



GETTING AMERICA BACK TO WORK:  
A JOBS PLAN

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## RECOVERY FOR ALL AMERICANS

Despite reports the recession is over, the economy has far from recovered. Unemployment is still rising, now exceeding 10% at the national level.<sup>1</sup> Many communities in Massachusetts are well above the 10% unemployment average. Much of our manufacturing capacity remains idle. Some modest growth is largely attributable to the influx of government bailouts and the stimulus package, but underlying problems with the foundation of our economy still remain.<sup>2</sup> In addition to focusing on jumpstarting the economy by boosting demand and stabilizing failing companies, we must also prepare for the jobs for tomorrow. To stop the escalation of unemployment and get America back to work, we must develop a comprehensive approach to create new jobs, encourage hiring, and grow the economy.

## STRONG LEADERSHIP

A lack of appropriate oversight was a major contributor to the financial crisis. While Washington failed to stop this collapse, as Attorney General, I made it a priority to protect consumers and to seek accountability at all levels of this crisis. In order to restore a healthy economy, we must tackle the economic crisis head-on and take all necessary steps to get people back to work. We cannot recover from this economic downturn without recognizing its root causes and without preparing our workforce for the jobs of tomorrow. As Attorney General, I created a new division of Business, Technology and Economic Development (“BTED”) to improve communication and foster cooperation with businesses and employers in Massachusetts, which has helped to begin the important work of recovery growth.

I recognize the importance of attracting new businesses and helping small businesses grow in the Commonwealth. The Attorney General’s Office provides resources for small business that wish to expand and grow in Massachusetts. Our website delivers comprehensive information about

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<sup>1</sup> “Labor Force Statistics from the Current Population Survey.” *Department of Labor, National Bureau of Labor Statistics*. November 6, 2009. <http://www.bls.gov/news.release/empst.nr0.htm>.

<sup>2</sup> Krugman, Paul. “Too Little of a Good Thing. November 1, 2009. <http://www.nytimes.com/2009/11/02/opinion/02krugman.html?sq=krugman&st=cse&adxnnl=1&scp=7&adxnnlx=1258232967-Y1RKv+bBM+604C4TN291OQ>.

regulations, taxes, and permitting processes in order to help small businesses more easily navigate the Massachusetts business environment. Through BTED, we worked to update our office's Retail Advertising Regulations, which disproportionately burden small businesses.

Youth in our communities have been hit especially hard by the economic downturn. As Attorney General, I served as co-chair of the Urban Violence Subcommittee of the Governor's Anti-Crime Council. I know from my experience as Middlesex District Attorney that greater youth employment reduces crime,<sup>3</sup> so I increased investment in the Attorney General's Jobs for Youth Program, which has funded over 1,000 jobs from 1996 to 2009.

We also must focus on quality employment opportunities for our workers. The Fair Labor Division of the Attorney General's Office ensures that workers receive the pay they deserve and are informed of their rights under the wage and hour laws. The Division also guides employers through these laws. We must also continue to fight discrimination in the workplace by defending the rights of LGBT workers, workers with disabilities, and minorities. I supported passage of the Employment Non-Discrimination Act of 2009, which will prohibit workplace discrimination on the basis of sexual orientation and gender identity nationwide.<sup>4</sup> Employees and businesses alike benefit when discrimination is removed as a barrier to success. I have and will continue to ensure that workers receive a living wage in a workplace free of discrimination.

## THE ROAD TO RECOVERY

After 22 months of job losses, restoring a healthy economy and job creation must be our priority.<sup>5</sup> I believe in a comprehensive approach to repairing the foundations of our economy, and ensuring that all Americans have the opportunity to succeed in the job market. In order to

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<sup>3</sup> "Seattle's Youth Summer Jobs Programs Keeps Youth on the Streets, On Right Path." *U.S. Conference of Mayors*. July 13, 2009. [http://usmayors.org/usmayornewspaper/documents/07\\_13\\_09/pg16\\_seattle.asp](http://usmayors.org/usmayornewspaper/documents/07_13_09/pg16_seattle.asp).

