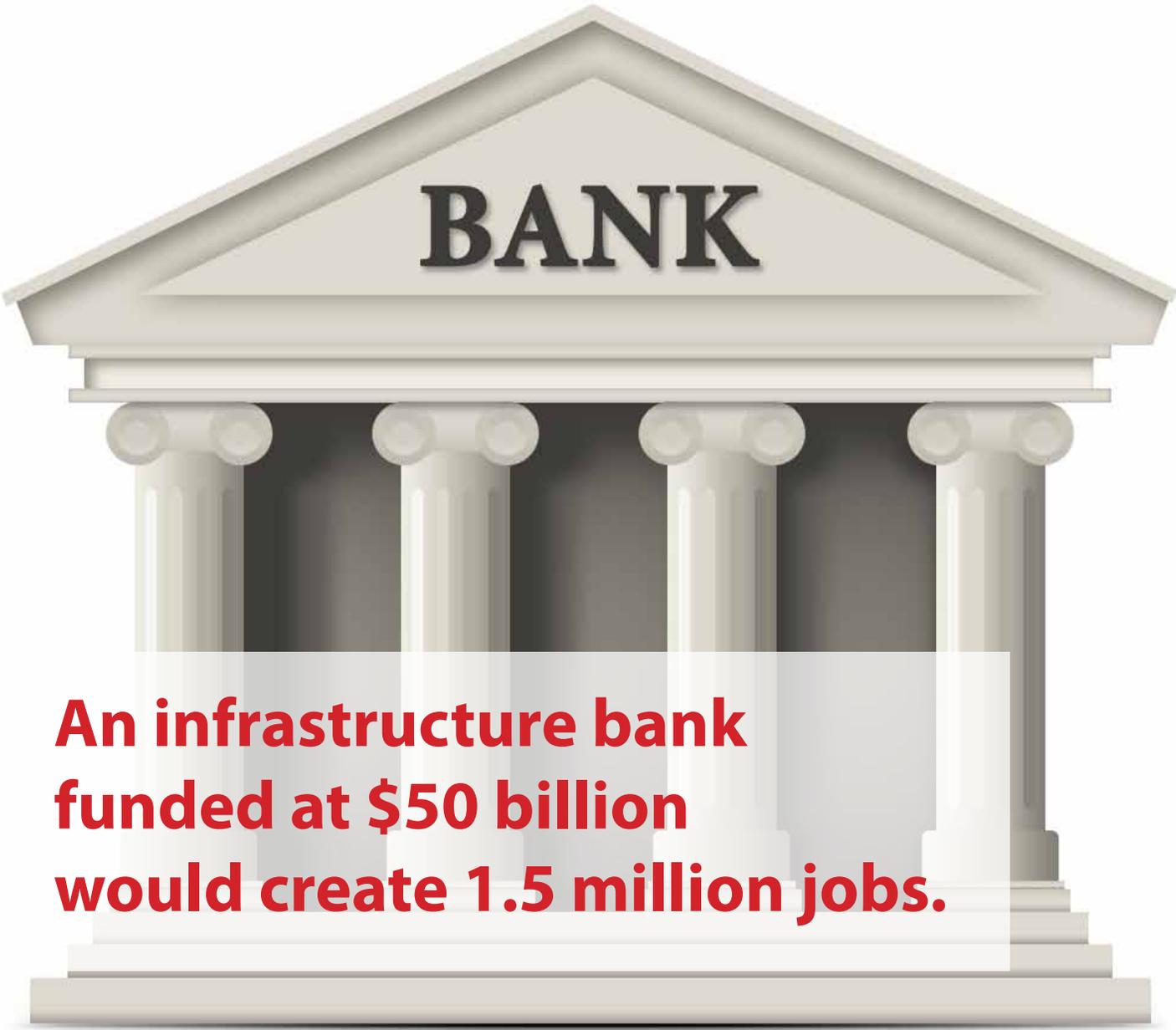


According to a report issued by The White House’s National Economic Council, allowing support to expire for America’s aging roads and bridges alone would cost nearly one million construction workers their jobs, furlough 4,000 transportation professionals, and lost revenue of over \$1 billion dollars within the first ten days. Again, this is just for roads and bridges. These numbers are far greater when we include the expiration of funding for water and sewer infrastructure, school upgrades, and all transit systems.

