

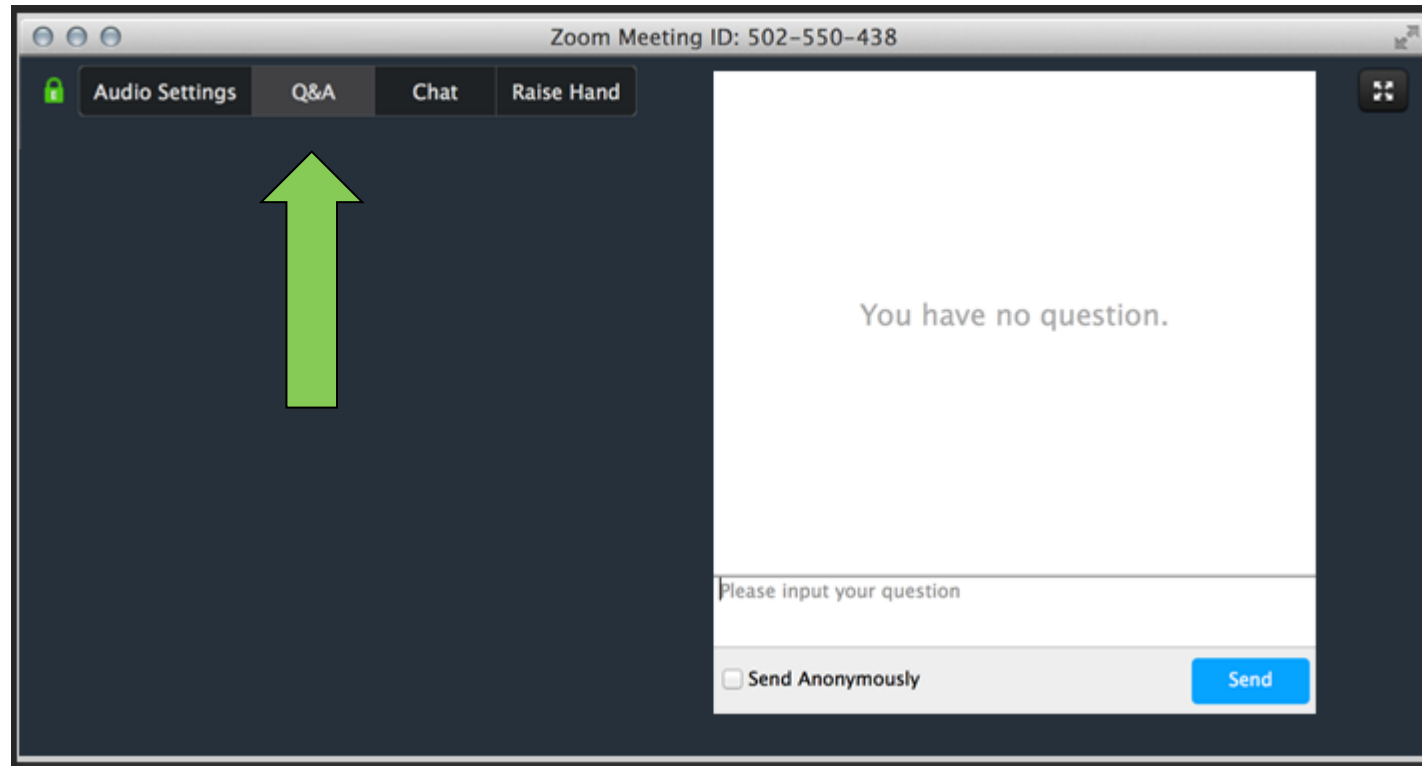
Workforce Development: A *Significant Partner to Adult Basic Education*



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- If you have a question, please type it into the **Q&A** option.



- Attendee microphones will be muted. You will be in **listen only** mode.
- Today's presentation is being **recorded**. It will be archived and available on the IPDAE website within 48 hours.



A background image showing a group of diverse students in a library setting. They are gathered around a table, looking at a laptop and some papers. Bookshelves filled with books are visible in the background. The image is partially covered by semi-transparent geometric shapes in shades of blue and purple.