<sup>4</sup> "CRS Bill Summary, H.R. 3017: To prohibit employment discrimination on the basis of sexual orientation or gender identity." *Thomas*. Accessed 17 November 2009. <http://thomas.loc.gov/cgi-bin/bdquery/D?d111:l:./temp/~bdnO8n:@@D&summ2=m&/bss/111search.html>

<sup>5</sup> <http://www.nasdaq.com/aspxcontent/newsstory.aspx?symbol=SBUX&selected=SBUX&textpath=20091106%5CACQDJON200911061640DOWJONESDJONLINE000630.htm&cdtime=11%2F06%2F2009+4%3A40PM>.

accomplish this, we must increase demand for American products, foster innovation and trade, train and educate our workers, and support small businesses.

## SUPPORTING TRADITIONAL INDUSTRIES AND PUBLIC-PRIVATE PARTNERSHIPS

As we look to stimulate job growth in Massachusetts, we must first focus on traditional local industries. Massachusetts has a strong history as a leader in the fishing industry.<sup>6</sup> As Attorney General, I worked with the Gloucester Seafood Display Auction to review the federal government's actions, which restricted fishing off the coast of Massachusetts. In the Senate, I will work to promote the integration of fisheries into comprehensive ocean management, and invest in collaborative research between fishermen and scientists.

The cranberry industry is another Massachusetts economic engine that needs our support. In Southeastern Massachusetts, I worked with the Board of Directors of the Cape Cod Cranberry Growers' Association ("CCCGA") on grower concerns regarding the future economic conditions of one of Massachusetts' largest agricultural industries. I will continue to work with the CCCGA to encourage new farming innovations, improve and enhance farming techniques, fund research, and implement measures to ensure cranberry farming will survive urbanization. I know from experience that it is important to work with local, state and federal officials as well as local businesses on regional planning to help Massachusetts industries.

Massachusetts has some of the best doctors, nurses, and other caregivers in the world. We are known for our teaching hospitals, pharmaceutical development, and biotech industry. Excellent health care is a proud tradition of Massachusetts, and an important part of our future. As Middlesex District Attorney, I worked with the State Senate to advocate for changes in the stem cell law to streamline the approval process for academic and research institutions to conduct stem cell research. As Attorney General, I have worked to ensure that the state's landmark health care reform was carried out in a cost effective manner. In the Senate, I will encourage investment in these key sectors of the Massachusetts economy, including life sciences and biotechnology.

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<sup>6</sup> Chesto, Jon. "Massachusetts Ranks Third Based on Economic Impact of All 50 States." *The Patriot Ledger*. January 6, 2009. <http://www.patriotledger.com/business/x82236150/Massachusetts-fishing-industry-ranks-third-based-on-economic-impact-of-all-50-states>.

Massachusetts is fortunate to have some of the world's largest and most respected research universities and hospitals, as well as a strong public college system.<sup>7</sup> I will promote public-private partnerships among these institutions to boost the economy, in part by leveraging existing federal resources and programs to maximize the availability of growth funds for local businesses. Such partnerships will encourage a sharing of risks and rewards to facilitate the development of projects that otherwise might not get off the ground, thereby encouraging local job creation.

## FOSTERING INNOVATION

Another key to our recovery is innovation. Cash-strapped companies have understandably cut back on research and development, but this is the time that such investment is critical.<sup>8</sup>

Innovative start-ups create jobs and contribute to long-term economic growth. In the United States, start-ups have accounted for almost all of the net job creation in recent decades.

Government can play a role in igniting entrepreneurship. I support making the federal Research and Development ("R&D") Tax Credit permanent.<sup>9</sup> The R&D tax credit is vital to businesses seeking to create and improve their products beyond its December 31, 2009, expiration date. In the Senate, I will support not only extending this credit, but making it permanent to allow companies and research institutions to rely on its benefits when determining their budgets.

I also support President Obama's call for the creation of the Advanced Manufacturing Fund to identify and invest in the most compelling advanced manufacturing strategies.<sup>10</sup> This fund will have a peer-review selection and award process based on the Michigan 21<sup>st</sup> Century Jobs Fund, a state-level initiative that has successfully awarded over \$125 million to businesses with the most innovative proposals to create new products and jobs.<sup>11</sup> On a national scale, this fund could promote innovative new approaches to manufacturing and give Massachusetts companies access to the funds needed to develop new products and technology.