To improve this grading, and create sustainable jobs, an infrastructure bank must be established to help finance necessary projects critical to the U.S. economy. This includes the building, construction, improvement and maintenance of roads, bridges, levees, schools, hospitals, sewers, dams, clinics, and other vital projects. Not only is infrastructure investment necessary, the investment would directly create and support jobs throughout the country.

The new infrastructure bank should have a targeted program for making loans to qualified minority and community banks and small financial institutions (Community Development Banks (CDBs), Community Development Financial Institution Fund Banks (CDFI), and Community Development Corporations (CDCs)) in areas with high unemployment and foreclosure rates. These banks and institutions would then provide financing for local infrastructure projects, which could be constructed by unemployed workers that live in those areas. This is a targeted measure that would employ people in the communities in which they live and make them a part of the revitalization and repair of their own infrastructure. Such targeted initiatives have precedence.

For example, in response to the disproportionate needs of the hard-hit Tennessee Valley (MS, GA, NC, and VA) during the Great Depression, President Roosevelt signed the Tennessee Valley Authority Act (TVA) in 1933 to modernize the region. Today, we can see a similar, disproportionate impact on urban communities during this recession, as evidenced by disproportionately high unemployment levels in the black, Latino, urban and low-income communities.



An infrastructure bank funded at \$50 billion would create 1.5 million jobs.

The infrastructure bank should also have adequate oversight and enforcement mechanisms in place to ensure that:

- banks will lend to finance new infrastructure projects;
- unemployed workers actually benefit from the new infrastructure jobs;
- projects are chosen in an open and transparent process; and
- qualified minority banks and smaller community banks are included.

This investment supports public safety and protects our communities. An infrastructure bank funded at \$50 billion would create 1.5 million jobs.



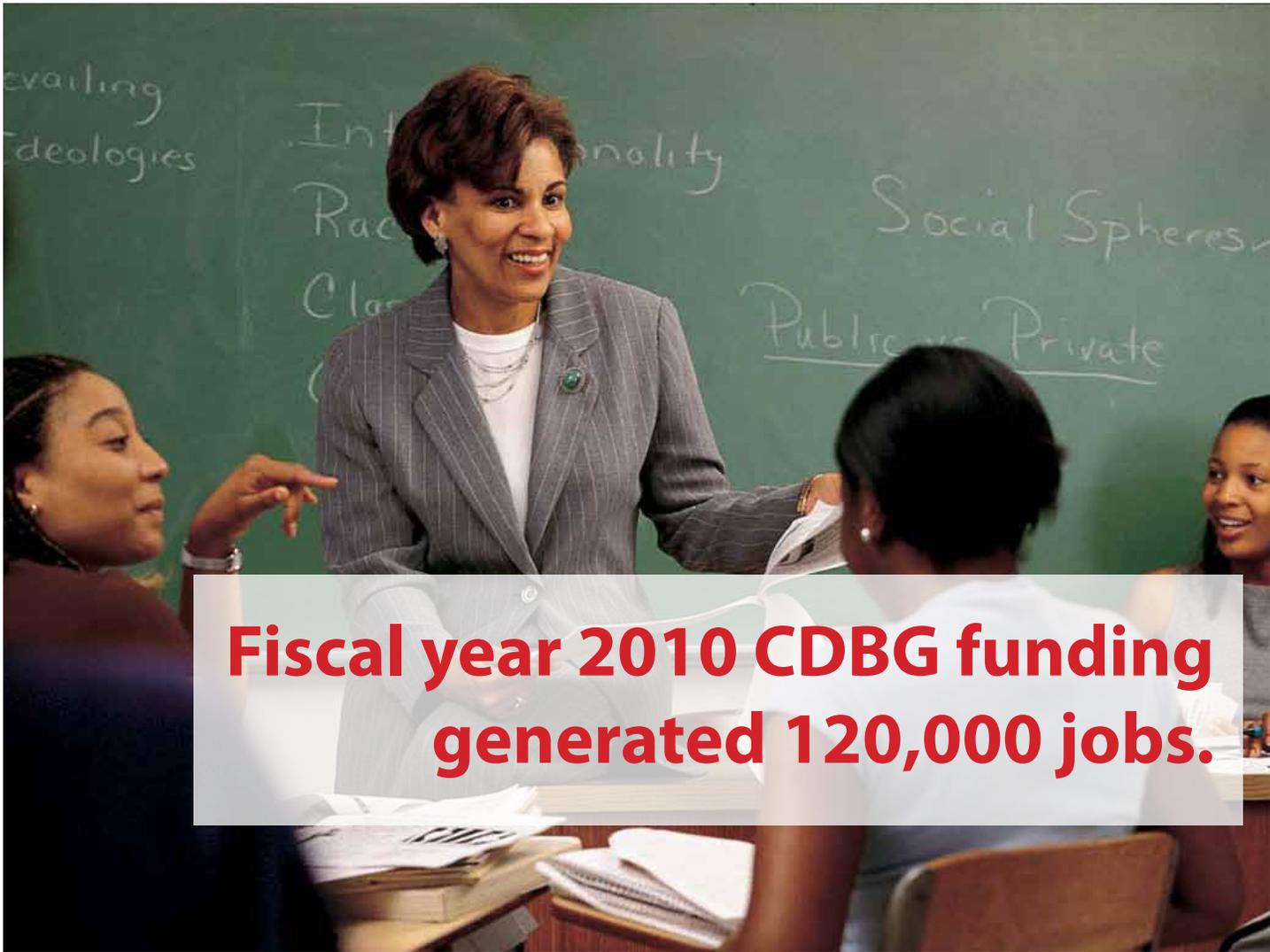
A six –year reauthorization would create 350,000 jobs.

