

Workforce³One

Transcript of Webinar

State and Local Governance and Planning

*Transcript By
Federal News Service
Washington, D.C.*

Hello, and thanks for tuning into today's tutorial about state and local governance. Our speaker will be Heather Fleck from the Office of Workforce Investment at the Employment and Training Administration at the United States Department of Labor.

HEATHER FLECK: Hello. This section will cover the following topics related to the Workforce Innovation Opportunity Act governance provisions. These include the role of state and local governance; state workforce board membership and functions; local workforce board membership and functions; unified and combined state plans; regional collaboration; and local plans.

WIOA expands the strategic roles of state and local workforce development boards and positions those boards to meet the workforce needs of local and regional employers. The state workforce board membership requirements has been streamlined under WIOA. It maintains the requirement for a business majority, but adds the requirement that these business members must be employers with high quality, work relevant training and development in in-demand industry sectors and occupations. Not less than 20 percent of the board must be representatives of the workforce, which includes labor organizations, registered apprenticeship program representatives and also may include community-based organizations with expertise in meeting the employment, training or education needs of individuals with barriers to employment, individuals with disabilities and veterans.

The balance of the state board must consist of government representatives. These include the governor, one member of each chamber of the state legislature, and agencies responsible for implementing the core programs in WIOA. In addition, it must include two or more chief local elected officials and may include other representatives such as agencies responsible for other One-Stop partner programs; agencies responsible for economic development or juvenile justice; or agencies responsible for education programs in the state, including chief executives of community colleges or other institutions of higher ed, or individuals representing an Indian tribal organizations. Other optional appointees are listed on this slide.

Under WIOA, the state board assumes a number of critical, strategic functions as well as operational functions to better support aligned and effective service delivery and functions to build system capacity. Some of the strategic functions of state boards include the development and implementation of the state plan and performance measures; development of career pathway strategies; the development and expansion of strategies for meeting the needs of employers, workers and job seekers, particularly through industry or sector partnerships; and the development and alignment of policies to support such strategies.

Some of the critical system capacity-building responsibilities of state boards includes implementing strategies to support staff training and awareness; dissemination of best practices; the development and continuous improvement of the One-Stop delivery system; and providing support for effective local boards.

Finally, the state board is responsible for aligning systems and ensuring effective operations across workforce programs. Such activities include the development of strategies for aligning

technology and data systems; development of local area allocation formulas; development of the statewide labor market information system; and development, review and recommendation of policies and guidance related to the appropriate roles and resource contributions of One-Stop partners.

Similar to state boards, local boards are also streamlined to be more effective and agile in responding to local labor market needs. While local boards maintain much of the same structure under current law, the number of required members is reduced. In addition, local boards have the option to appoint standing committees, such as a youth committee, a One-Stop partner committee, and a committee focused on serving individuals with disabilities, or any other committee the board would find useful.

In regard to the Local Workforce Board membership requirements, WIOA maintains the requirement for a business majority. But similar to the state board, it requires that business members must be employers with high-quality, work-relevant training and development in in-demand industry sectors or occupations. In addition, not less than 20 percent of the board members must be representatives of the workforce, which includes labor organizations, representatives from apprenticeship programs, and may also include community-based organizations with expertise in meeting the employment training or education needs of individuals with barriers to employment, including youth and out-of-school youth, individuals with disabilities and veterans.

The balance of the local board membership must consist of government representatives. And these include the local elected official; a representative of eligible providers that administer adult education and literacy activities; a representative of institutions of higher education that provide workforce investment activities, which includes community colleges; and representatives of governmental and economic and community development entities that serve the local area.

Finally, membership must include a representative of the programs that are carried out under Title I of the Rehabilitation Act that serve the local area.

Local board membership may also include other representatives. These additional appointees are listed on this slide.

As with state boards, WIOA adds several strategic capacity-building and operational functions to the responsibilities of local boards. Strategic functions include the development of a regional and local plan; the conduct of workforce research in regional labor market analysis; taking the lead in career pathways development; and a convening, brokering and leveraging role with local workforce development stakeholders to assist in plan development and identification of non-federal expertise and resources to leverage support for workforce development activities.

System capacity functions include leading efforts to identify and promote promising practices to meet the needs of employers and workers with disabilities, and leading efforts to engage with a diverse range of employers to promote business representation, and promote industry and sector partnerships.

Finally, local boards are responsible for aligning systems and ensuring the effective operations across workforce programs. Such responsibilities include designation of One-Stop operators; providing program oversight, including the development of memorandums of understanding with One-Stop partners; and conducting oversight of local youth activities, including identifying eligible youth providers through the award of competitive grants and contracts.

An important change in WIOA is the establishment of the unified plan. WIOA ensures that the employment and training services provided by core programs, as well as other programs that may be included in the plan, are coordinated and complementary so that job seekers acquire skills and credentials that meet employer needs.

The unified planning requirements under WIOA require a single, unified plan that includes all WIOA core programs. And this plan must describe the state's overall workforce development strategy, including how those programs align to better meet the identified skill needs of workers, job seekers and employers. These unified plans must be jointly approved by the secretaries of labor and education. Plans are approved for a four-year period, with required modifications every two years to account for changing economic conditions or updates to state strategies.

WIOA also provides an option for states to submit a combined plan that includes the four core programs plus one or more other workforce program. These programs are listed on this slide.

WIOA also has a strong focus on regional collaboration, and it promotes this alignment of workforce development programs with regional economic development strategies to better meet the needs of local and regional employers. WIOA requires governors to assign local areas to a region in order to support an effective strategy for continued economic growth. These regions do not necessarily correspond to state, county local workforce investment areas or municipal boundaries, but rather, should be based on economic factors within the state or interstate areas. WIOA requires local boards and chief elected officials in each identified region to engage in a planning process that results in a regional plan.

Some of the elements of a regional plan must include establishment of a regional service strategy, the development of sector initiatives for the region, analyses of regional labor market information, coordination of supportive services and the possible establishment of administrative cost arrangements to streamline service delivery or to realize other efficiencies. The regional plan will incorporate individual local plans within the planning region.

WIOA continues to include the requirement that local workforce development areas submit a local plan. These local plans must align with a state workforce development plan and describe strategies to align local services to meet regional labor market needs. Plans are required to cover the four-year period with review every two years, and must be modified to reflect changes in the labor market and economic conditions. If the local area is part of a planning region, the local board must prepare the local plan and include it in the submission of the regional plan.

Some of the required elements of a local plan include strategy for the local area, discussion of how the local board will expand access to employment, training and education and supportive services, and strategies that will be used to facilitate employer engagement and better meet the needs of business, and better coordination and alignment across programs within the local area.

In addition, the local plan must describe one-stop center implementation and how such centers are transitioning to an integrated, technology-enabled intake and case management information system.

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