

**PIERCE COUNTY
WORKFORCE
DEVELOPMENT COUNCIL**

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Ron Thalheimer
Blaine Wolfe

**WDC Business Services Committee Meeting
Agenda**

**April 27, 2015
8:00 a.m. – 9:30 a.m.
Dave Lawson, Chair**

**WorkForce Central
3650 S. Cedar St, Tacoma
Classroom 1**

- | | | |
|---|----------------|--------|
| 1. Hello / Introductions | Dave Lawson | 10 min |
| 2. WIOA Overview | Cheri Loiland | 15 min |
| 3. Review of Committee Role and Responsibilities | Cheri Loiland | 10 min |
| 4. Committee Work/Expectations Related to Required Local Plan Development | Cheri Loiland | 10 min |
| 5. Workforce System Vision and Oversight | Cheri Loiland | 10 min |
| 6. PY15/FY16 Budget Deliberation | Deborah Howell | 15 min |
| 7. Selecting Committee Vice Chair | Dave Lawson | 5 min |
| 8. Next Meeting Agenda Items | | |
| 9. Other Business | | |
| 10. Thank You/Adjourn | | |

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Future Meetings

May 18, 2015 8:00 – 9:30 a.m.
June 22, 2015 8:00 – 9:30 a.m.
July 27, 2015 8:00 – 9:30 a.m.
August 24, 2015 8:00 – 9:30 a.m.
September 28, 2015 8:00 – 9:30 a.m.
October 26, 2015 8:00 – 9:30 a.m.
November 23, 2015 8:00 – 9:30 a.m.
December 28, 2015 8:00 – 9:30 a.m.

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WORKFORCE INNOVATION AND OPPORTUNITY ACT


Presentation to WDC Business Services Committee
April 27, 2015



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INNOVATION AND OPPORTUNITY


- WIOA provides us an opportunity to realize a workforce development system that we have always envisioned.
- Codifies the flexibility that WIBs need to get this work done.
- This is the time to hit the reset button.
- It is not about separate programs or checking off compliance boxes, but it is about a system that is customer centric, job driven, regionally based, and comprehensive.



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Overview


- President Barack Obama signed WIOA into law on July 22, 2014.
- Passed by Congress with wide bipartisan majority.
 - Senate voted 93-5
 - House of Representatives voted 415-6.
- Reaffirms ongoing role of American Job Centers.
- Reaffirms and strengthens the role of local Workforce Investment Boards as strategic leaders.
- Promotes program coordination and alignment of key employment, education, and training programs at the Federal, State, local, and regional levels.



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Overview (cont'd)


- Builds on proven practices such as sector strategies, career pathways, regional economic approaches, and work-based training.
- Complements/supports the President's Job-Driven Workforce Vision.
- Reauthorizes WIA for six years, 2015-2020.
- Generally focuses on streamlining programs, reporting, and administration.
- Maintains existing structure of the law.
- Maintains funding structure, does not create a block grant or otherwise consolidate existing funding streams.



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Core Partners under WIOA


- Supersedes the Workforce Investment Act of 1998 and retains and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.
- Identifies "core programs"
 - Adults, Dislocated Workers, and Youth formula programs and Wagner-Peyser employment services administered by the Department of Labor (DOL).
 - Adult education and literacy programs and Vocational Rehabilitation state grant programs that assist individuals with disabilities in obtaining employment administered by the Department of Education.
 - Authorizes the Job Corps, YouthBuild, Indian and Native Americans, and Migrant and Seasonal Farmworker programs, and evaluation and research activities conducted by DOL.



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Key Infrastructure Changes


- **WIBs:** Maintains existing structure, with business majority and chair. Reduces required members.
- **State and local plans:** Requires new, unified state plan for all "core" programs. Local plans must be aligned with state plan.
- **American Job Centers:** Must assess effectiveness, accessibility, and continuous improvement at least every 3 years.



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Key Employment & Training Activities Changes

- **Performance measures:** Creates common measures across all core programs.
- **Codifies** elimination of sequence of services, creates new “career services” category.
- **Signals** to States and local areas increased interest in a number of existing best practices, including career pathways, sector partnerships, and credential attainment linked to in-demand occupations.




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Key Funding Changes

- **Statewide set-aside:** Restores to 15 percent.
- **Funding levels:** Shifts from “such sums” under current law to specific funding levels.
- Generally reaches FY 10 funding levels (last year before cuts started) in FY 17.

IMPORTANT: Only authorization levels, not actual funding levels. Unless Congress undoes budget caps and sequestration, very unlikely programs would ever be funded at these levels.