II. PASS A SURFACE TRANSPORTATION BILL TO CREATE MILLIONS OF JOBS FOR OUR NATION’S CITIZENS

Even the most conservative estimates reveal for every billion dollars in transportation investment, 30,000 jobs are created. The existing federal Surface Transportation legislation expires at the end of the month, and Congress is finalizing proposed legislation to reauthorize federal aid for transportation projects nationwide. Reauthorizing a targeted surface transportation bill will increase US competitiveness and productivity, conserve fuel, avoid accidents and most importantly, save lives.

The surface transportation bill sends money to states to build new highways, bridges, rail lines and to repair old infrastructure. Money for the highways, bridges and rail lines are necessary for public safety and job creation. Transportation reports state that one-third of major roads are in mediocre condition, one-fourth of bridges are structurally obsolete. If these transportation networks continue to deteriorate, the US would forgo over \$335 billion in growth. ***A six –year reauthorization would create 350,000 jobs.***





Fiscal year 2010 CDBG funding generated 120,000 jobs.

III. ESTABLISH AND REVITALIZE CRITICAL PROGRAMS WITH TANGIBLE RESULTS FOR OUR NATION'S LOCAL COMMUNITIES

Teachers, police officers, firefighters, nurses, and many others work tremendously hard to improve our communities. They are all examples of the local government workforce that continues to lose jobs at an alarming rate. In July, State and local governments laid off 37,000 people in July and more than 500,000 of these workers have been laid off since the recession began. These individuals were part of the workforce and therefore these numbers

are in large part the reason for staggering unemployment. Critical investments must be made for programs that are needed for our most vulnerable communities. This includes programs like Community Oriented Policing Services (COPS) and increases in Title I funding to maintain the teachers necessary to educate our students.

Investments are needed in programs that provide dollars to the most vulnerable localities

and allow them to best invest in their needs. This includes money for Community Development Block Grants (CDBG) which directs monies to more than 1,100 entitlement cities, counties, state and non-profits to meet the needs of low and moderate income communities.

Fiscal year 2010 CDBG funding generated 120,000 jobs.



**TEMPORARY ASSISTANCE FOR NEEDY FAMILIES
EMERGENCY CONTINGENCY FUND (TANF-ECF)**

TANF-ECF resources should be made available to create temporary jobs for adults and/or summer jobs for youth. TANF-ECF provides flexible block grants to states, which then design their own programs in basic assistance, one-time non-recurring assistance, and subsidized jobs. The program enabled 39 states to partner with the private sector over the past year to create more new jobs for low-income and long-term unemployed workers and to meet the rising need for services.

TANF-ECF created 240,000 jobs.

TANF-ECF created 240,000 jobs.

20-20-EMPOWERMENT ZONES

20-20-Empowerment Zones should be established to ensure economic development opportunities and investment in economically distressed communities. The formula, if implemented, would provide substantial assistance, targeting funds to poorer communities. The counties that would be impacted are located in a number of diverse regions, including Appalachian areas in Kentucky and West

Virginia, the Mississippi Delta, and areas in the Midwest and West. It will also assist inner-cities. Without this targeted assistance, communities that are hurting the most will not receive needed federal aid. This program would be created from existing government accounts and would provide direct funding to the neediest communities through already defined persistent poverty communities and

empowerment zones/renewal communities. Specifically, a minimum of twenty percent of federal funds from grant-making accounts would be directed to these areas.

