

Workforce Innovation and Opportunity Act (WIOA) Unified Draft Plan Update

California Workforce Development Board (CWDB)

Agenda

- State Plan Draft Overview
- Next Steps
- Roadshow Information

Plan Outline

- Preface and Executive Summary
- Labor Market and Workforce and Education Overview
- Policy Strategies, State Board Overview, Strategy Implementation, Cross-System Data Capacity
- State Policies & Program Organizational Structures
- Distribution of Funds for Core Programs
- Conclusion
- Appendices

Preface and Executive Summary

- Plan Development
 - A note on process
 - Organization of the state plan
- Executive Summary
 - Policy objectives
 - Plan goals
 - General Policy Framework
 - Seven strategies
 - Regional plans: Regional Sector Pathways
 - SlingShot
 - Local plans: integrated service delivery through AJCCs

California's Big Workforce Goal

- One million “middle-skill” industry-valued and recognized postsecondary credentials
- Goal is aligned with Community College Board of Governor's Workforce Task Force goal
- What is a middle-skill postsecondary credential?
 - A credential with demonstrable labor market value that requires more than a high school education but less than a four-year degree

Policy Objectives and Strategies

3 What's (Objectives)

- Fostering “demand-driven skills attainment”
- Enabling upward mobility (especially for populations with barriers to employment)
- Aligning, coordinating, and integrating programs and services

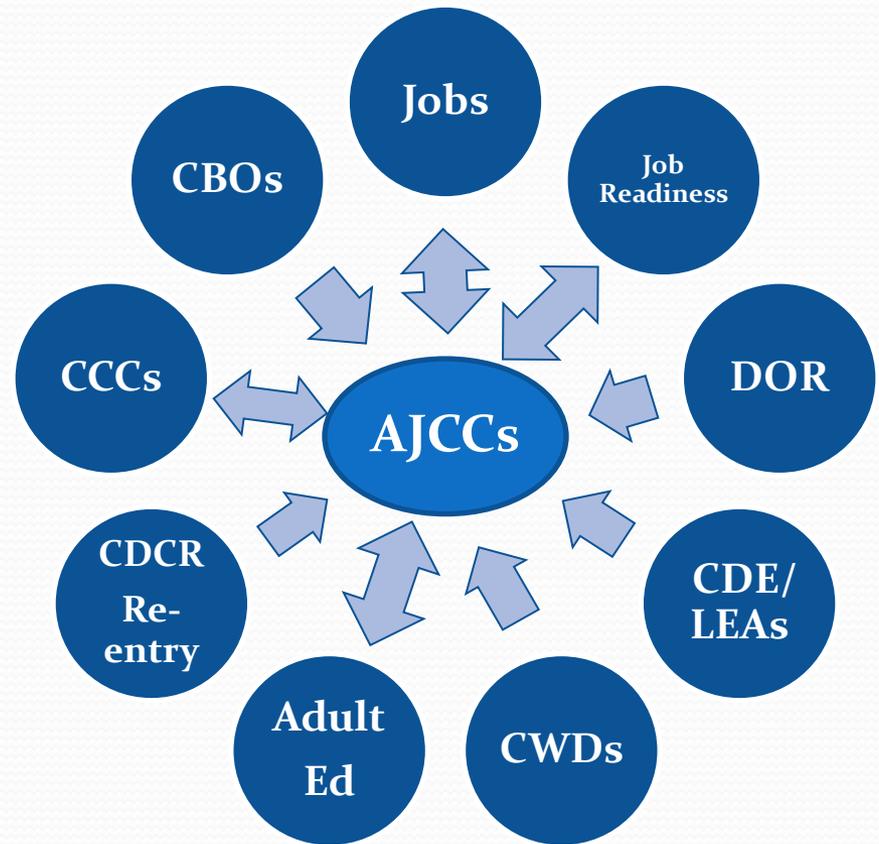
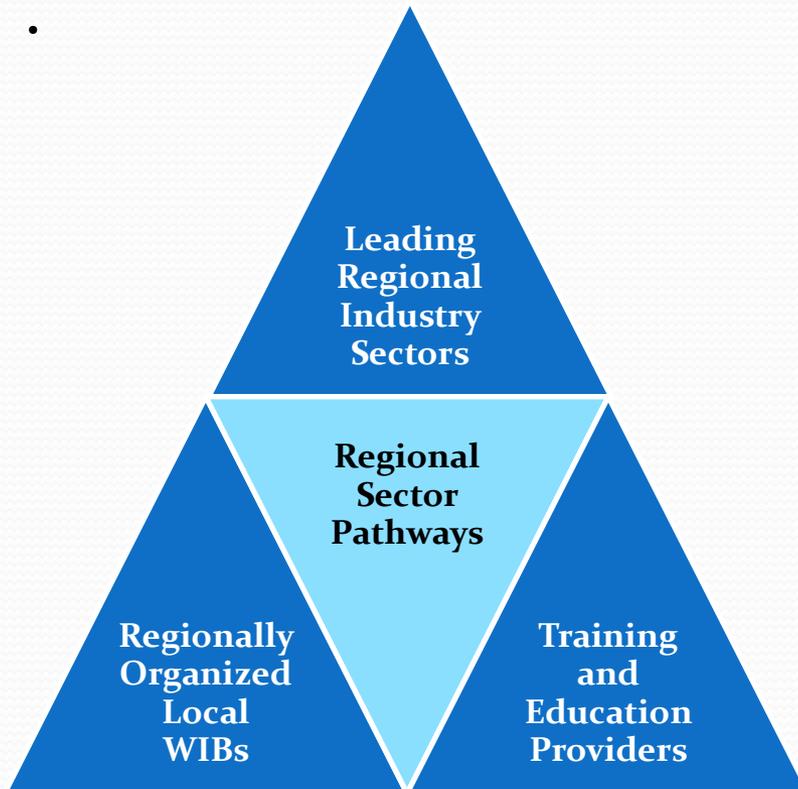
7 How's (Strategies)