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Role for Local Elected Officials

Locally elected officials continue key roles:

- Contribute to the strategic planning and structure of workforce services.
- Request local area designation (which must be granted if the local area has previously performed successfully and sustained fiscal integrity).
- Appoint the members of the newly constituted local workforce development boards.
- Serve as or designate the local grant recipient.
- Approve budget and investment priorities.



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WIB Role and Responsibilities

In Partnership with Key Local Elected Officials:

- Develop a 4 year regional unified plan.
- Workforce research and regional labor market analysis.
- Convening, brokering and leveraging.
- Lead employer engagement.
- Lead career pathways development and implementation, with secondary and post-secondary partners.
- Lead efforts to identify and promote proven and promising practices.
- Develop technology based strategies for service access, engagement and delivery.




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WIB Role and Responsibilities (cont'd)

In Partnership with Key Local Elected Officials:


- Oversee the local service delivery system and programs.
- Negotiate local performance accountability.
- Select one stop system operator(s) and provider(s).
- Select youth provider(s).
- Identify eligible training providers.
- Ensure consumer choice.
- Coordinate with education providers.
- Budget and administration.



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Interesting Changes


- Mandatory partners are WIA Title 1B, Wagner-Peyser, Adult Ed and Literacy Title II, and Rehabilitation Act Title I.
- One stop operator designated through a competitive process and shall be an entity or a consortium comprised of at least 3 one stop partners.
- One stop centers must have Wagner-Peyser co-located.
- Common Federal measures for mandatory partners for Youth and Adult/DW.
 - Measurement method makes follow-up services more critical.



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Interesting Changes (cont'd)


- Out-of-school youth defined as 16-24.
- In-school youth defined as 14-21.
 - Eligibility includes residence in high poverty area.
- Adult defined as 22-72 years.
- 75% of youth funds need to be spent on out-of-school youth.
- 10% can be used for pay-for-performance contracts.
- Not less than 20% used for WEX, summer employment, pre-apprenticeship, internships and job shadows.



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Interesting Changes (cont'd)

- No more than 20% can be used for Adult/DW incumbent worker training.
- Employer match required:
 - 10% for employers with less than 50 employees.
 - 25% for employers with 50-100 employees.
 - 50% for employers with more than 100 employees.
- No more than 10% can be used for transitional jobs.
- Use of technology based strategies to increase customer access, delivery of services and efficiency.



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Local Plan Elements of Economic Development and Workforce Investment


- An analysis of the regional economic conditions
- An analysis of the workforce region including current labor force data
- A description of the strategies and services that will 1) Facilitate engagement of employers support the workforce system, 2) Support a local development system that meets the needs of business in the local area, and 3) Better coordinate workforce development programs and economic development



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Business Related WIOA Activity Highlights

- **Incumbent Worker Training Programs:** New under WIOA is the opportunity for a local council to reserve up to 20 percent of its local WIOA Adult Program and Dislocated Workers Program formula funds as leverage funds to:
 - Be matched with employer funds and other non-federal funds to pay for incumbent worker training.
- **Work-based learning activities**
- **Industry Sector:** For the first time under WIOA, local WDC are required to use funds to develop, convene or implement industry or sector partner ships
- **Apprenticeship**




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Business Services

Now recognized as allowable activities – but who delivers them?

- Screening and referral
- Customized services on a fee-for-service basis
- Use of technology to improve services
- Activities to provide business services and strategies that meet needs of area employers
- Sectoral strategies
- Career pathways
- Marketing of business services




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Local Board & WDC Implementation Priorities

Initial Steps: (Already Completed)

Chief Local Elected Officials on the WorkForce Central Executive Board make key policy decisions to get the ball rolling:

- **Re-establish our local Workforce Development Council (WDC)**
 - Determine maximum size and membership – required vs optional
 - Appoint WIB members.
 - Determine committee structure by which to obtain broad and diverse input and participation.
- **Request initial designation to maintain Pierce County as a local area from the Governor who shall grant such request for the first 2 years.**
- **Select WIOA administrative entity.**



Local Implementation Priorities

Current Phase:

- Establish new WDC Committees & work plan.
- Determine budget for next year.
- Begin planning needed for the completion of a local plan.
 - Conduct an environmental scan.
 - Review current workforce development service delivery system and adjust to ensure customer centric, comprehensive, job driven, efficient and accountable.
- Convene Partners – core and other.
 - Develop and execute a Memorandum of Understanding.
 - Develop and agree to a Resource Sharing Agreement.