While there are no estimates on the estimated number of jobs created, the program will provide targeted job assistance in the communities most in need.

COMPREHENSIVE EMPLOYMENT PROGRAM FOR AMERICAN WORKERS

This initiative would be modeled after President Franklin D. Roosevelt's Works Progress Administration (WPA) program (in the "New Deal") during which the federal government directly hired unemployed workers across the country to complete infrastructure projects as developed and proposed by state and local governments and to provide much needed employment in public service.



If only 10% of the unemployed population use this program, 1.4 million jobs are created.

State employment offices would help to match the unemployed with these new jobs. Rather than working indirectly through banks and private entities, a modern New Deal would provide instant employment opportunities for the chronically unemployed as the country continues to climb out of the "Great Recession."

These projects would include building or repairing the nation's roads, bridges, levees, schools, hospitals, urban/rural health clinics, and other vital projects critical to the U.S. economy.

If only 10% of the unemployed population use this program, 1.4 million jobs are created.



CTR

pro•tect: to provide a guard or shield



STOP
THE
ATTACKS
ON THE
MIDDLE
CLASS



IV. Protect Our Nation's Most Vital Programs to Preserve Our Economic Security

V. Provide Tax Protections for Our Nation's Citizens to Spur Economic Growth

VI. Eliminate Barriers for Small and Medium Business to Ensure Better Economic Opportunity



IV. PROTECT OUR NATION'S MOST VITAL PROGRAMS TO PRESERVE OUR ECONOMIC SECURITY

Since the beginning of the 112th Congress, we have undergone a series of disastrous federal budget cuts that have devastating effects on the most vulnerable communities. The cuts to NASA seemingly limited space exploration and cut thousands of jobs around this nation. The cuts to Women Infants and Children (WIC) and food stamps result in substantial limitations on the number of families the government can help. A discontinuation of unemployment insurance for the 3 million plus, long-term unemployed workers means no assistance at all for those trying to find employment.



**Keeping this program
saves 500,000 jobs.**

UNEMPLOYMENT INSURANCE FOR THE LONG-TERM UNEMPLOYED

Many of these programs provide the greatest return on investment. Therefore, it is both morally and financially necessary to continue our providing not only unemployment insurance for the long-term unemployed but continue funding programs that have proven to have a high return on investment. If these benefits expire, \$70 billion is lost in economic activity. This reduction in purchasing power would lower GDP by 0.4%, moving the overall unemployment rate near or above double-digit figures. ***Keeping this program saves 500,000 jobs.***

**This
program
will create
an estimated
15,000 jobs.**

**FUNDING FOR THE NATIONAL
HOUSING TRUST FUND:**

Congress should provide at least \$1 billion to fund the National Housing Trust Fund, creating a mechanism for affordable housing. . The Trust Fund is designed to produce affordable housing for low-income families. Its mission is to produce, rehabilitate, preserve, and operate rental housing that is affordable for households with incomes at or below 30% of the area median (extremely low-income).

This program will create an estimated 15,000 jobs.



*A home is the
foundation.*



EXPAND THE NEIGHBORHOOD STABILIZATION PROGRAM (NSP):

From the total program appropriation of \$7 billion, HUD estimates that 100,000 properties in the hardest-hit areas will be impacted by NSP. Though the initial appropriations for NSP have created substantial results, funding has not kept pace with demand. There are roughly 290,000 foreclosed homes owned by government entities (not including bank-owned properties) facing a market with a limited number of buyers. At the same time, due to demographic trends (such as the projected growth of young households) and the fallout from the housing crisis, there is a large and growing demand for affordable rental housing.

Additional money for NSP should be appropriated. If Congress wanted to place additional focus on creating rental properties, rather than home-ownership opportunities, NSP could be tweaked. For example, additional ideas include:

ESTABLISH AN EFFECTIVE PROGRAM TO ADDRESS NEGATIVE EQUITY

Currently one in four Americans owes more on their home than it is worth. This problem, called negative equity, is one of the driving factors for foreclosures, is harming America's economy, and is the primary reason the housing market has yet to recover. Negative equity is creating a large drag on consumer spending, prolonging the economic crisis. It is also limiting household mobility, since a household is often unable to sell their home when their debt exceeds the value of the house. Such limited mobility impedes a household's ability to move for a new job, and exacerbates unemployment.