- Organizing Regionally
- Sector Strategies
- Career Pathways
- Utilizing “Earn and Learn” Strategies
- Providing Supportive Services
- Building Cross-System Data Capacity
- Integrating Services and Braiding Resources

Vision for Service Delivery

- Regional Workforce Pipelines – AKA “Regional Sector Pathways”
 - Regional alignment as accomplished through three strategies
 - Sector Strategies
 - Career Pathways
 - Organized Regional Partnerships
- Local access to regional pipeline
 - Providing supportive services
 - Integrating services and braiding resources (AJCCs)

Vision for Service Delivery



Chapter 1: California's Labor Market

- California's economy is big and growing
- The Great Recession and its aftermath
- Economic recovery in the aggregate
- Regional labor markets during the recovery
- Inequality
- Policy implications

Chapter 1: Policy Implications of Labor Market Data

- Recovery has been uneven
 - Regional inequality
 - Demographic inequality
- Need to invest in skills attainment
 - Greater opportunities for populations with barriers to employment
 - Skilled workforce provides competitive edge to California industries

Chapter 2: Overview of Workforce and Education Activities in California

- Local Providers
 - Over 11,000 K-12 schools, over 1,000 school districts, 500 charter schools, 113 community colleges in 72 community college districts, 48 local workforce development boards, 58 county offices of education, 58 county welfare departments
- Over half a dozen state departments
 - EDD, CDE, SBE, CDSS, DOR, CCCCO, ETP, GO-Biz, DIR (DAS)
- Chapter contains assessment of strengths and weaknesses provided by state partners

Chapter 3: Comprehensive Overview of Policy Strategies

Partnering In Sector Strategies

- Organizing with industry to strategize/address common workforce needs
- Organizing workforce/education professionals to provide training and education to meet industry needs
- Developing a plan to provide job seekers with relevant skillsets to connect them to industries that are hiring

Purpose: ensure training programs are relevant to the economy

Chapter 3: Comprehensive Overview of Policy Strategies

Building Career Pathways

- Progressive skills development
- Each level of development has earnings impact (stackable credentials)
- Multiple entry and exit points (on and off ramps)

Purpose: access, flexibility, facilitated navigation of training and education programs

Chapter 3: Comprehensive Overview of Policy Strategies

Utilizing “Earn-and-learn”

- Paid work while learning skills
- Apprenticeships
- On-the-Job Training (OJT)
- Subsidized/Transitional Employment
- Paid internships

Purpose: simultaneous access to income and training for those who cannot afford full time education

Chapter 3: Comprehensive Overview of Policy Strategies

Organizing Regionally

- Partnerships based on program specialization/core competencies

Purpose: economies of scale, labor markets are regional, industry is organized regionally

