

# State Planning Under WIOA

Skills 2 Compete

February 26, 2015



Colorado Workforce  
Development Council

# Topics to Cover

- Overview
- Implementation Status
- Structures in Place
- State Plan Overview
- Approach
- Status
- Next Steps



# Core Programs

- TITLE I: Adult, Dislocated Worker, and Youth programs
- TITLE II: Adult Education and Literacy programs (CDE)
- TITLE III: Wagner-Peyser Employment Service
- TITLE IV: Rehabilitation Act programs (CDHS)



# Common Themes

- Coordination and integration across core programs
- Utilization of sector partnerships and career pathways
- Stronger business engagement
- Enhanced focus on those with barriers to employment



# Implementation Status

The Art of Certainty Amidst Ambiguity

Three of Five draft regulations expected by May 3, 2015 at the latest

Preparing state and local boards, developing and enhancing partnerships, devising policies

July 1, 2015: Most provisions become effective

July 1, 2016: New state plan, performance measures, service agreements become effective



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# Structures

- WIOA Implementation Team
  - State and local level representatives
  - Office/Division leadership
- WIOA Work Groups
  - CDLE, CDE, CDHS staff and local operators and providers
- Policy and Legislative Committee
- General Public and Stakeholders
  - State planning process



# State Plan Overview: Unified v. Combined Plan <sup>7</sup>

## Unified:

- Adult, Dislocated Worker, Youth
- Adult Education
- Wagner-Peyser
- Vocational Rehabilitation

## Combined (Unified plus any of):

- Older Americans Act
- Perkins Act
- Trade Act
- Veterans Services
- CSBG
- HUD
- Unemployment
- TANF
- Second Chance Act
- SNAP
- SNAP Work Programs



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# State Plan Overview

The state plan, as outlined in the law, is divided into five sections:

- **Strategic planning elements;**
- Operational planning elements;
- State operating systems and policies;
- Program-specific requirements; and
- Assurances.



# State Strategic Vision

- Analysis of economic conditions in the State
  - In-demand sectors and occupations
  - Employer's needs
- Analysis of the current workforce, employment and unemployment data, and labor market information
- Analysis of workforce development activities, including the strengths and weaknesses of each and the capacity of state entities to provide such activities



# State Strategic Vision

- Description of the specific goals for
  - Preparing youth
  - Preparing individuals with barriers to employment
  - Meeting the skilled workforce needs of employers
  - Goals relating to performance accountability measures
  - How the state will assess the overall effectiveness of the workforce investment system in the state



# State Strategic Vision

- Strategy for aligning the core programs, as well as other resources, to achieve the strategic vision and goals described above



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# Approach

- Environment Scan
  - Cull existing materials for above list
  - Data analysis at state and local level
  - Focus Groups on ideas and desires with
    - Cabinet Workforce Work Group
    - Service Providers
    - Clients
    - CWDC
    - Local WIB Members
    - State Sectors Steering Committee
    - State Education and Training Advisory Committee
  - Statewide survey of employers, agency staff, stakeholder groups, advocates



# Approach

- Facilitated Sessions (3) with state leads/Cabinet Work Group
- Based on data, define Vision and Values and agreed upon focus of goals
- Goals drafted to be vetted – public comment
- Goals Finalized



# Approach

- Performance Negotiation of Standards
- Alignment Meetings between agency staff and local level staff
- Section 1 plan writing



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# Status and Next Steps

- Connected with all optional program staff
- Analyzing options
- Finalizing approach
- Finalizing planning partners
- Implementing environment scan



# Resources

[www.colorado.gov/cwdc/wioa](http://www.colorado.gov/cwdc/wioa)

[Lee.wheeler-berliner@state.co.us](mailto:Lee.wheeler-berliner@state.co.us)

303-318-8223



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