Negative equity is likewise a driver of default and foreclosure - the primary factor driving the deterioration of household wealth during the recession. Finally, foreclosed homes are often sold to new buyers for substantially less than the value of the unpaid principal balance on the mortgage. For example, the foreclosed properties Fannie Mae sold in the second quarter of 2011 netted an average 55% of the unpaid principal balance on the underlying mortgage.

While it is clear that it's in the interest of banks and communities to reduce principal, mortgage servicer conflicts of interest often prevent modifications that would be optimal to both investors and homeowners.

Principal reduction would help job creation, increasing mobility by allowing homeowners with negative equity to move to a new city or state for jobs because they will be now be able to rent or sell their homes. Principal reduction is also stimulative. By reducing principal and refinancing the remaining balance, homeowners would pay reduced mortgage payments, freeing up additional funds that can then be reinvested into the economy. As consumer spending is currently low, this type of stimulus is needed to inject capital into the economy.

THERE ARE SEVERAL OPTIONS AVAILABLE TO THE ADMINISTRATION AND THE CONGRESS FOR ADDRESSING NEGATIVE EQUITY:

Solutions

This program would support 93,000 jobs.

1. Fannie Mae and Freddie Mac, who own or securitize more than half of the nation's mortgages, could begin to forgive a portion of the principal balance of mortgages for those homeowners in economically depressed areas.
2. The Treasury can redirect unexpended, but appropriated, funds from the Making Home Affordable (MHA) Program to more robust principal reduction initiatives.
3. Congress could pass legislation to change the bankruptcy code to allow principal
4. Fannie Mae and Freddie Mac could also generally use the government's power as owner or guarantor for the majority of the nation's mortgages to demand more sustainable modifications.

This program would support 93,000 jobs.

V. PROVIDE TAX PROTECTIONS FOR OUR NATION'S CITIZENS TO SPUR ECONOMIC GROWTH

The tax code must be reformed in such a way that encourages American businesses to hire, keep jobs onshore, and penalizes those companies that move a substantial number of jobs offshore. The code must be written to be fair—it is unconscionable, yet it is a reality that the wealthiest businesses and companies pay less in taxes than struggling, hardworking Americans.



A CONDITIONAL TAX HOLIDAY:

American companies have a responsibility to preserve and revitalize a national infrastructure system that has allowed them to grow and flourish into global competitors. Several tax reform measures are necessary and can assist in creating jobs. A repatriation tax holiday that allows companies to repatriate foreign earnings at zero percent tax rates would come with conditions for reinvestment of these earnings into critical job-creating investments.

Such reinvestment opportunities would include job training programs, research and development, education, a national infrastructure bank, and other investments that stimulate job opportunities for the unemployed.





AN EXIT TAX ON COMPANIES THAT OUTSOURCE AMERICAN JOBS:

American companies that close U.S. plants lay off workers, and ship jobs overseas should pay an “exit tax” or a “severance fee” to the U.S. Treasury. The purpose of the fee is to compensate the U.S. government for the additional costs it will incur (i.e. unemployment compensation, food stamps, etc.) as a result of the closure, layoffs, or outsourcing.

INCENTIVES FOR EMPLOYERS TO BRING BACK AMERICAN JOBS FROM OVERSEAS:

Congress should reduce the employers’ contribution to the payroll tax by 2 percentage points for those employers that bring jobs that were previously outsourced. This will incentivize companies to bring back jobs to this country and hire American workers. This is a temporary program designed to create instant employment opportunities while the nation recovers from the recession.



MORE AID TO STATE AND LOCAL GOVERNMENTS

Police, firefighters, nurses, teachers, bridge inspectors and agriculture specialists have one thing in common besides making the quality of our lives better. They are part of a state and local government workforce that is losing jobs at a distressing rate. State and local governments laid off 37,000 workers in July, and have laid off more than half a million since the recession began. The protracted, deep recession and its aftermath have deprived states and localities of revenue needed to pay salaries. Revenue in the states is nine percent below pre-recession levels. The stimulus provided some aid to state and local governments, but that funding is now running out. The federal government should provide low interest loans to states and local governments, targeted at certain crucially needed service-areas.



PAYROLL TAX CUTS AND OTHER TARGETED TAX CUTS

Additionally, there should be a more targeted payroll tax cut. This would include exempting the first \$20,000 of income from individual payroll taxes for two years, and raising the ceiling on the income subject to the tax to make up for any shortfall. It also includes a two-year payroll tax percentage elimination for employers that hire new employees in functions that can show were formally outsourced.

