

Operators Meeting

January 15th, 2015

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Development Council

Agenda

- WIOA 101
- Partnerships
- One-Stop Delivery Systems
- Performance Measures
- The Knowns and the Unknowns
- Timelines
- Questions



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WIOA Overall Purposes

- To support the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system in the United States.



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WIOA Structure

The Act identifies, in specific titles, and focuses on four “core programs”

- Title I: Adult, Dislocated Worker, and Youth Programs
- Title II: Adult Education and Family Literacy
- Title III: Wagner-Peyser
- Title IV: Vocational Rehabilitation



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The Workforce Development System

Broadly: All of the agencies, programs, activities, and individuals working to prepare people to obtain and sustain a job

Technically: “a system that makes available the core programs, the other one-stop partner programs, and any other programs providing employment and training services as identified by a State board or local board.”



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The Meaning of an Aligned System

- Together, core programs build and sustain a Talent Pipeline that
 - Recognizes and works with key industries that are thriving today and are likely to be thriving in the future
 - Identifies the training and education needs of employees for those industries
 - Develops and delivers accessible training options to all types of individuals seeking employment



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Alignment in Practice

- Core program representatives are members of local workforce development boards (LWIBS)
- Core program representatives are partners in the one-stop delivery system in each area
- Core programs and required partners have integrated services through the one-stop delivery system



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Partnerships

- Active engagement with:
 - CDLE– Division of Employment and Training, UI
 - Local Workforce Directors and Operators
 - CDE– Innovation, Choice and Engagement Division
 - CDHS – Office of Community Access and Independence; Office of Economic Security
 - CDHE, OEDIT, Governor’s Office – Legislative and Policy Committee
 - CCCS, DOLA, DOC – Planning and implementation



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Structures

- WIOA Implementation Team
 - State and local level representatives
 - Office/Division leadership
- WIOA Work Groups
 - CDLE staff and local operators
- Briefings
 - Executive leadership
- US DOL Support
 - Region IV weekly calls
- Planning Meetings
 - Optional partners
- General Public and Stakeholder
 - TBD through state planning process



Key Changes for WIOA

- Membership of One-Stop Delivery System
 - TANF and re-entry programs are new required partners
- Career Services
- State Planning Process
 - 4 years, Unified or Combined
 - Regional Planning and Service Delivery
- New Performance Measures
 - Core programs accountable for same metrics
- Youth Program Funding and Structure



One-Stop System/Local Partnerships

Required One-Stop Partners

- Adult, Dislocated Worker, Youth
- Wagner-Peyser
- Adult Education
- Vocational Rehabilitation
- Older Americans Act
- Perkins Act
- Trade Act
- Veterans Services
- CSBG
- HUD
- Unemployment
- TANF – New!
- Second Chance Act – New!

Optional One-Stop Partners

- SNAP
- SNAP Work Programs
- JobCorps
- Ticket to Work and Self-Sufficiency Program
- Vocational Rehabilitation Sec 112
- Small Business Administration
- Public Libraries



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Building Partnerships

- State level awareness and exploration
- Best when developed and owned locally
- Outreach needs to take place
 - Work Group update
- Regional Meetings can support this effort
- Let us know where you have stumbling blocks
- New MOUs will be developed



Career Services

- Core and Intensive categories of services are going away
- Career Services will be offered
 - Sequential Services are not required
 - Work Group Update



State Plan

- The State Plan outlines a 4-year strategy for all of the core programs in WIOA
 - It will provide an overall strategy and an operational plan for how we will build our pipeline
 - It will identify operating systems and policies that support the strategy
- A Combined Plan may be developed that includes other programs



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Planning Regions

Planning regions will engage in:

- The establishment of regional service strategies, including use of cooperative service delivery agreements
- Sector initiatives
- The establishment of an agreement concerning how the planning region will collectively negotiate local levels of performance



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Performance Accountability Measures

- Creates a single set of common measures for customers of all core programs, including occupational training and adult education programs:
 - Unsubsidized employment (two data points)
 - Median earnings
 - Receipt of a postsecondary credential
 - Measureable skills gains toward credential attainment or employment
 - Employer engagement



Regulations

There will be 5 different sets of regulations released

- –1 joint set for all programs/Titles—Planning, Performance Measurement, aspects of the one-stop system
- –1 set for Adult, Youth, DL, and WP
- –1 set for Adult Ed
- –2 sets for Voc Rehab



Regulations

Guidance: Operational guidance that is necessary to begin implementing specific aspects of the Act that go into effect on July 1, 2015 will be issued separately from the draft regs.



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Into the Weeds

The Knowns

- WIOA funding and services begin July 1, 2015
- The Performance Measures, generally
- Who must be at the table
- Full implementation starts July 1, 2016
- The first participants to be judged by WIOA are entering now
- That training is necessary
- New requirements for one-stop centers regarding accessibility

The Unknowns

- How WIA carry-in should be used/monitored
- Employer Engagement metric that is coming from USDOL
- The roles everyone will play
- All details and specifics of implementation
- What areas will look like under WIOA
- Timing and implications of adjustments if performance measures are missed
- What that training should cover



Key Dates – Federal Timeline

- First Program Year begins- July 1, 2015
 - WIA State and local plan provisions continue for first full program year
 - New WIOA structures will go into effect
- State Plan required- March, 2016
- Levels for new performance indicators negotiated- March, 2016
- Full Implementation of Act- July 1, 2016
- WIOA Accountability System in effect- July 1, 2016



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Colorado's Process

- Colorado will employ a ground-up process to implement all of the necessary components of WIOA
- A focus will be placed on the customer (individual or employer), and the required components for success will be designed with strong service in mind
- The starting point is Partnership



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Timelines

- Draft Regulations will be released in the Spring of 2015
- A decision will be made on the type of plan to submit by July 1, 2015
- Areas may shift and be redefined
- Partnerships need to be in place in the spring of 2016 in order to meet MOU requirements



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Key Activities

- Staff Training and Development

Who:

- One-Stop Operators
- One-Stop Partners

What:

- Dynamics of all programs
- Eligibility
- Good referrals



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Staff Training

- By when?
- How?
- How often?
- Scope or depth?
- From whom?



Questions



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