

Skills for Mobility

The WIOA State Plan and Policy Vision

Riverside Workforce Development Board 12-21-2016

WIOA State Plan Partners

- California Department of Social Services
- California Community Colleges Chancellor's Office
- California Department of Education (Adult Education)
- Employment Development Department
- Employment Training Panel
- Division of Apprenticeship Standards
- Department of Rehabilitation
- California Welfare Directors Association
- California Workforce Association
- California Workforce Development Board

The Vision and the Challenge

- Vision
 - Vibrant Regional Economies
 - Shared Prosperity for all Californians
 - Growth with Equity
- Challenge
 - Marked Income Inequality
 - Large Pool of Low Income Low Skilled Labor
 - Competitive Market Pressures on Business and Labor

WIA vs WIOA

WIA

- Labor Force Attachment
 - job search and placement assistance
 - light touch services and soft skills
 - short term outcomes
 - any job is a good job
- Sequence of Services
- Separate Programs for Separate Populations

WIOA

- Human Capital Development
 - upskilling
 - multiple and more intensive interventions
 - medium to long term outcomes
- Customer Centered Design
 - client populations
 - employers
- Program alignment across funding streams

Why the emphasis on skills, partnership, and alignment?

- Education and Training are associated with labor market success
 - Longer term training typically associated with bigger impacts
 - Tipping points → one year of post-secondary education
 - Depends on level of education; shorter term training benefits more highly educated workers
 - Program of study is important because labor market relevance is key
 - Sector programs with industry involvement key
 - Degrees and certificates need to confer industry value
 - Completion typically important

WIOA State Plan Overview

- Three Objectives, Seven Strategies, and One Stretch Goal

The Policy Objectives

- **Demand Driven Skills Attainment**
Workforce and education programs should align with labor market needs, especially those of regional industry sectors, and those employers who provide good quality jobs
- **Upward Mobility for Individuals with Barriers to Employment**
Programs must be designed with the needs of hard to serve in mind
- **State, Local, and Regional Program Alignment Across Programs**
We need to package services across complementary programs to ensure success of shared client populations; common goals, common strategies, shared success

Stretch Goal

- One million industry recognized postsecondary degrees between 2017 and 2027

The Policy Strategies

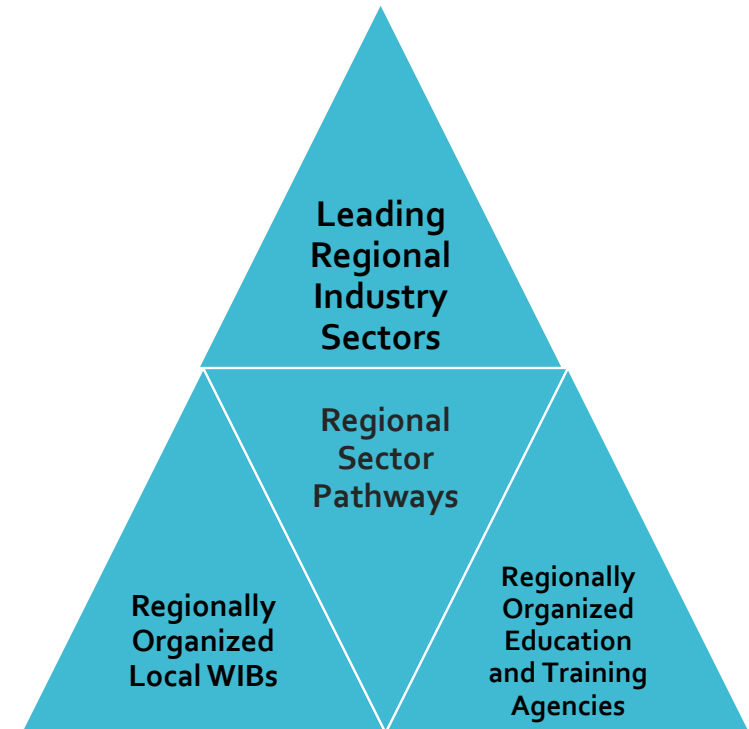
- Regional Organizing
 - Partnerships based on program specialization and scaled to regional need
- Sector Strategies
 - Calibrating skills training to market needs through partnerships between industry and training/education
- Career Pathways
 - Progressive credentialed skills development with multiple entry and exit points
- Earn and Learn
 - Paid work while learning (internships, on the job training, subsidized employment)
- Integrated Service Delivery
 - One stops and common referral, customized service coordination
- Supportive Services
 - Subsidized childcare, transportation, books, uniforms, equipment
- Cross System Data Capacity
 - Tracking individuals across programs and services and measuring assessing outcomes