Chapter 3: Comprehensive Overview of Policy Strategies

Providing Supportive Services

- Dealing with obstacles faced by those with barriers to employment
- Subsidized childcare
- Subsidized transportation
- Books, uniforms, equipment
- Counseling
- Tutoring/Mentoring

Purpose: removing barriers to program completion and employment

Chapter 3: Comprehensive Overview of Policy Strategies

Creating Cross-System Data Capacity

- Labor market data to understand labor markets
- Research data to know what works
- Performance data to ensure success and foster accountability

Purpose: effective use of resources

Chapter 3: Comprehensive Overview of Policy Strategies

Integrating Service Delivery & Braiding Resources

- Each partner has something to contribute
- Everyone has limited resources
- We share common goals

Purpose: optimize limited resources and make use of program specialization to better serve individuals

Chapter 4: State Workforce Board

- Composition
- Committees
- Role in state plan development
 - WIOA Workgroup
 - Bilateral meetings

Chapter 4: State Workforce Board Staff Structure

- Executive Director
- Chief Deputy Director
- Three branches
 - Administrative
 - Operations, fiscal accountability, and reporting
 - Strategy, Innovation, and Regional Initiatives
 - Accelerator & SlingShot
 - Policy, Legislation, and Research
 - Guidance & technical assistance

Chapter 5: Implementing the Policy Strategies

Organizational Roles and Operational Alignment

Department of Labor planning guidance requirements:

- How program partners will fund strategies
- Assure coordination and non-duplication of effort
- How programs will align services
- How educational institutions will be engaged
- How resources will be leveraged to increase educational access
- How the seven strategy policy package improves access to postsecondary education
- How activities will be coordinated with economic development efforts

Regional Planning Units

WIOA Regional Planning Units



Chapter 5: Regional Plans, Sector Pathways, and Planning Units

- Regional Plans and “Regional Sector Pathways”
 - Sector Strategies
 - Career Pathways
 - Regional Partnerships
- Regional Planning Units
 - WIOA Requirements
 - Policy, process, method
 - Regions identified

Chapter 5: Roles and Functions of Core and Non-Core Partners in Implementing “Regional Sector Pathways”

The State Board (Title I)

- Guidance and technical assistance, outline best practices and facilitate partnerships (ex: SlingShot), review regional plans

Local Boards (Title I)

- Convene with education partners and engage employers, assess industry needs, identify career pathway programs, and broker regional partnerships (ex: SlingShot)

EDD’s Workforce Services Branch (Title I)

- Administrative support, financial oversight, regional labor market information

Chapter 5: Roles and Functions of Core and Non-Core Partners in Implementing “Regional Sector Pathways”

SBE, CDE, CCCCCO , and the CWDB

- Facilitate partnerships to align Adult Ed programs with regional Career Pathways

CWDB, CDE, CCCCCO, DOR, and EDD

- Develop regional partnerships, align services to develop career pathway programs for youth

DOR

- Leverage regional employer engagement
- Use data from LWDB and EDD LMI to inform consumers,
- Collaborate with partners to ensure system access for all

Community colleges

- Serve as the primary provider of CTE programs

Chapter 5: Roles and Functions of Core and Non-Core Partners in Implementing “Regional Sector Pathways”

ETP

- Upskill incumbent workers to open up entry level positions, as appropriate
- Leverage federal contracts to improve section 503 compliance

GO-Biz

- Provide information to LWDBs about regional initiatives and investment priorities

TANF, CDSS, CWDA, and CCCCO-Student Support Services

- Coordinate to enter TANF participants into career pathways

CDE and CCCCO

- Develop guidance to align and coordinate Perkins grant programs
- Bridge K-12 programs to prepare students to enter pathways

Chapter 5: Roles and Functions of Core and Non Core Partners in Local plans and Service Delivery in the AJCCs

Partners will braid resources to ensure access to a comprehensive menu of services

The State Board (Title I)

- Develop, with partners, a blueprint for service delivery in AJCCs
- Coordinate, with partners, to ensure mandatory partnership and compliance
- With CDE, support the integration of “earn and learn” activities in all locally funded WIOA youth programs (ex: paid internships, apprenticeships)
- With CCCCO and CDSS, encourage/promote partnerships that support subsidized employment programs for TANF participants