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<sup>7</sup> "Best Hospitals 2001." *U.S. News & World Report*.  
<http://www.usnews.com/usnews/nycu/health/hosptl/tophosp.htm>.

<sup>8</sup> National Science Board. "Science and Engineering Indicators 2008." <http://www.nsf.gov/statistics/seind08/>

<sup>9</sup> "News Release: Finance Senators Propose Improvements to the Research and Development Tax Credit." *Committee on Finance, U.S. Senate*. June 8, 2009 <http://finance.senate.gov/press/Gpress/2009/prg060809.pdf>.

<sup>10</sup> Obama, Barack. "Obama's Remarks on Manufacturing in Michigan." *Real Clear Politics*. November 14, 2008. [http://www.realclearpolitics.com/articles/2008/05/obamas\\_remarks\\_on\\_manufacturin.html](http://www.realclearpolitics.com/articles/2008/05/obamas_remarks_on_manufacturin.html).

<sup>11</sup> "The 21<sup>st</sup> Century Jobs Fund Overview." *Michigan Economic Development Corporation*. 2009: Lansing, Michigan. <http://ref.michigan.org/medc/21stcenturytour/overview/index.asp>.

## TRAINING AND EDUCATING OUR WORKERS

As we develop new technologies and industries, our workers will require a new set of skills and proficiencies. Science, technology, math and engineering skills are necessary for success in many 21<sup>st</sup> century occupations. A significant number of Americans need new skills to work in the growing fields of information technology, health care, energy and advanced manufacturing.<sup>12</sup> As Senator, I will support increased funding for career and technical education in secondary school, post-secondary institutions, and programs provided through the national system of workforce investment. Investment in these vital programs will equip our youth, adults and our dislocated workers for the jobs of the future.

While the percentage of students who leave high school prepared to attend college is slowly rising, from 25% in 1991 to 34% in 2002, the majority of students remain unprepared for the workforce or post-secondary education.<sup>13</sup> This is unacceptable and should be addressed by strengthening all aspects of our public education system, including developing links between high schools and Career and Technical Training (“CTE”) programs. In addition, to provide workers with the advanced skills they need to be viable in this economy, we must make significant investments in all CTE programs, the Department of Labor’s Workforce Investment System,<sup>14</sup> and other resources devoted to workforce training such as one-stop centers and career pathways programs. These initiatives will help students gain the skills they need to complete post-secondary training.

In order to train our workers to meet the needs of the 21<sup>st</sup> century economy, we need targeted improvements to the Workforce Investment Act. It is important to align workforce and economic development efforts in order to reduce unemployment and encourage innovation and partnerships between employers, labor organizations, educators, and representatives of the

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<sup>12</sup> “Issue Brief: CTE’s Role in Science, Technology, Engineering and Math.” *Association for Career and Technical Education*. June 2009.

[http://www.acteonline.org/uploadedFiles/Publications\\_and\\_Online\\_Media/files/STEM\\_Issue\\_Brief.pdf](http://www.acteonline.org/uploadedFiles/Publications_and_Online_Media/files/STEM_Issue_Brief.pdf).

<sup>13</sup> Greene, Jay P. and Marcus A Winters. “Public High School Graduation and College Readiness Rates, 1991-2002.” *Manhattan Institute for Policy Research*. February 2005, No. 8.

<sup>14</sup> “Workforce Investment System.” *Employment and Training Administration, U.S. Department of Labor*. January 13, 2009. <http://www.doleta.gov/etainfo/wrksys/>.

workforce investment system.<sup>15</sup> In the Senate, I will work to expand Workforce Innovation in Regional Economic Development (“WIRED”) grants and Regional Innovation Grants Initiatives.<sup>16</sup> Competitive grant programs such as these will encourage states and municipalities to find innovative ways to address their unique workforce challenges. I will also work to maximize the funds used for training and focus on helping low-wage and disconnected workers by promoting career pathways programs that provide customized remedial training to those unprepared for traditional jobs.<sup>17</sup>

To succeed, states must be able to access federal funds to fulfill the Workforce Investment Act’s mandates, and when appropriate, mandates should be altered to ensure services are delivered efficiently and effectively.<sup>18</sup> State funding should be protected through a “hold harmless” provision that limits funding reductions. Funds should also have transferrable allotments for youth, adults and displaced workers so that workforce investment boards and one-stop centers can better meet local needs.<sup>19</sup> As Senator, I will lead efforts to improve these workforce development systems and provide them with the resources they need to thrive.