Questions

Clarification & Discussion



Pierce County Workforce Development Committee
Membership, Purpose, Duties & Responsibilities
4-7-15

WDC Business Services Development Committee

Chair: Dave Lawson

Vice Chair: To be determined at first full committee meeting

WDC Members: Scott Haas, Darci Gibson, Bruce Kendall, Mark Martinez, Patty Rose

Other Committee Members: To be determined in April 2015

Lead WorkForce Central Staff Person: Andy Wells, Manager; awells@workforce-central.org

WIOA Staff: Cheri Loiland, WIOA Chief Transition Officer, cloiland@workforce-central.org

Administrative Support: Debbie Lean, Executive Assistant; dlean@workforce-central.org

Meeting: Fourth Monday of each month - 8:00-9:30 a.m.

Purpose of the WDC Business Services Committee:

The purpose of the Business Services Committee is to provide the WDC of Pierce County with assistance in the planning, implementation, and performance of employer engagement and economic development in the WIOA workforce system.

Committee Duties & Responsibilities:

- Assist the WDC Coordinating Committee in activities related to employer engagement and economic development activities.
- Select a vice chair from within the committee.
- Follow progress of the State WTECB Board for relevant planning, information and guidance.
- Provide leadership and business/labor representation in developing the local workforce development plan related to employer engagement and economic development.
- Share, collect and review workforce data and best practices for data-driven and evidence-based recommendations and decision making.
- Provide input on career pathways, sector strategies, incumbent worker training, work-based learning.
- Represent the various industries sectors within our community.
- Provide ongoing input into the implementation and performance of the local plan activities.
- Provide updates to the Coordinating Committee.
- Assist with other activities as requested by the Coordinating Committee.
- Create task forces or sub-committees as needed.

Tacoma-Pierce County Workforce Development Council
WorkForce Central
WIOA Local Plan Development Work by Committee
4-7-15

I. WDC Coordinating Committee

A. Develop local plan content related to:

1. A description of how the local board will coordinate workforce investments activities carried out under this title in the local area with the provision of transportation, including public transportation, and other appropriate supportive services in the local area. Sec 108 (b) (11) (Lead staff person: TBD)
2. An identification of the entity responsible for the disbursement of grant funds described in section Sec 107 (d) (12) (B) (i) (III), as determined by the chief elected official or the Governor under section Sec 107 (d) (12) (B) (i). Sec 108 (b) (15) (Lead staff person: TBD)
3. A description of the competitive process to be used to award the sub-grants and contracts in the local area for activities carried out under this title. Sec 108 (b) (16). (Lead staff person: TBD)
4. A description of the local levels of performance negotiated with the governor and chief elected Official pursuant to section 116 (c) to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under subtitle B, and the one-stop delivery system, in the local area. Sec 108 (b) (17). (Lead staff person: TBD)
5. A description of the actions the local board will take toward becoming or remaining a high performing board consistent with the factors developed by the State board pursuant to section Sec 101 (d) (6). Sec 108 (b) (18). (Lead staff person: TBD)
6. A description of how training services under chapter 3 of subtitle B will be provided in accordance with section 134 (c) (3) (G), including, if contracts for the training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided. Sec 108 (B) (19). (Lead staff person: TBD)
7. A description of the process used by the local board, consistent with subsection (d), to provide an opportunity for public comment, including comment by representatives of

Tacoma-Pierce County Workforce Development Council
WorkForce Central
WIOA Local Plan Development Work by Committee
4-7-15

businesses and comment by representatives of labor organizations, and input into the development of the local plan, prior to submission of the plan, to provide an opportunity for the public comment including documentation, as required in Sec 108 (b) (20). (Lead staff person: TBD)

8. Such other information as the Governor may require. Sec 108 (b) (22) (Lead staff person: TBD)

B. Gather, combine and refine local plan information developed by each of the other committees. Request additional input from other committees as needed.

1. As appropriate, a local area may use an existing analysis in order to carry out the requirements of subsection (b) (1) concerning an analysis. Sec 108(c) (Lead staff person: TBD)
2. Process - Prior to the date on which the local board submits a local plan under this section, the local board shall:
 - a. Make available copies of a proposed local plan the public through electronic and other means, such as public hearing and local new media. Sec 108(d(1) (Lead staff person: TBD)
 - b. Allow members of the public, including representative of business, representatives of labor organizations, and representatives of education to submit to the local board comments on the proposed local plan, not later than the end of the 30-day period beginning on the date on which the proposed local plan is made available. Sec 108(d(2) (Lead staff person: TBD)
 - c. Include with the local plan submitted to the Governor under this section any such comments that represent disagreement with the plan. Sec 108(d) (3) (Lead staff person: TBD)

Tacoma-Pierce County Workforce Development Council
WorkForce Central
WIOA Local Plan Development Work by Committee
4-7-15