Another way to assist those in the most need is creating a tax credit for hiring workers from areas of high concentrations of unemployment or the 99ers. Private sector employers that hire unemployed workers who live in areas with high concentrations of unemployment or 99ers would receive a tax credit for every long-term hire.





VI. ELIMINATE BARRIERS FOR SMALL AND MEDIUM BUSINESS TO ENSURE BETTER ECONOMIC OPPORTUNITY

It is imperative that small and minority businesses in particular, get their fair share of federal contracts, gain access to the most innovative technologies, and are given the type of development assistance needed in today's competitive global market. Our nation's small businesses are the economic engine that sustains the American economy.

Small Businesses represent 99.7% of all employer firms, employ just over half of all private sector employees and pay 44% of total US private payroll. Since the mid-1990's small businesses have created 60-80% of the net new jobs in the United States.

Small and minority business are often the first, and only, to hire people in vulnerable communities. However, more than half of the 763,000 jobs since the beginning of the "Great Recession" were from small firms. Small firms continue to face an uphill battle towards economic prosperity in a wide range of areas including access to capital and meeting the unique 21st century global competitive challenge.

One of the largest problems these firms face is access to capital. To create parity and equal access, SBA loan fees should be eliminated for two years, SBA-backed guarantees should be increased from 75 to 90 percent and the maximum on its smaller 7(a) loans should be raised from \$2 million to \$5 million. Furthermore, the goal for federal small business contracting opportunities should be raised from 23% to 28% with critical monitoring mechanisms established to ensure compliance. Most small or minority owned business that receive a government contract, immediately hire new employees to meet the needs of the contract. Finally as current Historically Underutilized Business Zones (HUBZones) are set to expire soon, they must be expanded to not only focus on poor counties but census tracts to really help local community members establish businesses.