What I will Cover Today

- A. History of Federal Investment in Workforce Development
- B. Purpose of Local Workforce Development Boards
- C. Labor Market Information – What does it inform?
- D. WIOA – Shift in Focus from Job Seeker to Employer
- E. Collaboration with Partners
- F. Performance and Data
- G. Summary

History of the Federal Investment in Workforce Development

1. Wagner-Peyser Act of 1933
2. Manpower Development and Training Act of 1962
3. Comprehensive Employment and Training Act of 1973 (CETA)
4. Job Training Partnership Act of 1982 (JTPA)
5. Workforce Investment Act of 1998 (WIA)
6. Workforce Innovation and Opportunity Act of 2014 (WIOA)

Wagner-Peyser Act of 1933

- Established the Employment Offices in the US
- Staffed by state workers
- Provide basic job search service to the unemployed
- Today – it is our front door services for all job seekers
- It provides the state job board – [Employ Florida.com](https://www.employflorida.com)
- It is free for business to post jobs
- It is free to all job seekers to upload their Resume's
- We serve all with universal services – there is no discrimination

Manpower Development and Training Act of 1962

- The addition of a temporary thirteen-week supplement to jobless benefits,
- The extension of aid to the children of unemployed workers,
- The redevelopment of distressed areas,
- An increase in Social Security payments and the encouragement of earlier retirement,
- An increase in the minimum wage and an extension in coverage,
- The provision of emergency relief to feed grain farmers, and
- The financing of a comprehensive home building and [slum clearance](#) program.

Comprehensive Education and Training Act of 1972 CETA



1. Federal Funds were distributed to local areas for the first time.
2. The program was targeted to low income youth and adults
3. Full-time jobs were subsidized from 12-24 months in nonprofit and government organizations.
4. The law intended to introduce marketable skills to move participants from subsidized to unsubsidized jobs

Job Partnership Training Act of 1982



Established three funding sources:
Adult, Dislocated Workers and
Youth 14-21

Added:

1. Seasonal and Migrant Farm Workers
2. Native American Employment and training Programs
3. Veteran Employment Program
4. National Emergency Grant
5. Job Corps
6. Established data warehouse
7. Summer Jobs Program
8. Created a local Private Industry Council Board – business lead



Workforce Investment Act of 1998

- Created a system that has the focus of increasing employment, provide training, and less focused on the hard to serve so as to serve everyone with a quality set of services.
- Created a Workforce Investment Board (WIB) in 550 designated regions of the country
- Board has 51% business; chair must be businessperson. Labor, Vocational Rehabilitation, federal partners as specified in the law are also on the board.
- Each Board has a Consortium made up of local elected officials who are ultimate responsible for paying back to the federal government any misspent costs.
- Shifted the focus to all job seekers, not just the hard to employ. The youth program required spending 70% in-school youth to 30% out-of-school youth.
- The Governor has the ability to certify and de-certify WIBs and remove the Executive Director/CEO for cause.