II. WDC Business Services Committee

A. Develop local plan content related to economic development and workforce investment:

1. An analysis of the regional economic conditions including:
 - a) Existing and emerging in-demand industry sectors and occupations. Sec 108 (b) (1) (A) (i) (Lead staff person: TBD)
 - b) The employment needs of employer in those industry sectors and occupations. (Sec 108 (b) (1) (A) (ii) (Lead staff person: TBD)
2. An analysis of the knowledge and skills needed as detailed in Sec 108 (b) (1) (B). (Lead staff person: TBD)
3. An analysis of the workforce region including current labor force data as detailed in Sec 108 (b) (1) (C). (Lead staff person: TBD)
4. A description of the strategies and services that will be used in the local area to:
 - a) Facilitate engagement of employers support the workforce system, coordinate development of programs and economic development and strengthen linkages...including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs; as detailed in Sec 108 (b) (4) (A) (i). (Lead staff person: TBD)
 - b) Support a local development system that meets the needs of business in the local area. Sec 108 (b) (4) (A) (ii) (Lead staff person: TBD)
 - c) Better coordinate workforce development programs and economic development. Sec 108 (b) (4) (A) (iii) (Lead staff person: TBD)
5. A description of strategies and services that will be used in the local area that:
 - a) May include the implementation of initiatives such as incumbents worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathway initiatives, utilization of effect business intermediaries, and other business services an strategies, designed to meet the needs of employers in the corresponding region in support of the strategy described in paragraph (1) (F). Sec 108 (b) (4) (A) (iii) (Lead staff person: TBD)

Tacoma-Pierce County Workforce Development Council
WorkForce Central
WIOA Local Plan Development Work by Committee
4-7-15

6. A description of how the local board will coordinate workforce investment activities carried out in the local area with economic develop activities as detailed in Sec 108 (b) (5). (Lead staff person: TBD)
7. A description of how the local board will coordinate workforce investment activities carried out in the local area with rapid response as identified in Sec 108 (b)(8) and described in section 134 (a) (2) (A).Sec 108 (b) (8) (Lead staff person: TBD)

III. WDC Adult Services Committee

A. Develop local plan content related to vision, mission, goals, research, data and other information as follows:

1. A description of the local board's strategic vision and goals for preparing and educated workforce as detailed in Sec 108 (b) (1) (D). (Lead staff person: TBD)
2. A description of the local board's strategic vision and goals for preparing and educated and skilled workforce as further detailed in Sec 108 (B) (1) (E). (Lead staff person: TBD)
3. A strategy to work with the entities that carry out core programs to align resources available to the local area as detailed in Sec 108 (b) (1) (F). (Lead staff person: TBD)

B. Develop local plan content related to services for adults and dislocated workers:

1. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area. Sec 108 (b) (7) (Lead staff person: TBD)
2. Working in coordination with the Youth and Young Adults Committee, develop a description of how the local board will coordinate education and workforce investment activities carried out in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhances services, and avoid duplication of services. Sec 108 (b) (10). (Lead staff person: TBD)

Tacoma-Pierce County Workforce Development Council
WorkForce Central
WIOA Local Plan Development Work by Committee
4-7-15

3. Working with the One Stop Committee, a description of how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of adult education and literacy activities under title II in the local area, including a description of how the local board will carry out consisting with subparagraphs (A) and (B) (i) of section 107(d) (11) and section 232, the review of a local applications submitted under title II. Sec 108 (b) (13). (Lead staff person: TBD)

IV. WDC Youth & Young Adult Services Planning Committee

A. Develop Local Plan content related to youth and young adult activities:

1. A description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which description and assessment shall include an identification of successful models of such youth workforce investment activities. Sec 108 (b) (9). (Lead staff person: TBD)
2. Working in coordination with the Adult Services Committee, develop a description of how the local board will coordinate education and workforce investment activities carried out in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhances services, and avoid duplication of services. Sec 108 (b) (10). (Lead staff person: TBD)

V. One Stop System Operator(s) and Partners Committee

A. Develop local plan content related to the One Stop System:

1. A description of the workforce development system in the local area that identifies the programs that are included in that system and how the local board will work with the entities carrying out core programs and other workforces development programs to support alignment to provide services, including the Carl d. Perkins Career and Technical Education

Tacoma-Pierce County Workforce Development Council
WorkForce Central
WIOA Local Plan Development Work by Committee
4-7-15

