

# Federal Workforce Investment Act

## WIA 101



# Workforce Investment Act

## **White House's Education Blueprint:**

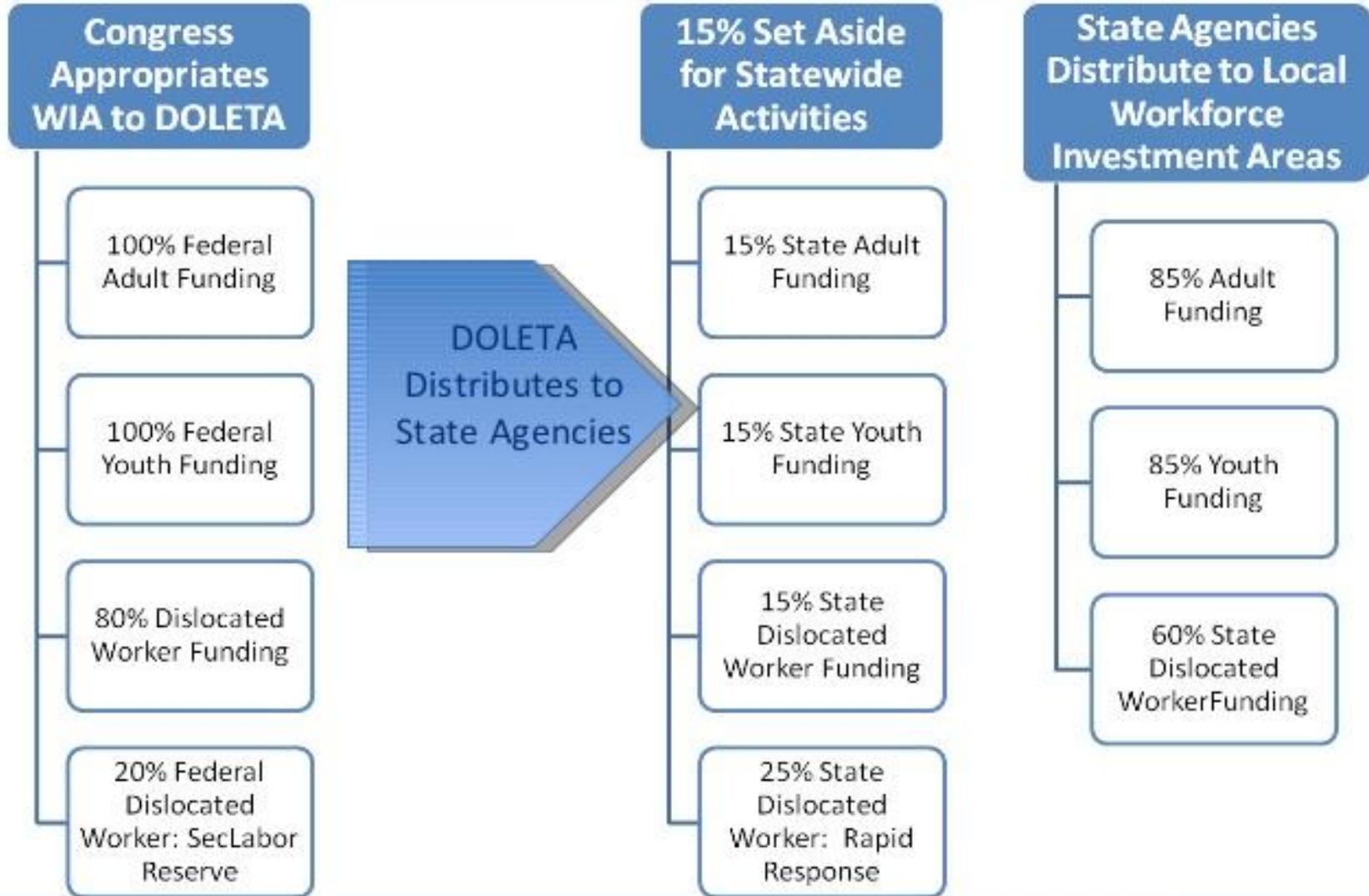
*Earning a post-secondary degree or credential is no longer just a pathway to opportunity for a talented few; rather, it is a prerequisite for the growing jobs of the new economy.*

*Over this decade, employment in jobs requiring education beyond a high school diploma will grow more rapidly than employment in jobs that do not; of the 30 fastest growing occupations, more than half require postsecondary education.*

# WIA - Largest Federal Training Program

- Close to \$3 billion annually
- States are allocated dollars by formula, based on relative share of unemployment & economically disadvantaged
- CA averages more than 10% of nation's funding

# WIA Title 1 Funding Structure



# California WIA Funding PY 2012-13

<b><u>PY 2012-13</u></b>	<b><u>Total Allotment</u></b>	<b><u>Local Allocation</u></b>
Adult Program	\$120,000,208	\$114,000,198
Youth Program	\$123,857,750	\$117,664,863
DW Program	\$167,279,720	\$117,095,804
<b>Total</b>	<b>\$411,137,678</b>	<b>\$348,760,865</b>

\*\* Severe Reduction of Funds over last decade

# California WIA Funding

**US Department of Labor ETA**



**State Board = Policy Advisor**



**EDD = Administrative Agency**



**49 Local WIBs**

# State Governance

- **State Board:** On behalf of Governor: system oversight, negotiates performance, approves local plans, certifies LWIBs, aligns resources at state level, etc.
- **EDD:** administrative oversight, monitoring, auditing, administers grant solicitations, operates the Job Service, Unemployment Insurance, Trade Act Adjustment, and other programs