## BOOSTING GREEN INDUSTRIES

We can create the manufacturing jobs of tomorrow by investing in green technology today. According to the American Solar Energy Society, the renewable energy and energy efficiency industries created more than nine million jobs in 2007.<sup>20</sup> As many as one out of four workers in the United States, representing 37 million jobs, will be working in renewable energy or energy efficiency industries by 2030.<sup>21</sup> The Center for American Progress and Political Economy

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<sup>15</sup> “Workforce Investment System.” *Employment and Training Administration, U.S. Department of Labor*. January 13, 2009. <http://www.doleta.gov/etainfo/wrksys/>.

<sup>16</sup> “About WIRED.” *Employment and Training Administration, U.S. Department of Labor*. January 13, 2009. <http://www.doleta.gov/wired/about/>.

<sup>17</sup> “CLASP Recommendations for Reauthorization of the Workforce Investment Act Adult Program.” June 24, 2009. *Center for Law and Social Policy*. <http://www.clasp.org/admin/site/publications/files/WIARecsFinal072409.pdf>.

<sup>18</sup> “Policy Position: Workforce Investment Act Reauthorization and Funding.” *National Conference of State Legislatures*. <http://www.ncsl.org/?TabId=16771>.

<sup>19</sup> “WIA Reauthorization Recommendations.” *Workforce Boards of Metropolitan Chicago*. July 1, 2009. <http://www.workforceboardsmetrochicago.com/upload/WIA%20Reauthorization%20Recommendations.pdf>.

<sup>20</sup> “Estimating the Jobs Impacts of Tackling Climate Change.” [http://www.ases.org/pdf/ASES\\_TCCJobs\\_Summary.pdf](http://www.ases.org/pdf/ASES_TCCJobs_Summary.pdf).

<sup>21</sup> Ibid.

Research Institute estimated in 2008 that a \$100 billion green investment package over two years would create nearly four times more jobs than spending the same amount of money in the oil industry. Such investment would also reduce the unemployment rate to 4.4% over two years.<sup>22</sup> Significant government investment in the research, development, and implementation of green technology will provide the high paying, quality jobs that we need, and make the U.S. a leader of the 21<sup>st</sup> century economy. We will gain the expertise necessary to be a model for the transition to a green economy and then export that knowledge around the globe.

There has already been a significant focus on the potential of the emerging green economy. One billion dollars of Recovery Act funds have been devoted to training programs to staff the green economy, and \$500 million has been devoted to funding the Green Jobs Act of 2007.<sup>23</sup> This investment is a good first step, and as Senator, I will advocate for further investments to fully prepare our workforce for the green economy. I will also fight for continued funding for the Green Jobs Act, and I will work to bring this funding to Massachusetts. The Green Jobs Act will help to train workers and create jobs that protect ecosystems and wildlife, reduce pollution and waste, curb excessive energy usage, and lower carbon emissions.<sup>24</sup>

We must also ensure that new green industries thrive, both domestically and globally. To create green jobs, the single most essential step that government should take is to set nationwide renewable energy and energy efficiency standards. This will not only combat global warming and protect our planet, but it will sustain the demand that will drive private capital into training and hiring new workers. We also need to help consumers overcome existing barriers to making energy efficient improvements and utilizing green energy sources. A combination of tax incentives, infrastructure improvements and mandated renewable energy options will drive up demand and drive down costs. This will include federal tax credits for energy efficient home

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<sup>22</sup> “Green Recovery: A Program to Create Good Jobs & Start Building a Low-Carbon Economy.” [http://www.peri.umass.edu/fileadmin/pdf/other\\_publication\\_types/per\\_i\\_report.pdf](http://www.peri.umass.edu/fileadmin/pdf/other_publication_types/per_i_report.pdf).

<sup>23</sup> Cleary, Jennifer and Allison Kopicki. “Preparing the Workforce for a “Green Jobs” Economy.” John J. Heldrich Center for Workforce Development. February 2009. [http://www.heldrich.rutgers.edu/uploadedFiles/Publications/Heldrich%20Center\\_Green%20Jobs%20Brief.pdf](http://www.heldrich.rutgers.edu/uploadedFiles/Publications/Heldrich%20Center_Green%20Jobs%20Brief.pdf).