- Act of 2006 (20 U.S.C. 2301 et seq.), that support the strategy identified in the State plan under section 102 (b) (1) (E). Sec 108 (b) (2). (Lead staff person: TBD)
2. A description of how the local board working with the entities carrying out cores program will expand access to employment, training, education and support services or eligible individuals as identified and detailed in Sec 108 (b) (3). (Lead staff person: TBD)✓
 3. A description of the strategies and services used in the local area to:
 - a) Strengthen linkages between the one-stop delivery system and unemployment insurance programs. Sec 108 (b) (4) (iv) (Lead staff person: TBD)
 4. A description of the one-stop delivery system in the local area including:
 - a) A description of how the local board will ensure the continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers, and workers and jobseekers. Sec 108 (b) (6) (A) (Lead staff person: TBD)
 - b) A description of how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and through other means. Sec 108 (b) (6) (B) (Lead staff person: TBD)
 - c) A description of how entities within the on-stop delivery system, including one-stop operators and the one-stop partners, will comply with section 188, if applicable and applicable provisions of the ADA regarding the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities including providing staff training and support for addressing the needs of individuals with disabilities. Sec 108 (b) (6) (C) (Lead staff person: TBD)
 - d) A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area. Sec 108 (b) (6) (D) (Lead staff person: TBD)
 5. A description of plans and strategies for, and assurances concerning, maximizing coordination of services provided in the local area through the one-stop delivery system, to improve service delivery and avoid duplication of services. Sec 108 (b) (12) (Lead staff person: TBD)

Tacoma-Pierce County Workforce Development Council
WorkForce Central
WIOA Local Plan Development Work by Committee
4-7-15

6. Working with the Adult Services Committee, a description of how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of adult education and literacy activities under title II in the local area, including a description of how the local board will carry out consisting with subparagraphs (A) and (B) (i) of section 107 (d) (11) and section 232, the review of a local applications submitted under title II. Sec 108 (b) (13). (Lead staff person: TBD)
7. A description of the replicated cooperative agreements (as defined in Sec 107 (d) (11) between the local board or other local entities described in section 101(a) (11) (B) of the Rehabilitation Act of 1973 (29 U.S.C. 721) (a) (11) (b) and the local office of the designated State unit administering programs carried out under title I of such Act (29 U.S.C 720 et seq.) (other than section 112 or part C of that title (29 U.S.C. 732, 741) and subject to section 121 (F) in accordance with section 101(a) (11) of such act (29 U.S.C. 721) (a) (11) with respect to efforts that will enhance provision of services to individuals, such as cross training of staff, technical assistance, use of sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration and coordination. Sec 108 (b) (14). (Lead staff person: TBD)
8. A description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under this Act and programs carried out by one-stop partners. Sec 108 (b) (21). (Lead staff person: TBD)

KEY Elements of an Effective Workforce Service Delivery System

1. Meet demands of employers
2. Proactive approach to understanding and responding to business needs for talent – Easy for business users to access services – ensure quality services
3. Ensure measurable outcomes – Key outcomes for Mayor Strickland and County Executive McCarthy are (1) reducing unemployment rate and (2) raising median household income
4. One touch system for all customers – one place to go to get connected to services one needs
5. Identify, grow and replicate best practices (i.e. manufacturing academy, career coaching, etc) in existing industry and other sectors
6. Help all customers understand that STEM is relevant and important in all sectors and careers – show specific careers and pathways
7. Identify skills needed by employers and train to these skills – may not need a traditional degree or certification to be skilled up for available jobs (i.e. may not need engineering degree to work in an advanced manufacturing company - similar concept as manufacturing academy)
8. Offer more industry certifications, rather than degrees/traditional certifications – i.e. cyber security is a growing focus – Pierce County can become a hub for talent
9. Better understand how young adults view work/work culture and respond to the need by reprogramming services (do focus groups)
 - a. Awareness/exposure
 - b. Career pathways
 - c. Make available paid entry level jobs that are not traditionally offered to young adults
10. Message ALL education and training options not just 4 year programs (target military, young adults, adults, community)
11. Pilot practices to see what works and then expand/replicate i.e. Niagara wants to pilot a junior mechanic program – on the job training model
12. Regional approach/view is o.k. (if people can prepare to work in another county but live in our county, it is ok)
13. Provide viable career pathways and support for people with barriers like those with felony convictions
14. Essential skills (soft skills) and work experience
15. Increase effective leadership skills of front line supervisors
16. Help job seekers understand what an industry and careers within the industry is really like/looks like/feels like
17. Increase business engagement
 - a. We need to ask them to participate specifically
 - b. Provide Technical assistance and support
 - c. Educate/outreach to businesses to better explain how they can be engaged
18. Help 16-24 year olds move into first job and upward from there
19. Message that all work is valuable and that there are multiple paths to different careers
20. Identify transferable skills from formal/informal training that can qualify an individual for available jobs (i.e. a young adult with robotics work may have skills in careers that need programming, designing skills that advanced manufacturers need)