# WIA is Largely Locally Driven

**Unique among federal programs - resources go straight to local government:**

- 95% of dollars formula allocated to 49 LWIBs
- Federal law defines use of dollars, including description and purpose of LWIBs
- How funds are invested locally is determined by our 49 LWIBs

# Local Governance

## **LWIBs are governed differently across the state**

- Administered through county welfare departments, city economic development, etc.
- Some are non-profits under contract with a city or county, or a consortium as a JPA

# LWIB Composition

## **Appointed by Chief Local Elected Official**

- Federal law requires majority business
- CA law requires 15% labor
- 17 WIA “required partners” must be represented (*EDD, Community Colleges, Adult Ed, Job Corps, Veterans Services, Vocational Rehab, HUD, etc.*)
- Average WIB in CA is 33

# Role of LWIBs

- Develop local Strategic Plan
- Convene community & regional partners
- Track regional labor market trends
- Certify and oversee local One-Stops
- Certify eligible providers of training and youth services
- Negotiate local performance measures with the Governor

# WIA Services – Through One-Stops

- Job search skills
- Counseling and coaching
- Job recruitment and placement
- Internships and work experience
- Layoffs response & services to laid off workers
- Supportive Services
- Etc...

# WIA Services – Through Youth Providers

- Work readiness skills
- Remedial education
- Summer Youth employment
- Credential, certificate, and degree prep
- Internships and work experience
- Etc...

# WIA Services – Through Colleges, Adult Schools, Union Programs, other Eligible Providers

- Basic skills training
- Skills training leading to industry-valued credentials, certificates, licenses
- Short-term training to upgrade skills
- Pre-apprenticeship training
- Apprenticeship training
- Customized training with employers
- Etc...

# WIA Performance – Common Measures

## **ADULT & DISLOCATED WORKER**

- Entered employment
- Employment retention
- Average six-month earnings

## **YOUTH**

- Placement in employment or education
- Attainment of a degree or certificate
- Literacy and numeracy

# Critical State Legislation

- **SB 293** (Ducheny) – Broader reach for state coordinated plan; Labor on LWIBs
- **AB 554** (Atkins) – Coordination with State Approved Apprenticeship Programs
- **SB 734** (DeSaulnier) – Investment in Skills Training
- **SB 698** (T. Lieu) – High-Performance LWIBs

# SB 293 – CA Workforce Training Act

## Broader Role for State Board

*The California Workforce Investment Board, in collaboration with state and local partners, including the Chancellor of the California Community Colleges, the State Department of Education, other appropriate state agencies, and local workforce investment boards, shall develop a strategic workforce plan to serve as a framework for the development of public policy, fiscal investment, and operation of all state labor exchange, workforce education, and training programs to address the state's economic, demographic, and workforce needs. The strategic workforce plan shall also serve as the framework for the single state plan required by the Workforce Investment Act of 1998.*

# SB 734 – WIA for Skills Training

## Training minimum

**Beginning July 1, 2012, at least 25 percent of local WIA Adult and Dislocated Worker funds shall be spent on training**

**Beginning July 1, 2016, at least 30 percent of local WIA Adult and Dislocated Worker funds shall be spent on training**

## Definition of training (based on federal WIA)

- Occupational skills training
- On-the-job training (OJT)
- Programs that combine workplace training with related instruction
- Training programs operated by the private sector
- Skill upgrading and retraining
- Entrepreneurial training
- Job readiness training
- Adult education and literacy activities provided in combination with the training services described above
- Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training

# SB 734 – WIA for Skills Training

## Leveraged Funds

LWIBs receive a credit of up to **10 percent** of their Adult and Dislocated Worker allocation for leveraged funds. Leveraged funds may include:

- Federal Pell Grants
- All programs authorized by WIA
- Trade Adjustment Assistance (TAA)
- DOL National Emergency Grants (NEG)
- Match funds from joint labor-management trusts
- Match funds from employers, industry, and industry associations
- Employment Training Panel grants (ETP)

# SB 698 High-Performance LWIB

- Last year, Governor Brown signed SB 698 to set the bar higher for LWIB performance
- By January 1, 2013, the State Board must implement standards for certifying high-performing LWIBs
- The first certification must occur on or before July 1, 2013

# High-Performance LWIB

On behalf of the Governor, the State Board must perform three required activities:

- Approve local plans based on adherence to the *State Strategic Workforce Development Plan*
- Biannually recommend LWIB recertification
- Evaluate LWIB performance for biannual “High-Performance” certification

# High-Performance LWIB

## **The High-Performance LWIB standard is the core of local planning:**

- LWIBs that meet minimum = local Plan approval and LWIB recertification
- LWIBs that fall below minimum = technical assistance to correct shortfalls
- LWIBs that exceed minimum = High-Performance LWIB

(Goal = all LWIBs receive local plan approval and recertification)

# High-Performance LWIB

## Five Standards

1. Strategic planning and implementation
2. Business services/partnerships/sector strategies
3. Youth strategies
4. Investing in training/skills development/career pathways
5. Managing the work of the LWIB

# High-Performance LWIB

Consistent with the State *Strategic Workforce Development Plan* – encourage LWIBs to:

- Take on strategic community leadership & engage diverse partners
- Adopt and use sector partnerships as a key to service delivery
- Prioritize and invest in worker training
- Continuously improve service delivery

# State Plan Timeline

- **October 2012** – State plan draft submitted to US DOL
- **November 2012** – Release local plan guidance, including SB 698 rubric and local plan template
- **November 2012-January 2013** – Regional Technical Assistance sessions on local planning
- **April 1, 2013** – Local plans due to the State Board
- **April- June 2013** – State review and scoring of local plans; recommend to Governor LWIB recertification
- **July 1, 2013** – State Board certifies High-Performance LWIBs