The Stretch Goal

- One million industry recognized post-secondary credentials over ten years, including a doubling of the number of apprenticeships per year by the end

Regional Plans

- The Primary Mechanism for Aligning Educational and Training Programs with Regional Industry Sector Needs
- Moving clients through regional workforce pipeline



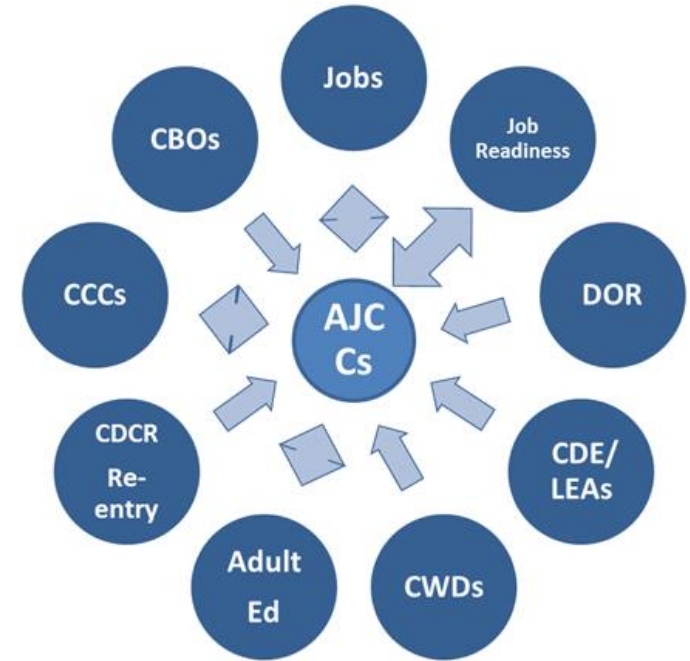
Regional Plan Requirements

- Regional Partners
 - Industry, organized labor, local boards, economic development agencies, community colleges, adult education providers, K-12 Career and Technical Education (CTE), DOR
- Regional Economic and Demographic Analysis
 - Labor market, workforce, target populations
- Regional Sector Pathways and Industry Valued Credentials
 - Which career pathway programs and why?
- Job Quality
 - Must prioritize working with employers who offer jobs with good wages and benefits, especially those with a history of hiring high-need or historically disadvantaged populations
- Accessibility and Inclusivity
 - Outreach, basic skills partnerships, physical and programmatic accessibility, supportive services by CBOs and others
- LEP Service Requirements
 - Outreach, assessment, service plan

Local Plans and Their Purpose

To Facilitate Access to
Workforce Services at the Local
Level Ensuring

- Program Alignment, Integrated Services, Braided Resources
- Upskilling On-ramps
- A “Menu” of Customizable Services to Customers.



Local Plan Requirements

- Vision, strategic planning, and implementation
 - What is the vision for regional economic growth and self sufficiency?
- Local program alignment to implement state plan
 - How will the core partners implement the 7 strategies?
- Services and service delivery strategies for specific programs, populations, and partners
 - Which populations and which services?
- Information Pertaining to AJCCs
 - Which programs and which services?
 - How do AJCCs serve as an on-ramp for skills programs and regional sector pathways?
- Performance goals
- Training activity
- Intake and case management

Questions

?