

*Getting Ready for Change...*

# **Leading the WIOA Workforce System**

- ✓ *Smaller, More Strategic Boards*
  - ✓ *Expanded Expectations*
- ✓ *Regional and Local Planning*
- ✓ *Increased Strategic Choices*

<b>WIOA Section 107: Functions of the Local Board</b>	
<b>WIOA</b>	<b>WIA</b>
<b>Local Plan (Regional Plan)</b>	Local Plan
Select One-Stop Operators, Providers	Select One-Stop Operators, Providers
Budget and Administration	Budget and Administration
Program Oversight	Program Oversight
Negotiate Performance Standards	Negotiate Performance Standards
<b>Employer Engagement</b>	Economic Development Linkages
<b>Convening, Brokering, Leveraging Workforce System Stakeholders</b>	Connecting, Brokering, Coaching... Private Sector Participation
<b>Workforce Research, Regional LMI</b>	Employment Statistics
<b>Career Pathways Development</b>	
<b>Coordination with Education</b>	
<b>Proven and Promising Practices Technology</b>	

**⚡ Workforce Research and Regional Labor Market ⚡**

**Analysis** of the economic conditions, needed knowledge and skills, the workforce and workforce development activities in the region

**⚡ Career Pathways Development ⚡**

**Lead efforts in the local area to develop and implement career pathways** within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth

**⚡ Coordination with Education Providers ⚡**

Coordinate activities with... **providers of workforce investment activities, providers of adult education, career and technical education and local agencies of title I of the Rehabilitation Act**

**⚡ Proven and Promising Practices ⚡**

**Identify and promote proven and promising strategies...**  
for meeting the needs of employers, and workers and jobseekers

## ⚡ Technology ⚡

The local board shall develop **strategies for using technology** to maximize the accessibility and effectiveness of the local workforce development by—

- **facilitating connections among the intake and case management information systems** of the one-stop partner programs to support a comprehensive workforce development system in the local area;
- **facilitating access to services** provided through the one-stop delivery system involved, including facilitating the access in remote areas;
- identifying strategies for better meeting the needs of individuals with barriers to employment, including **strategies that augment traditional service delivery, and increase access to services and programs of the one-stop delivery system, such as improving digital literacy skills;**
- leveraging resources and capacity...including **resources and capacity for services for individuals with barriers to employment.**

## ⚡ WIOA Section 108: Contents of the Local Plan ⚡

- **Description of the workforce development system...identifies the programs that are included in that system and how the local board will work with the entities carrying out core programs and other workforce development programs to support alignment to provide services**
- Description of how the local board, working with the entities carrying out core programs, **will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment** including how the local board will **facilitate the development of career pathways and co-enrollment**, as appropriate, in core programs  
**and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable)**

⚡ ***New “Permissible” Activity in WIOA*** ⚡

**Work Support Activities for Low-Wage Workers**

- Assist low-wage workers in retaining and enhancing employment:
  - Nontraditional hours and onsite childcare
  - Supportive services and needs-related payments

⚡ ***New “Permissible” Activity in WIOA*** ⚡

**Transitional Jobs**

- **Local Board Decides Whether to Offer: Not More Than 10% of Funds**
  - Time-limited, subsidized work experience
  - For individuals with barriers to employment who are chronically unemployed or have an inconsistent work history
- Establish a work history, demonstrate success in workplace, and develop the skills that lead to entry into and retention in unsubsidized employment

## ⚡ WIOA: Employer Engagement ⚡

### Functions of the Local Workforce Development Board

“The local board shall lead efforts to **engage with a diverse range of employers** and with entities in the region involved—

(A) to promote **business representation...on the local board;**

(B) to develop effective linkages...to **support employer utilization of the local workforce development system** and...local workforce investment activities;

(C) to ensure that workforce investment activities meet the needs of employers and support economic growth in the region, by **enhancing communication, coordination, and collaboration among employers, economic development entities, and service providers;** and

(D) to develop and implement **proven or promising strategies** for meeting the employment and skill needs of workers and employers (such as the establishment of **industry and sector partnerships**), that provide the skilled workforce needed by employers in the region, and that **expand employment and career advancement opportunities** for workforce development system participants in **in-demand industry sectors or occupations.**”

⚡ **Employer Engagement: Not Just Business Services** ⚡

*Convening*  
*Listening*  
*Defining*  
*Partnering*  
*Benefiting*



## WIOA Section 108: Contents of the Local Plan

### *Description of the strategies and services to:*

- Facilitate engagement of employers
- Meet the needs of businesses in the local area
- Coordinate workforce programs and economic development
- May include: incumbent worker training, OJT, customized training, sector strategies, career pathways initiatives, other business services

## What Is Employer Engagement?

- Seeking **Advice** from Employers and Industries on How to **Design and Deliver Job Seeker Services** to Better Meet Talent Needs
- **Defining and Validating the Skills and Credentials** Needed for Individual Career Pathways to Fill Talent Pipelines
- Providing **Work-Based Training and Learning Opportunities**

## Proven Strategies to Increase Employer Engagement

- ✓ Seek Advice from Individual Employers and Industries
- ✓ Create Program Design Feedback Loops From Customer Satisfaction Surveys
- ✓ Give Employers a Chance to React and Comment on Something Specific
- ✓ Create Time-Limited Taskforces, Not Just “Councils”
- ✓ Partner with Trade Associations and Seek Co-Sponsors
- ✓ Go Beyond Meetings:  
Use Multiple Methods to Engage

⚡ ***New Board Functions*** ⚡

**“Permissible Local Employment and Training Activities”  
Include Employer Engagement and Business Services**

- ✓ Improving **services and linkages** between the local workforce investment system (including the local one-stop delivery system) **and employers, including small employers**
- ✓ **Activities to provide business services and strategies that meet the workforce investment needs of area employers**

*May be provided **through effective business intermediaries** working in conjunction with the local board...*

- ✓ **Marketing of business services** offered under this title, to appropriate area employers, including small and mid-sized employers

## **New “Permissible” Activity in WIOA: Incumbent Worker Training**

Purpose:

“Assisting workers obtain skills necessary to **retain employment or avert layoffs**”

“The **Local Board may** reserve and use **not more than 20 percent** of the funds allocated to the local area to pay for the Federal share of the cost of providing training through a training program for incumbent workers.”