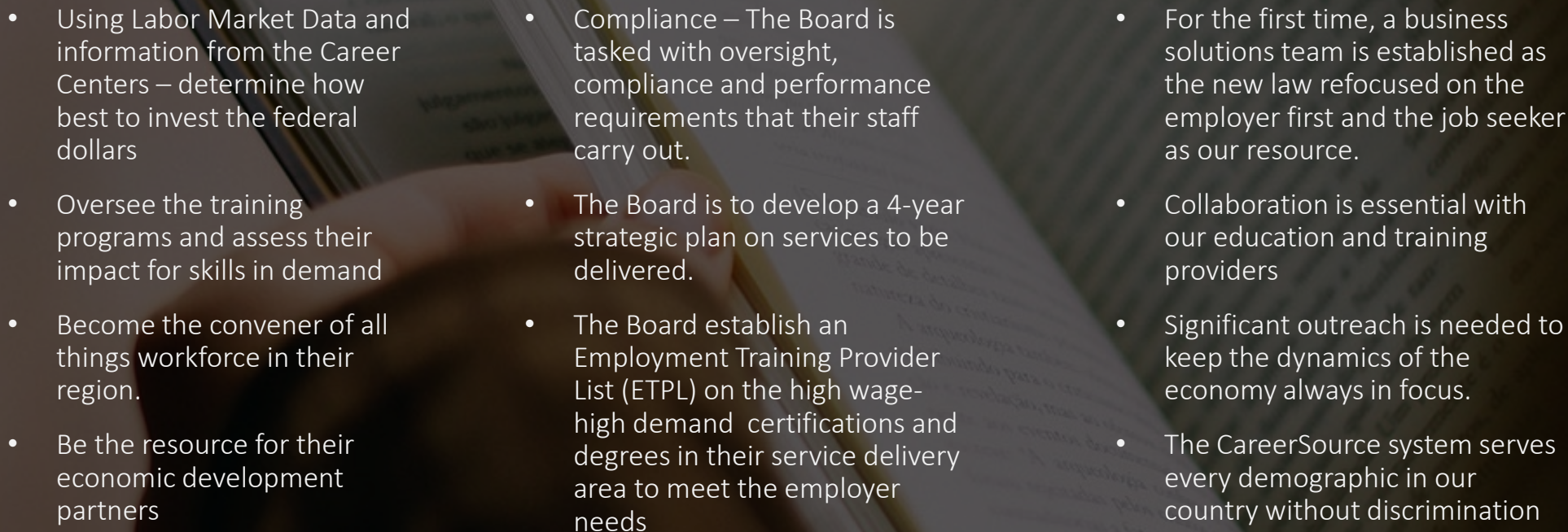


Workforce Innovation and Opportunity Act of 2014

- Shifted the focus from job seeker to employer
- Sector Strategies
- Align with Economic Development Partners
- Align with Education and Training

Purpose of Local Workforce Development Boards (LWDBs)



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- Using Labor Market Data and information from the Career Centers – determine how best to invest the federal dollars
 - Oversee the training programs and assess their impact for skills in demand
 - Become the convener of all things workforce in their region.
 - Be the resource for their economic development partners
 - Compliance – The Board is tasked with oversight, compliance and performance requirements that their staff carry out.
 - The Board is to develop a 4-year strategic plan on services to be delivered.
 - The Board establish an Employment Training Provider List (ETPL) on the high wage-high demand certifications and degrees in their service delivery area to meet the employer needs
 - For the first time, a business solutions team is established as the new law refocused on the employer first and the job seeker as our resource.
 - Collaboration is essential with our education and training providers
 - Significant outreach is needed to keep the dynamics of the economy always in focus.
 - The CareerSource system serves every demographic in our country without discrimination

Partners



- Vocational Rehabilitation
 - Adult Basic Education & Literacy
 - Blind Services
 - Other Partners – Community Action Agencies, Continuum of Care Committees, Early Learning Coalitions, Children's Advisory Council, Chamber of Commerce, Economic Development Agencies, City and County Offices, Affordable Housing Advisory Councils, Veterans Agencies, Homeless Shelters, Corrections Institutions, Mental Health Agencies, Disabled service providers, Education and training institutions, and many more in the social services arena.
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- Common Goal with economic development and workforce development – provide a pool of skilled workers for all jobs in demand in the workforce region.
- We also focus on jobs that pay a living wage for that area.
- Jobs in demand are fluid and change from year to year. The training we seek aligns with those high paying jobs that employers need hiring.

Key Players in Workforce Development

Partnerships

- Local Workforce Investment Board (LWIB)
- Economic Development Organizations (EDO)
- Technical Colleges and Community Colleges
- State Colleges, Universities and Private Colleges
- Multiple Community Based Organizations
- Faith Based Institutions
- Mental Health, Homelessness, Returning Citizens, Disabilities, and Veteran populations
- Business Associations, Chambers of Commerce
- State Workforce Board (CareerSource Florida)
- Labor Unions