<sup>24</sup> Cleary, Jennifer and Allison Kopicki. “Preparing the Workforce for a “Green Jobs” Economy.” John J. Heldrich Center for Workforce Development. February 2009. [http://www.heldrich.rutgers.edu/uploadedFiles/Publications/Heldrich%20Center\\_Green%20Jobs%20Brief.pdf](http://www.heldrich.rutgers.edu/uploadedFiles/Publications/Heldrich%20Center_Green%20Jobs%20Brief.pdf).

improvements and initiatives implemented by the Department of Energy, such as the Net-Zero Energy Commercial Building Initiative, the Commercial Building Energy Alliances, and the Weatherization Assistance Program.<sup>25</sup>

## SUPPORTING SMALL BUSINESSES

Small businesses employ over half of all private sector employees. Our country's economic recovery depends on the ability of individual small businesses to successfully navigate this challenging economic climate so they can create new jobs. In the Senate, I will fight for reforms that offer targeted tax relief and loan opportunities to small businesses, and give entrepreneurs the tools they need to hire and retain the most qualified workers.

With national unemployment rates at record highs,<sup>26</sup> one of the most important things we can do for the economy is use the federal tax code to help small businesses hire new workers. The Stimulus Package offered some targeted tax relief, allowing small businesses to use any 2008 losses to offset their profits from the previous five years, and to write off up to \$250,000 of qualified investment in 2009 to spur job creation.<sup>27</sup> This is a good beginning, but it does not go far enough. I support the bipartisan Helping Invigorate and Revive Our Economy Act ("HIRE America Act"), which will further stimulate job growth.<sup>28</sup> Currently, the Work Opportunity Tax Credit ("WOTC"), which creates tax incentives for small businesses to hire certain new workers, is set to expire on August 31, 2011. The HIRE America Act will increase the tax credit and make these provisions permanent. The bill will also create a new tax credit that would apply to all new hires, not just those workers who are part of groups who are currently covered by the WOTC. It will also provide additional funds to businesses that hire veterans.

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<sup>25</sup> "Net Zero Energy Commercial Building Initiative." *Building Technologies Program, U.S. Department of Energy*. <http://www.boma.org/SiteCollectionDocuments/Org/Docs/Net-Zero%20Energy%20CBI.pdf> "Weatherization Assistance Program." *U.S. Department of Energy*. November 13, 2009. <http://apps1.eere.energy.gov/weatherization/>.

<sup>26</sup> U.S. Department of Labor, Bureau of Labor Statistics. "Employment Situation Summary." November 6, 2009, <http://www.bls.gov/news.release/empst.nr0.htm>.

<sup>27</sup> H.R. 1: American Recovery and Reinvestment Act (2009) <http://www.opencongress.org/bill/111-h1/show>.

<sup>28</sup> H.R. 3784: Helping Invigorate and Revive our Economy Act (2009), <http://www.govtrack.us/congress/billtext.xpd?bill=h111-3784>.

In order to create jobs, small businesses need meaningful access to capital. Currently, almost 60% of small businesses resort to using credit cards to finance their growth.<sup>29</sup> The recently passed credit reform will help lower interest rates, but what small businesses need is access to fair business loans, not more credit cards. In the Senate, I will make providing small businesses with access to the loans they need a priority. The credit crisis has frozen out far too many entrepreneurs – we must focus on measures that get the money moving again. Our economy depends on helping our most innovative and successful entrepreneurs have access to the credit they need to grow.

## CONCLUSION

Getting Americans back to work must be a priority for our government. In the Senate, I will work to reinvigorate American industries, encourage research and development, train our workers for the jobs of tomorrow, and make certain our small businesses have the support they need. Only through this comprehensive approach can we achieve both short term and long term economic growth and stability while also providing our citizens with the jobs they need to support themselves and their families.

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<sup>29</sup> Mitchell, Karlyn, et. al. Availability of Financing to Small Firms [www.sba.gov/ADVO/research/rs257tot.pdf](http://www.sba.gov/ADVO/research/rs257tot.pdf). Using the Survey of Small Business Finances, Small Business Research Survey of the Small Business Administration. No. 257. May 2005.