**Cost-Shared with Employer:**

Employer-Share Based on Employer Size

## **WIOA: OJT**

Changes Current Waiver:

Reimbursement up to 75% if Governor or Local Board (If Approved by Governor)

## **WIOA: Customized Training**

Employer Pays a “Significant Portion” of the Cost of Training (Under WIA: 50%)

⚡ **WIOA and Workforce Boards** ⚡

**Section 107: Local Workforce Development Board Membership**

<b>WIOA</b>	<b>WIA</b>
<b>51% Businesses</b> (Business Chair)	<i>Same</i>
<p><b>Not less than 20% representatives of the workforce:</b></p> <p><b>Shall include:</b></p> <p><b>Labor Organizations</b></p> <p><b>Apprenticeship Program</b></p> <p><i>May include: CBOS; organizations that serve youth, veterans, or individuals with disabilities or barriers to employment</i></p>	<p>Representation changed by percentage required</p> <p>New member requirement for apprenticeship (if exists)</p> <p>CBO members were <i>required</i></p>

<p><b>Shall include</b> representatives of entities administering <b>education and training activities:</b></p> <ul style="list-style-type: none"><li>- <b>Providers of Title II, Adult Education and Literacy</b></li><li>- <b>Higher Education, Including Community Colleges</b></li></ul> <p><i>May include:</i> <i>Local education agencies and CBOs</i></p>	<p>“Representatives of local educational entities, including representatives of local educational agencies, local school boards, entities providing adult education and literacy activities, and postsecondary educational institutions (including representatives of community colleges)”</p>
<p><b>Shall include</b> a representatives of</p> <ul style="list-style-type: none"><li>- <b>Economic Development</b></li><li>- <b>State employment service office</b></li><li>- <b>Title I of Rehabilitation Act</b></li></ul>	<p>“Representatives of each of the one-stop partners”</p> <p><i>(Included WIA Title I Programs)</i></p>

<p style="text-align: center;"><b>May include:</b></p> <p><i>- Others as the chief elected official may determine to be appropriate</i></p>	<p style="text-align: center;"><i>Others as the chief elected official may determine to be appropriate</i></p>
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<b>Local Workforce Board Membership</b>			
<b>Required Membership</b>	<b>#</b>	<b>Your Board</b>	<b>#</b>
Business (51%)	10		
Workforce (20%) <i>(Minimums: 2 Labor; 1 Apprenticeship, if Exists)</i>	4		
Adult Education Literacy	1		
Vocational Rehabilitation	1		
Wagner-Peyser	1		
Higher-Education	1		
Economic Development	1		
<b><i>Total Minimum Number</i></b>	<b>19</b>	<b><i>Current Number</i></b>	

## ⚡ WIOA and Workforce Boards ⚡

### **Section 107: Optional Local Board Standing Committees**

**“The local board may designate and direct the activities of standing committees to provide information and to assist the local board in carrying out activities under this section...  
chaired by a member of the local board, may include other members of the local board, and shall include other individuals appointed by the local board who are not members...”**

*“To provide information and to assist with planning, operational and other issues relating to...”*

- 1. The One-Stop Delivery System**
- 2. Youth Services**
- 3. Services to Individuals with Disabilities**



⚡ **WIOA and Workforce Boards** ⚡

**Section 108: Local Plan**

***The Tick-Tock...***

**7/1/15:**

*Current Local Plan Continues for First Year*

**3/3/16:**

*State Unified Plan Submitted to USDOL*

**?????:**

*Development of Regional and Local Plans*

**7/1/16:**

*First Four-Year Regional and Local Plans Begin*

***Will Your State Be an Early Implementation State?  
If So, Timeline Accelerates!***

⚡ **WIOA and Workforce Boards** ⚡

**Section 106: Regions**

***By 3/3/16 (State Plan):***

*State (After Consultation with Local Boards, CEOs) Identifies Regions*

***By 7/1/16:***

*Regional and Local Plans*

**Three Types of Regions:**

**1. One Local Area**

**2. Two or More Local Areas**

**3. “Interstate and consist of labor market areas, economic development areas, or other appropriate contiguous subareas of those States”**

## ⚡ WIOA and Workforce Boards ⚡

### Section 106: Regional Planning

*“The state...shall require...a planning region to prepare, submit, and obtain approval of a single regional plan...incorporates local plans for each of the local areas in the planning region”*

- ✓ Regional service strategies
- ✓ Development, implementation of sector initiatives
- ✓ Collection and analysis of regional labor market data
- ✓ Coordination of supportive services
- ✓ Coordination with regional economic development

- ✓ **Administrative cost arrangements**, including the pooling of funds for administrative costs, as appropriate, for the region
- ✓ Agreement concerning how the region will collectively negotiate and reach agreement with Governor on **local levels of performance**

# ***Leading the WIOA Workforce System***

## ***Take-Aways! Best Bets! Next Steps!***