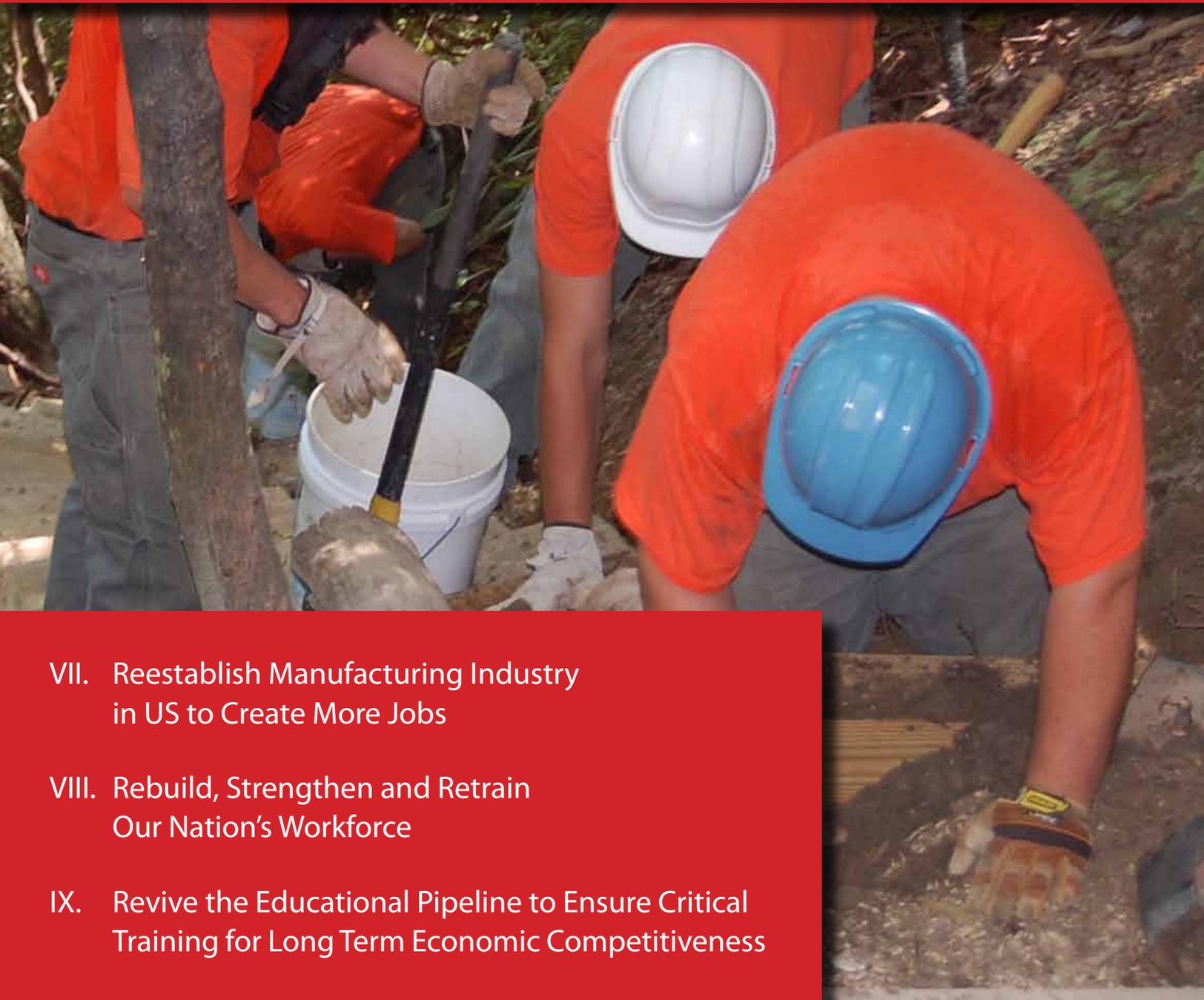


re•build: to restore to a previous state

VII. Reestablish Manufacturing Industry
in US to Create More Jobs

VIII. Rebuild, Strengthen and Retrain
Our Nation's Workforce

IX. Revive the Educational Pipeline to Ensure Critical
Training for Long Term Economic Competitiveness





VII. REESTABLISH MANUFACTURING INDUSTRY IN US TO CREATE MORE JOBS

Manufacturing has historically contributed more than 60 percent of U.S. exports – or about \$50 billion a month. This has a multiplier effect of every dollar spent into an additional \$1.37 in economic activity. To achieve economic growth, the United States must manufacture more goods for consumption at home and for exports abroad. Americans have harnessed manufacturing and furthered developments in science and

technology, business development and commerce. However, over the last two decades, it has accounted for a shrinking share of the economy. Manufacturers face unbalanced global competition, inadequate enforcement of existing trade laws, rising costs and the constricted availability of capital.

A strategic investment in loans for job creation in domestic manufacturing should

be made to assist these job creators in their businesses. The Department of Commerce would help these companies navigate through regulations and help expedite the permitting process. To be eligible for these loans, companies must demonstrate they can create jobs and sellable goods in the U.S. and contribute the expansion of the manufacturing sector.

