



The United States Must Better Educate and Train American Workers for 21st Century Jobs.

If American companies are to compete and win in a worldwide economy, they will need well educated and well-trained workers. Our nation's education system is falling short.

- 30% of U.S. students fail to graduate from high school in four years—and the dropout rate is more than 50% for African-Americans and Hispanics (U.S. Department of Education).
- Many of those who do graduate from high school are often unprepared for postsecondary education or the modern workforce. Once first in the world, the U.S. now ranks 10th in the percentage of young adults with a college degree.

If U.S. Workers Are to Compete and Win, Our Education and Training System Must Improve

- The commitment to workers dislocated by changes in the global economy must be addressed
 - America's national employment and training system must include: a strong business presence at the local level; effective coordination by federal and state officials to streamline overlapping programs; and outreach to businesses to determine the skills needed by new employees.
- The Elementary and Secondary Education Act, formerly known as the No Child Left Behind Act, which holds schools accountable, must be strengthened and reauthorized to ensure better teaching, higher standards, better data for evaluation, and more innovation in our classrooms.
- The U.S. Chamber's Institute for a Competitive Workforce (ICW) will push for major advances in education, for early childhood through postsecondary, and job training:
 - America needs to change the way it trains, pays, and evaluates teachers. Pay for performance and incentive pay should be the rule.
 - The bureaucratic culture that stifles learning in many public schools should be replaced with a spirit of innovation through programs such as expanded learning time, early enrollment of high schoolers in college-level courses, online learning, and high-quality charter schools.
 - Education does not end upon graduation, and employees of all ages who receive ongoing training will be more productive and successful.

Immigration Is Essential to a Globally Competitive Workforce

- While maintaining a flexible, well-trained workforce, immigration must remain an integral part of our economic equation if we are to remain globally competitive.
- The ability of U.S. business to access future workers is essential to ensuring continued global competitiveness and job creation here in the United States, examples of this are the expansions of both temporary and permanent visa programs, such as the H-2B, H-1B & L-1 visa programs.
- America must have a comprehensive, rational, and balanced immigration policy that includes a guest worker program and provides a pathway to legal status for undocumented workers. It is also imperative that government work with businesses to create an employment verification system that is fast, accurate, reliable, and fair.
- Because no federal policy has been adopted, state and local governments are adopting a patchwork of contradictory immigration rules and regulations which are often impossible for businesses to comply with.