Chapter 5: Roles and Functions of Core and Non Core Partners plans and Service Delivery in the AJCCs

Local Boards (Title I)

- Convene employers and partners to build model partnerships
- Work with partners to implement the state plan program strategies
- Provide business services to engage employers at the local level

EDD-WSB field Staff (Title III)

- Provide job services in the AJCCs
- Coordinate TAA and Veteran's programs
- Provide representation on LWDBs

SBE, CDE, and CCCCO (Title II Administrators and Operators)

- Issue mandatory partnership guidance to Title II providers
- Assess current level of partnership and compliance

Chapter 5: Roles and Functions of Core and Non Core Partners in Local plans and Service Delivery in the AJCCs

Department of Rehabilitation (Title IV)

- Update One-Stop MOUs with Local Boards
- Assess current level of partnership and compliance
- Work with CWDB to promote “competitive integrated employment (CIE)”
 - WIOA defines CIE as full-time or part-time work, at or above State minimum wage, in an inclusive setting, with similar opportunities for advancement as other employees in similar positions
- Provide technical assistance to AJCCs to aid in ensuring access

CDSS and CWDA

- Develop/Update One-Stop MOUs with Local Boards
- Assess current level of partnership and compliance
- Issue guidance to CWDs regarding rules for mandatory partnership
- With CWDB and CCCCO, identify best practices and model partnerships to move TANF participants into career pathways

Chapter 6: Creating Cross-System Data-Capacity

Description of Operating Systems

- Labor market information systems
- Data systems
- Communication systems
- Job banks
- Data collection and reporting processes for all programs

Chapter 6: Creating Cross-System Data-Capacity

Performance Assessment

- Assessment of Core Programs
 - WIOA performance measures
 - Initial independent reporting based on existing systems using modifications where necessary
- Assessment of One-Stop Program Partners
 - Co-location, cross training, and virtual access
- Regional Assessment
 - Middle-skilled industry-valued postsecondary credentials (State goal of one million over the next 10 years)
 - Training-related job placement

Chapter 6: Creating Cross-System Data-Capacity

- Context
 - Decentralized service delivery structures
 - Legacy systems and existing contract commitments
- Principles for Data Integration
 - Form meets function
 - Negotiated solution
 - Different programs have different needs
- High level workgroup to work through the issues

Chapter 7: State Policies and Organizational Charts

- State policies to support strategies
 - State legislation
- State Board membership listing
- Organizational charts
- Implementing and monitoring priority of service for veterans
- ADA compliance in One-Stops

Chapter 8: Distribution of Funds for Core Programs

- Distribution of funds for Title I
 - Methodology
- Distribution of funds for Title II
 - Solicitation process
- Distribution of funds for Title IV

Chapter 9: Summary and Concluding Remarks

- Partner collaboration
- Policy objectives and strategies
- Regional guidance, plans, and partnerships
 - Aligning educational and training provider services
 - Aligning through policy strategies
- Local guidance, plans, and partnerships
 - Access to workforce services
 - Core program alignment
 - AJCCs as a “gateway” to “Regional Sector Pathways”

Appendices

- Title I program specific requirements and assurances
 - Local area designation
 - Initiatives: Accelerator Fund and SlingShot
 - Youth and Adult Education
- Title III Wagner-Peyser Act program specific requirements and assurances
 - Unemployment Insurance involvement with WIOA
 - Agricultural Outreach Plan – PY 2016-2019
- Title II Adult Education and Family Literacy Act program specific requirements and assurances
- Title IV Vocational Rehabilitation program specific requirements and assurances
- State's economy
- Regional Planning Unit summaries
- State plan partner agreements

Next Steps

- Vet the plan with state plan partners
 - Written feedback due today
- CWDB WIOA Implementation Workgroup presentation (in progress)
- CWDB Board webinar: December 1, 2015
- WIOA State Plan Roadshow (December 2015)
- WIOA open public comment period early-December to mid-January
- Plan submission: March 3, 2016

Roadshow Locations and Dates

- WIOA State Plan Roadshow
 - Costa Mesa – December 4th 9:00 am – noon
 - Sacramento – December 7th 1:30 – 4:30 pm
 - Fresno – December 8th 1:00 – 4:00 pm
 - Hayward – December 14th 1:00 – 4:00 pm
 - Salinas – December 15th 9:30 am – 12:30 pm
 - San Bernardino – December 18th 9:00 am - noon