VIII. REBUILD, STRENGTHEN AND RETRAIN OUR NATION'S WORKFORCE

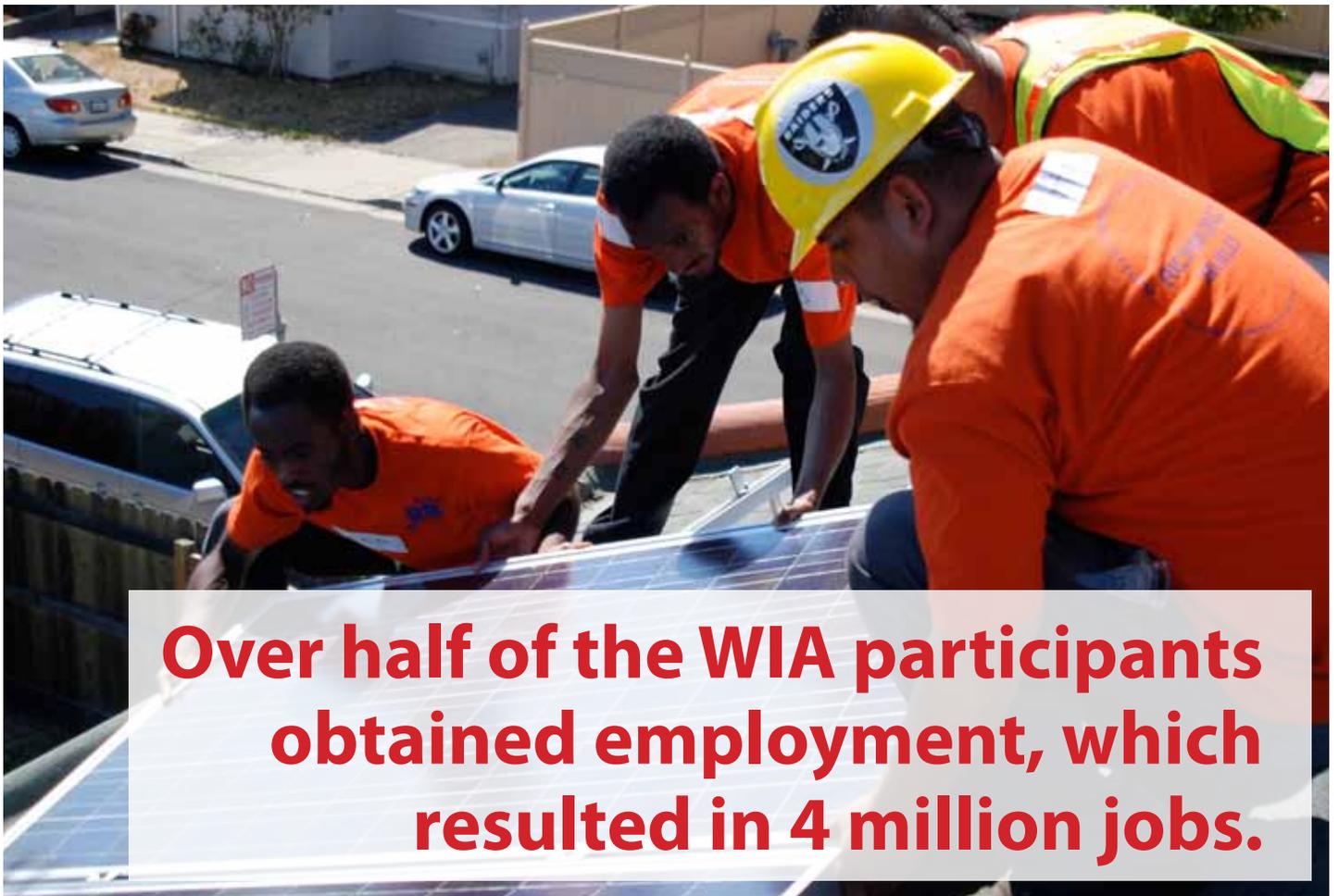
In these tough economic times, job training programs have been critical to providing jobs for the unemployed. The evidence is clear that these programs have consistently paid off in terms of employment rates and the Workforce Investment Act assisted eight million people, a 234% increase in participation just over two years. Over half of the participants were able to obtain jobs and many more received necessary training to prepare them for new career opportunities.

Within job training, we must

create greater economic opportunities for all workers by promoting strategic investment and greater synergy among key federal labor market policies and programs. Critical to these goals are: focusing on both the supply and demand side of the labor market in order to address the long-term needs of workers and employers in the new competitive economy; providing high-quality education and training services to program participants and creating pathways to skills and credentials that have value in the labor market; prioritizing helping

low-income adults and individuals with barriers to employment enter and succeed in the labor market; and supporting retention and advancement programs for low-wage workers; and targeting youth funding to building an effective transition support system for out-of-school and extremely vulnerable youth.

Over half of the WIA participants obtained employment, which resulted in 4 million jobs.



Over half of the WIA participants obtained employment, which resulted in 4 million jobs.



IX. REVIVE THE EDUCATIONAL PIPELINE TO ENSURE CRITICAL TRAINING FOR LONG TERM ECONOMIC COMPETITIVENESS

Quality lifetime education from birth through adulthood is essential to preparing the United States for the global economy. It is through education and training that we create the world's innovators, job creators and employees. Educational attainment results in greater economic security, with a 2011 study documenting that a typical worker with at least a 4-year college degree earns approximately \$50,000 annually, whereas a worker with only a 2-year degree or sub-baccalaureate education earns approximately \$30,000 and a worker with no more than a high school diploma earns \$18,500. These economic benefits are evident for preschool education as well, with a recent NIH study showing that for every dollar spent on an early education program for low-income children resulted in a \$4 to \$11 economic benefit over the child's life.

In order for us to become energy independent, create new jobs, develop innovative exports, and develop the next great technological feat, we must have a well-trained workforce that is proficient in science, technology, engineering and math (STEM). STEM jobs are predicted to grow by over 15% in the next few years. It is necessary that we prepare our students for the global economy and jobs pipeline by greater investing in STEM education. We must also invest in quality school upkeep and construction to assure that our students are learning in the most conducive environments.

By implementing every recommendation
included in this document, at least ...

**EIGHT MILLION
JOBS WILL BE
CREATED.**



AMERICA'S
CONGRESSIONAL BLACK CAUCUS

ESTABLISHED 1971



ESTABLISHED 1971

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