PY15/FY16 Investment Areas Based on WDC and WorkForce Central Executive Board Priorities

Adult and Dislocated Worker Budget Explanation:

1. **Implementation of WIOA mandated Responsibilities for CLEOs and WDC:** WIOA calls for additional responsibilities. Below are expectations that will need to be supported primarily by staff and/or external experts:
 - ✓ Develop a 4 year regional unified plan
 - ✓ Conduct workforce research and regional labor market analysis
 - ✓ Convene, broker and leverage stakeholders and assets
 - ✓ Lead employer engagement
 - ✓ Lead Career pathways development and implementation with secondary and post secondary partners
 - ✓ Lead efforts to identify and promote proven and promising practices
 - ✓ Develop technology based strategies for service access, engagement and delivery
 - ✓ Oversee the local service delivery system and programs
 - ✓ Negotiate local performance accountability
 - ✓ Select one stop system operator(s) and provider(s)
 - ✓ Select youth provider(s)
 - ✓ Identify eligible training providers
 - ✓ Ensure consumer choice
 - ✓ Coordinate with education providers
 - ✓ Approve and oversee budget and comply with federal/state/local laws and regulations in the administration of WIOA

2. **Compliance/Monitoring/Contracting/Performance/Data Management:** Federal funds come with many rules and regulations with which we are required to comply. As such we are required to conduct regular monitoring of all service providers/operators to ensure they comply with federal/state/local rules and regulations, procure services and goods that meet all regulations, ensure data is entered appropriately and correctly in to the state data management system, oversee performance, provide technical assistance so that we meet or exceed our federal, state and local performance measures, and issue new and/or revise local policies.

3. **Sector Partnerships and Business Services:** Supports business services that are integrated with our economic development partnerships. Services include the following:
 - Develop strategies for attracting & retraining workers
 - Connect employers to partners with diverse populations
 - Advertise, recruit, screen and assess job candidates
 - Host employer events

- Focus groups & forums
- Employer presentations
- Hiring events
- Job fairs
- Deliver customized services (WIRB example)
- Perform proactive recruitments
- Administer testing
- Conduct pre-employment checks
- Develop customized solutions (WIRB)

In the new year there will be an emphasis on assisting small to mid size businesses. In addition, business services support our existing healthcare, construction and advanced manufacturing sector partnerships and new partnerships.

4. **Demand Training:** These investments will support job seekers needing support to attend any high demand training through Individual Training Accounts rather than cohorts.
5. **Targeted Sector Training:** These investments will add to investments we have already made to date to provide fully paid training to job seekers wishing to go into demand occupations specific to one of our demand sectors. These are generally cohort training like manufacturing academy, nursing training. We can look at expanding short term training in additional sectors.
6. **Incumbent Worker Training:** Unlike WIA, WIOA allows us to provide incumbent worker training (training to current workers to advance skills and pay or avert possible lay off). WIOA requires employers to match WIOA funds based on the number of employees they have. These funds will support our award winning career coach program that operates in partnership with our healthcare partners. In addition, these funds will allow us to pilot new partnerships with stakeholders from a different sector.
7. **Resource Development:** As we know, federal funds continue to decline and we need to continue to seek additional resources to address our workforce development needs.
8. **Service Delivery via Technology:** This was a priority that the Executive Board and WDC established for this current budget. WIOA now calls for focus and investment in technology based solutions for service access, engagement and delivery which means we need to continue to invest in solutions.
9. **Economic Development Partnerships:** We have formed a strategic and operational partnership with the Tacoma-Pierce County Chamber of Commerce to increase the employment rate of our veterans. This investment will allow us to continue this partnership but at \$30,000 reduced

rate, from \$80,000. Also we have initiated a new partnership with the World Trade Center and this investment will allow us to build this partnership in year two.

10. **Mitigation PY15/FY16:** Each budget cycle, the WorkForce Central Executive Board and WDC decide how much “savings” they would like to have to mitigate cuts for the following year or should there be unanticipated opportunities that these funds can support. We can be less conservative this year because the federal political and fiscal environment has stabilized unlike during the 2010-2031 period.

Youth Budget Definition Not Included Above

WDC Youth Committee Staff Support: Under WIA when we had a Youth Council Coordinator whose primary role was to provide staff support that includes meeting preparation and logistics, research best practices, recruit members, etc, we anticipate the same staffing need under WIOA as the WDC Youth and Young Adult Committee and any taskforces that this committee forms will need intensive staffing support in order to fully engage stakeholders and meet the mandates of WIOA.

