

# THE EDUCATION & WORKFORCE READINESS PLAN

*Education That Works, Jobs That Last*

## **1. Summarizing the Core Message**

The *Education & Workforce Readiness Plan* is a **comprehensive strategy to modernize education, expand workforce training, and create career pathways that lead to economic stability**. America's outdated education and workforce development systems have left too many workers unprepared for modern industries, while employers struggle to fill high-demand jobs. This plan **ensures that every American—whether a student, job seeker, or mid-career worker—has the skills and opportunities needed to thrive**.

### **Key Goals of the Education & Workforce Readiness Plan:**

- **Expand Universal Access to High-Quality Education** – Fully fund K-12 schools, increase teacher pay, and ensure Pre-K for all.
- **Modernize Career & Technical Education (CTE)** – Strengthen vocational training, apprenticeships, and industry partnerships.
- **Make Higher Education Affordable** – Provide tuition-free community college, reduce student loan burdens, and expand financial aid.
- **Create a Workforce Readiness System for the 21st Century** – Establish job retraining programs and tax incentives for businesses investing in workers.

This plan is a **long-term investment in America's students, workers, and industries, ensuring the workforce remains competitive and adaptable**.

## **2. Highlighting the Problem Statement**

The **U.S. workforce is unprepared for the future due to systemic failures in education and training:**

- **A widening skills gap** – Millions of high-paying jobs in technology, clean energy, and healthcare remain unfilled.
- **Soaring student debt** – Higher education has become financially unattainable for many students.
- **Outdated vocational programs** – Schools prioritize four-year degrees while neglecting trades and technical education.
- **Limited reskilling options** – Millions of workers lack opportunities to retrain for evolving industries.

Without action, the U.S. will **fall behind in global competitiveness, leaving workers struggling for stable careers and businesses unable to find skilled employees.**

### **3. Key Reforms in Bullet Points**

The *Education & Workforce Readiness Plan* is structured into **three phases over six years**, ensuring both **immediate relief and long-term educational and economic reform.**

#### **1. Immediate Investments (Years 1-2) – Strengthening Education & Workforce Training**

- **Guarantee Universal Pre-K & Fully Fund K-12 Education** – Increase teacher salaries, reduce class sizes, and expand STEM programs.
- **Expand Career & Technical Education (CTE) in High Schools** – Introduce vocational training in skilled trades and emerging industries.
- **Create Nationwide Apprenticeship Programs** – Partner with businesses to provide hands-on job training.
- **Launch Business Tax Incentives for Workforce Training** – Reward companies that invest in employee upskilling.

#### **2. Higher Education Reform & Workforce Alignment (Years 3-4) – Preparing Workers for High-Demand Jobs**

- **Tuition-Free Community College** – Cover two years of community college for all students.
- **Cap Student Loan Interest Rates & Expand Pell Grants** – Reduce debt burdens for students.
- **Establish Workforce Development Hubs** – Train workers in clean energy, AI, cybersecurity, and advanced manufacturing.
- **Require Employer-Funded Upskilling Programs** – Ensure ongoing training for workers displaced by automation.

#### **3. Long-Term Workforce & Education Success (Years 5-6) – A Future-Ready System**

- **Create a National Workforce Advisory Council** – Align education with real industry needs.

- **Expand Paid Internships & Career Readiness Programs** – Ensure students graduate with direct job experience.
- **Invest in Automation & AI Reskilling** – Help workers transition into new careers as technology reshapes industries.
- **Ensure Every High School Graduate Has a Career Plan** – Whether college, trade school, or employment, every student will have a clear path forward.

With these reforms, **America will build an education-to-career pipeline that ensures all workers can succeed in an evolving economy.**

#### **4. Implementation Phases**

##### **Phase 1 (Years 1-2): Immediate Investments in Education & Workforce Training**

- **Guarantee Universal Pre-K & Increase K-12 Funding** to improve student outcomes.
- **Expand Vocational Training in High Schools** to prepare students for in-demand careers.
- **Strengthen Apprenticeships & Industry Partnerships** for real-world job experience.
- **Provide Tax Incentives for Workforce Training** to encourage business investment in employee education.

##### **Phase 2 (Years 3-4): Higher Education Reform & Workforce Innovation**

- **Make Community College Tuition-Free** to ensure access to debt-free higher education.
- **Expand Financial Aid & Cap Student Loan Interest Rates** to reduce the student debt crisis.
- **Launch Industry-Based Workforce Development Centers** for job training in emerging fields.
- **Require Employer-Sponsored Retraining Programs** for workers affected by automation and economic shifts.

##### **Phase 3 (Years 5-6): Long-Term Workforce & Education Success**

- **Establish a National Workforce Advisory Council** to ensure education aligns with economic demands.
- **Increase Paid Internship & Career Readiness Programs** to prepare students for the job market.

- **Develop AI & Automation Reskilling Programs** to support displaced workers.
- **Ensure Every High School Graduate Has a Career Pathway** that aligns with job market opportunities.

By **Year 6**, the U.S. will have a **modern, skills-based education system that supports lifelong learning and economic mobility.**

## **5. Projected Economic/Social Impact**

If fully implemented, the *Education & Workforce Readiness Plan* will:

- **Increase Graduation Rates & Workforce Participation** – More students will complete school with clear career pathways.
- **Reduce Student Loan Debt & Expand Debt-Free Education** – Making higher education accessible to all.
- **Fill Critical Job Shortages** – Training workers for high-demand industries and reducing labor gaps.
- **Increase Wages & Economic Mobility** – Skilled workers will have access to better-paying jobs.
- **Strengthen U.S. Global Competitiveness** – Ensuring America leads in technology, healthcare, and clean energy.

This plan **creates a sustainable, skills-based workforce pipeline that connects education directly to economic success.**

## **6. Conclusion & Call to Action**

The *Education & Workforce Readiness Plan* is **not just another policy proposal—it is a transformational shift in how America prepares students and workers for the future.**

By **modernizing education, expanding workforce training, making higher education affordable, and strengthening industry partnerships**, this plan ensures that **every American has the opportunity to secure a stable and rewarding career.**

**The choice is clear:**

- Continue allowing **student debt, outdated education models, and unfilled job shortages?**

- **Or implement the Education & Workforce Readiness Plan, ensuring a skilled workforce, strong middle-class wages, and economic opportunity for all Americans?**

This plan **builds a nation where education fuels opportunity, and workforce readiness secures prosperity.**

THE WASHINGTON UNION PARTY