WIOA State Plan Update
Lee Wheeler-Berliner, WIOA Project & Change Manager
CWDC engaged Thomas P. Miller and Associates (TPMA) to:

- Facilitate stakeholder engagement to capture input for WIOA state plan
- Collaborate with CWDC in writing the strategic elements of the plan
- Gather feedback from partners and stakeholders on the complete state plan
- Assist with public comment.
WIOA provides an opportunity to...

– Change how we do business.
– Identify, expand, and learn from best practices.
– Create an Actionable Plan.
WHAT WE’VE LEARNED
Stakeholder Engagement & Information Gathering

Focus Groups

Interviews

Online Surveys

Labor Market Analysis
What’s Working Well

System Partner Collaboration
  – Co-location of services
  – Pooled Resources

Business Services
  – Data-Informed
  – Demand Driven

Sector Strategies
  – Focused on Business Needs
  – Statewide

Customer Focused Approach
Opportunities to Enhance the System
Youth Workforce
  – Soft Skill Training
  – Career Planning/Exploration
  – Partnership with K-12
Public Awareness
  – Unified Message (Jobseeker and Employers)
  – Organized Marketing/Outreach
Career Pathways
  – Based on Business Needs
  – Align with Sector Strategies
  – Detailed and Multiple Entry Points
Opportunities to Enhance the System

Work-based Learning
  – Youth and Adult jobseekers
  – Multiple sectors

Professional Development
  – Partner staff
  – Workforce Center staff
  – Board and stakeholders

Data Systems
  – Access and availability to data
  – Enhancements to Connecting Colorado
Vision for the Future

- **Holistic** approach to Talent Development
- A true system without silos – **no wrong door**
- **Strategic coordination and planning** among local areas
- A **flexible** system that encourages innovation
- **Proactive** to the needs of Business and Jobseekers
- **Maintaining local control** while seizing opportunities to learn from best practices across the state
- Accessible to **all** jobseekers
Stakeholder Surveys

• Four online surveys
  – Business
  – Jobseekers
  – Partner Agencies
  – Vocational Rehabilitation

• 264 total respondents
Survey of Businesses
(27 Responses)

• How are you utilizing CWCs?
  – 61% Employee Referral
  – 50% Connecting Colorado
  – 45% Working with BSR

• 95% satisfied with CWC services and believed staff was informed about their specific industry

• Future services:
  ▪ Referrals
  ▪ BSRs
  ▪ Training Provider
  ▪ OJT
  ▪ Connecting Colorado
Survey of Partners

(148 Respondents)

• **Current Collaborations**
  – 86% Client Referrals
  – 56% Job Seeker Services
  – 54% Supportive Services

• **Opportunities for improvement**
  – Communication
  – Collaboration among agencies
  – Shared goals
  – Inter-agency Professional Development
### Survey of Vocational Rehabilitation Stakeholders

(85 Responses)

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>I Do Not Know</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partners within the talent development system effectively collaborate to serve the employment and training needs of individuals with disabilities.</td>
<td>8%</td>
<td>10%</td>
<td>24%</td>
<td>18%</td>
<td>6%</td>
<td>24%</td>
<td>8%</td>
</tr>
<tr>
<td>Partners within the system provide demand-driven services.</td>
<td>6%</td>
<td>22%</td>
<td>24%</td>
<td>14%</td>
<td>2%</td>
<td>22%</td>
<td>8%</td>
</tr>
<tr>
<td>Agencies share common goals and aligned strategies.</td>
<td>4%</td>
<td>18%</td>
<td>18%</td>
<td>24%</td>
<td>6%</td>
<td>20%</td>
<td>8%</td>
</tr>
<tr>
<td>There is good communication between agencies/programs to support integrated services.</td>
<td>4%</td>
<td>10%</td>
<td>22%</td>
<td>29%</td>
<td>8%</td>
<td>18%</td>
<td>8%</td>
</tr>
<tr>
<td>Tools and/or resources are available to support collaboration among partners and programs.</td>
<td>4%</td>
<td>14%</td>
<td>24%</td>
<td>22%</td>
<td>6%</td>
<td>18%</td>
<td>10%</td>
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Planning Sessions

Day 1: *The WHAT*
Set 3 – 4 strategic goals to drive Colorado’s talent development system over the next 3 to 5 years

Day 2: *The HOW*
Identify relevant strategies to accomplish the goals and begin planning for action
System Vision

• CWDC’s Vision
  – Every Colorado business has access to a skilled workforce and every Coloradan has access to meaningful employment, resulting in state wide economic vitality.
Characteristics of the Conversation

- What is actionable?
- What is attainable?
- What is controllable?
- What is meaningful?
Proposed Goals

GOAL 1: Engage business and industry as a fulcrum to inform and align all elements of the demand-driven system

GOAL 2: Engage staff at all levels and across all partners in system alignment

GOAL 3: Adopt a customer-centric and holistic focus to increase access and effectiveness through shared data and tools for coordination

GOAL 4: Create a unified message for internal and external communication and branding of the system

GOAL 5: Drive meaningful outcomes through innovation, alignment of metrics, and accountability
CWDC’s Role

• Shall assist the Governor in the development, implementation, and modification of the State plan
Discussion

• How do these goals resonate with you?
• To what extent do these goals capture the right priorities for our state?
• What items, if any, are missing?