Building Relationships and Partnerships



- Acting as a catalyst, the Local Workforce Development Boards bring industry, economic development, education and training providers, philanthropic foundations, elected officials, community leaders, human resource professionals, business owners, and other governmental players together to discuss the skill building system and what needs to change to make it work better.
- Defining these relationships we have Memorandum of Understandings (MOU) or Memorandums of Agreement (MOA) where the relationship is defined and the shared roles and responsibilities are specified and persons in authority agree by signing the document. It is time limited to one year or up to four years aligned with the Boards four year strategic plan.
- The LWDB's are essentially a public-private partnership where public funds are received, usually by the nonprofit board, and distributed according to WIOA requirements. These requirements are stringent and are accompanied by regulations on how the money can be spent. In addition, it includes multiple performance measures called "common measures".
- Under WIOA, Vocational Rehabilitation, Adult Basic Education and Literacy, and Blind Services are expected to begin to integrate into the workforce system. What is intended is to eliminate duplication, create some efficiency of scale, provide all the resources under one roof.
- Other players in this arena are national foundations like Annie E. Casey, and other foundations that can provide grant dollars to address specific issues. If a workforce board is not doing its job, foundations often create private workforce collaborations to ensure that the needs of the business community are addressed.

Strategies in Workforce Development

A One Stop Career Center

- ✓ A single resource to assist job seekers and employers
- ✓ Multiple federal, state, and local dollars to address the skill shortages and training needs
- ✓ Location where business, industry, education, training providers, economic development and workforce professionals come together to collaborate, share information, and strategize on regional issues
- ✓ Driven by sector strategies (old term is clusters), focused on key entry positions that can build the skilled worker pipeline
- ✓ Apprenticeships evolving as an attractive way to “earn and learn” without accumulating college debt. The business drive exclusively the training and certifications required so they get the applied skills they are looking for in their new employees
- ✓ Labor market information drives the strategies of the LWDBs





Incumbent Worker Training – adding value to the workforce and employer

Most states have some form of Incumbent worker training offering where current workers can be upskilled for a piece of new equipment or process in return for higher wages after the training. In Florida, CareerSource Florida has their Florida Flex program.

<https://www.careersourceflorida.com/floridaflex/>



Performance Data – Measuring Results

- ✓ Federal funding demands high performance for the funds spent.
- ✓ Placement and retention are key measures of success
- ✓ Common Measures help add credibility to the system

Performance data for CareerSource Capital Region – Program year 2018-2019

Measure	Contract Year Goal	Monthly Goal	YTD Overall Final
Overall Placements (Staff Entered)*	2,500	208	2,200
Placements (Internal Job Orders)	500	42	287
DEO Quality Assurance Review	Error Rate of 6% or Less	NA	0.99%
Case Management for WIOA Adults and Dislocated Workers	95% Engagement	95.00%	97.6%
Case Management for WIOA Youth	95% Engagement	95.00%	97.2%
WIOA Adult and Dislocated Worker Follow-Up	100% Completion Rate	95.00%	98.8%
WIOA Youth Follow-up	100% Completion Rate	95.00%	100.0%
Adult Entered Employment Rate	85%	85%	91.3%
Dislocated Worker Entered Employment Rate	85%	85%	88.9%
Adult Credential Attainment Rate	85%	85%	87.9%
Dislocated Worker Credential Attainment Rate	85%	85%	100.0%
Youth Placement in Employment or Education	60%	55%	61.5%
Youth Credential Rate	75%	75%	79.4%
Youth Skills Gain	55%	45%	64.8%
Welfare Participation Rate	50%	50%	50.4%
Welfare Entered Employment Outcome Rate	30.0%	30.0%	38.6%
SNAP E&T Entered Employment Rate	8.0%	8.0%	8.4%
ITA Obligations/Adult WE	\$ 300,000.00	\$ 25,000.00	\$ 484,299.80
Youth Work Experience	\$150,000	\$12,500.00	\$ 403,971.00



Summary

- Build a relationship with your local CareerSource or WorkSource Board
- Attend each others' meetings, get active on a committee that is strategic to your work (sector strategies, roundtables, etc.)
- Stay engaged, share information, help create strategic alignment
- Share resources – including people
- Remember, successful attraction, retention and expansion takes a team effort!

THANK YOU

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