Work base Training: WIOA mandates no less than 20% of the youth funding be used to support work base training. This includes paid work experience, internships, job shadows, on the job training, apprenticeship training.

Essential Skills Development Pilot: Given the discussion at the WDC February 2015 meeting about whether essential/soft skills are skills or are they developmental skills/traits, we would like to pilot a new approach in developing these skills/traits as we look at them through the nontraditional lense.

Annual Jobfest: These funds will support the third annual young adult career/hiring fair.

Summer Jobs 253: Mayor Strickland’s youth initiative – this supports the third year of helping 150 city of Tacoma young adults learn through a paid summer job.

Career Link: This web based portal and initiative matches young adults’ career interests with opportunities provided by local private, public, nonprofit businesses. These opportunities include job shadows, internships, work experience, in class presentations, summer employment, part and full time employment, career exploration, etc.

WFC Board Priorities for PY14/FY15 Budget Deliberation

1. Keep employers engaged

- Business Connection Services/WorkForce Central Integration with the Tacoma-Pierce County Economic Development Board
 - Recruitments for current, expanding, new businesses like: Niagra, Amazon, Milgard, ST Fabrication, General Plastics, WIRB, ShelterLogic, Simpson, PNW Baking
- Healthcare and Construction Partnership Councils (Annual Career Days)
- Manufacturing Academy
- Rapid Response Services
- Healthcare Career Coach Program (MultiCare, Tacoma Lutheran Retirement Community)
- Job Skills Program Partnership (Colleges/Business like Interstate Transportation)
- TOOL Center
- Introduction to Manufacturing (Pierce County Skills Center and Clover Park)
- Career Link (bridging local businesses with our secondary system)
- Diesel mechanic and other training cohorts for high demand training/occupations

2. Continue high profile events to increase visibility like Boots2Work

- Annual Healthcare Career Day
- Annual construction/manufacturing/logistics/utilities Career Fair Day
- Jobfest career fair for young adults
- Boots2Work

3. Improve on outreach to job seekers

- 2013 began using social media
- Face to face interactions with community stakeholders (one on one, group meetings)

4. Ensure strong ROI on what we are investing in, like manufacturing academy

- Manufacturing Academy
- Introduction to Manufacturing (Pierce County Skills Center and Clover Park)
- Diesel mechanic and other training cohorts for high demand training/occupations/sectors

5. Increase k-12 connection – support hands on learning

- Orting School District Partnership – transport rural students to take advantage of the Pierce County Skills Center
- TOOL Center
- Career Link (brings local business opportunities like job shadow, internships, jobs to secondary school system)
- Pursuing transportation solutions to get young adults to and from the Pierce County Skills Center
- WIA Youth investments for comprehensive services include work experience, on the job training, and internships

6. Expand summer youth employment

- WDC Youth Council matched City of Tacoma's \$50,000 for 2014
- WorkForce Central participates on the planning and doing team along with the Tacoma School District, REACH, and City of Tacoma representatives.

7. Effectively use technology to deploy service delivery

- 2014 investments will be made to collect and assess what is already available, prepare and execute a plan to deploy

8. Diversify workforce funds through revenue generation

- Investments for the new year will reflect an increase to continue to aggressively pursue public funds
- Growth Partnership Resource Development Team has formed and will collaboratively pursue funds
- Opportunities to generate non-public revenue exists:
 - Business services fee for service
 - Military transition training in partnership with Mark Fisher
 - Maryland Workforce Investment Board's Workforce Excellence curriculum
 - Career Coaching Services to non-low income population

WIA Formula Adult & DW
Program Year 2015 / Fiscal Year 2016

Draft Budget Version 1 - April 2015 Executive Board and WDC Deliberations

	ADULT	DW	Total
REVENUE			
Projected Formula Funding	\$ 1,580,300	\$ 1,369,625	\$ 2,949,925
PY14/FY15 Carry-in Funds	\$ 764,049	\$ 1,137,381	\$ 1,901,430
Less PY14/FY15 Carry-in Obligations	\$ (618,439)	\$ (1,182,217)	\$ (1,800,656)
PY14/FY15 Mitigation	\$ 161,254	\$ 167,233	\$ 328,487
PY14/FY15 Rapid Response Mitigation Funds	\$ -	\$ 242,599	\$ 242,599
Total Funds Available	\$ 1,887,164	\$ 1,734,621	\$ 3,621,785
INVESTMENT AREAS			
INVESTMENT TOTALS			
Implementation of WIOA Mandated Responsibilities for CLEOs and WDC	\$ 500,000	\$ 600,000	\$ 1,100,000
Compliance/Monitoring/Contracting/Performance/Data Management	\$ 150,000	\$ 150,000	\$ 300,000
Sector Partnerships and Business Services	\$ 620,986	\$ 461,881	\$ 1,082,867
Demand Training	\$ 247,644	\$ 274,260	\$ 521,904
Targeted Sector Training	\$ 65,000	\$ 50,000	\$ 115,000
Incumbent Worker Training	\$ 94,519	\$ -	\$ 94,519
Resource Development	\$ 30,000	\$ 30,000	\$ 60,000
Service Delivery via Technology	\$ 50,000	\$ 50,000	\$ 100,000
Economic Development Partnerships	\$ 50,000	\$ 50,000	\$ 100,000
5% Mitigation PY14/FY15	\$ 79,015	\$ 68,480	\$ 147,495
Total Budget Need	\$ 1,887,164	\$ 1,734,621	\$ 3,621,785

DETAIL CARRY-IN OBLIGATIONS

Pierce County Library System	-	83,300	83,300
Contract Training/Services	40,488	60,733	101,221
Clover Park - Pre Manufacturing & Engineering Academy (3 Cohorts/60 trainees)	61,312	91,968	153,280
Bates Technical - CDL Class A (12 trainees)	43,700	65,549	109,249
Sheet Metal Production (8 trainees)	16,550	24,824	41,374
Architectural Woodworking (8 trainees)	18,797	28,195	46,992
Pierce College - I-Best (6 Cohorts/60 Trainees)	120,754	181,130	301,884
JATC Ironworkers - Pre-apprenticeship (6 Cohorts/120 trainees)	158,400	237,600	396,000
Manufacturing Academy 2014	6,000	-	6,000
Hydroponics-Mimms Academy (15 trainees)	10,500	-	10,500
Aerospace Academy	81,901	-	81,901
Small Business Assistance (Cohort)	5,000	25,000	30,000
Tool Center	55,038	-	55,038
JobFit	-	12,000	12,000
Kurt Jacobson Growth Partnership Branding	-	825	825
Boot 2 Work - Event	-	4,500	4,500
Boot 2 Shoes	-	50,000	50,000
AJAC Manufacturing Academy 2015 (68 trainees)	-	276,592	276,592
World Trade Center - Tacoma	-	40,000	40,000
Sub-Total	618,439	1,182,217	1,800,656

WIA Youth Budget
Program Year 2015

Draft Budget Version 1 - April 2015 Executive Board and WDC Deliberations

	Out of School	In School	Total
REVENUE			
Projected Formula Funding	1,251,728	417,243	1,668,970
Mitigation for PY14/FY15	126,436	42,145	168,581
PY14 Carry-in Funds	612,878	204,293	817,170
Less PY14 Carry-in Obligations	(493,376)	(135,459)	(628,835)
Total Funds Available	1,497,665	528,222	2,025,886
INVESTMENT AREAS			
INVESTMENT TOTALS			
Sector Partnerships and Business Services	197,361	72,454	269,815
Compliance/Monitoring/Contracting/Performance/Data Management	87,930	29,310	117,240
WDC Youth Committee Staff Support	70,110	23,370	93,480
Implementation of WIOA Mandated Responsibilities for CLEOS and WDC	77,500	12,500	\$ 90,000
Youth Operator - Rescare second year award	800,000	200,000	1,000,000
Workbase Training - required by law a min of 20%	100,346	43,449	143,795
Essential Skills Development Pilot	-	50,000	50,000
Sector Training	56,883	45,295	102,178
Annual JobFest	-	6,000	6,000
Summer 253	37,500	12,500	50,000
Career Link	22,500	7,500	30,000
Service Delivery System via Technology	22,500	17,500	40,000
2% Mitigation for more and/or future cuts	25,035	8,345	33,379
Total Budget Need (6.35 FTEs)	1,497,665	528,222	2,025,887
(Over)/Under budgeted funds			
% Budgeted Out of School/In School - percentage includes prior year funds	74.0%	26.0%	100.0%

DETAIL CARRY-IN OBLIGATIONS

	Out of School	In School	Total
Youth Operator - ResCare first year award	348,000	87,000	435,000
Resource Development 2014	2,475	825	3,300
Manchester Bidwell	46,875	15,625	62,500
Service Delivery via Technology	11,936	3,979	15,915
Youth Council K1-12	11,250	3,750	15,000
Summer 253	58,778	19,593	78,370
CareeLink	14,063	4,688	18,750
	-	-	-
Sub-Total	493,376	135,459	628,835