

Eric Hahn, Chair
 Scott Haas, 1st Vice-chair
 Joyce Conner, 2nd Vice-chair
 Robin Baker
 April Gibson
 Darci Gibson
 Anne Goranson
 Mike Johnson
 Bruce Kendall
 Dale King
 Ron Langrell
 Dave Lawson
 Mark Martinez
 Mary Matusiak
 Wayne Nakamura
 Sharon Ness
 Tim Owens
 Dona Ponepinto
 Patty Rose
 Ron Thalheimer
 Blaine Wolfe

**WDC Youth & Young Adult Services Committee Meeting
 Agenda**

**May 26, 2015
 9:30 a.m. – 11:00 a.m.
 April Gibson, Chair**

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

- | | | |
|---|---------------|--------|
| 1. Hello / Introductions | April Gibson | 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. WIOA Youth Eligibility Policy | Holly Watson | 15 min |
| 6. PY15/FY16 Budget Deliberation | Linda Nguyen | 15 min |
| 7. Selecting Committee Vice Chair | April Gibson | 5 min |
| 8. Next Meeting Agenda Items | | |
| 9. Other Business | | |
| 10. Thank You/Adjourn | | |

WorkForce Central Staff
 Linda Nguyen, CEO
lnguyen@workforce-central.org

Deborah, Howell, CAO
dhowell@workforce-central.org

Pamela Carter, Exec Asst
pcarter@workforce-central.org

WorkForce Central
 3650 S. Cedar St.
 Tacoma, WA 98409
 Phone: 253.254.7335
 Fax: 253.830.5226
www.workforce-central.org

Future Meetings

June 23, 2015 9:30 – 11:00 am
 July 28, 2015 9:30 – 11:00 am
 August 25, 2015 9:30 – 11:00 am
 September 22, 2015 9:30 – 11:00 am
 October 27, 2015 9:30 – 11:00 am
 November 24, 2015 9:30 – 11:00 am
 December 22, 2015 9:30 – 11:00 am

Workforce Development Council (WDC) of Tacoma Pierce County

WIOA Committee Membership Planning Document

5-19-15

WDC Youth and Young Adult Services Committee

- Committee Chair is member of WDC and appointed.
- ✓ Since all of WDC members are required to serve on a WDC Committee, approximately 4-6 members of the committee will be WDC members.
- Vice Chair selected from Committee and must be willing to also serve on Coordinating Committee.

Representation	Name, Title, Employer, Email, Phone(s)	WDC Member
Chair of Committee	April Gibson, Administrator Puget Sound Orthopedics a.gibson@proliancesurgeons.com	✓
Vice Chair of Committee	TBD by WDC Youth & Young Adult Services Committee	
1. K-12 Representative	Brandon Ervin, Program Specialist Tacoma Public Schools bervin@tacoma.k12.wa.us	
2. WA State Department of Social and Health Services	Jarrett McGill, Social Health Program Consultant WA State Department of Social & Health Services mcgiljj@dshs.wa.gov	
3. City of Tacoma Youth Services		
4. Youth Services/Community Based Organization	Nicholas Bayard, Director The REACH Center nbayard@reachtacoma.org	
5. Foster Care System		
6. Juvenile Detention System		
7. Pierce County Alliance		
8. Business	April Gibson, Administrator Puget Sound Orthopedics a.gibson@proliancesurgeons.com	✓
9. Business	Tim Owens, Manager Marshalls owensbunch@comcast.net	✓
10. Business	Blaine Wolfe, Project Executive Absher Construction Company blaine.wolfe@absherco.com	✓
11. City of Tacoma/Tacoma Rail	Dale King Superintendent/COO Tacoma Rail dale.king@cityoftacoma.org	
12. Labor Representative or Apprentice JATC Representative	Mark Martinez, Executive Secretary Pierce County Bldg & Construction Trades Council piercebctc@earthlink.com	
13. Education	Kelly Goodsell, Executive Director - Special Services Puget Sound Educational Services kgoodsell@psed.org	
14. Community Representative	Isa Nichols, CEO/Executive Director Maxine Mimms Academics isanichols@maxinemimmsacademy.org	
15. WA State Division of Vocational Rehabilitation		

Workforce Development Council (WDC) of Tacoma Pierce County

WIOA Committee Membership Planning Document


5-19-15

16. WA State Employment Security Department		
17. Pierce County Library System		
Workforce Development Council/WorkForce Central Staff	Brent Capatch, Youth Coordinator 253.330.8128; bcapatch@workforce-centra;.org Cheri Loiland, Chief WIOA Transition Officer 253.254.7908; cloiland@workforce-central.org Debbie Lean, Executive Assistant/Administrative Support dlean@workforce-central.org	

Jobs for people | Profits for business | Innovation for growth

WORKFORCE INNOVATION AND OPPORTUNITY ACT


Presentation to WDC Youth and Young Adult Services Committee
May 26, 2015



Jobs for people | Profits for business | Innovation for growth

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.



Jobs for people | Profits for business | Innovation for growth

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.



Jobs for people | Profits for business | Innovation for growth

Overview (cont'd)


- Builds on proven practices such as sector strategies, career pathways, regional economic approaches, 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.



Jobs for people | Profits for business | Innovation for growth

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.



Jobs for people | Profits for business | Innovation for growth

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.



Jobs for people | Profits for business | Innovation for growth

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.




Jobs for people | Profits for business | Innovation for growth

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.




Jobs for people | Profits for business | Innovation for growth

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.



Jobs for people | Profits for business | Innovation for growth

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.




Jobs for people | Profits for business | Innovation for growth

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.



Jobs for people | Profits for business | Innovation for growth

Interesting Changes

- Mandatory partners are WIA Title 1B, Wagner Peysler, 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 Peysler co-located
- Common Federal measures for mandatory partners for Youth and Adult/DW.
 - Measurement method makes follow-up services more critical.



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.



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.



Further Review of Youth Activities Changes

Out of school youth defined as 16-24; in school is 14-21; eligibility special rule includes residence in high poverty area.

One major change is the requirement that WDCs spend at least 75% of youth funds on out-of-school youth. (WIA required 30%)

WIOA places new priority on work-based learning by requiring that at least 20 percent of the local youth grant funds be used for paid and unpaid work experience with academic and occupational ed components.

WIOA makes changes to the definition of "low-income" to include those who receive or are eligible to receive a free or reduced lunch as meeting the definition.



WIOA Youth Mandated Assessment Elements

- Academic levels
 - Skill levels
 - Service needs
 - Basic skills
 - Occupational skills
 - Prior work experience
 - Employability interests & aptitudes
 - Interests & aptitudes for non traditional support service needs
 - Developmental needs
 - Identification of appropriate services
 - Identification of career pathways
- Note: Youth providers may not need to conduct new assessment if recent qualifying assessment was conducted.



Youth Performance Measures

- **Placement:** The % of participants in education, training or unsubsidized employment, during second quarter after exit.
- **Retention:** The % of participants in education, training or in unsubsidized employment, fourth quarter after exit.
- **Wage:** The median earnings of participants second quarter after exit.
- **Credential:** The % of participants who obtain a postsecondary credential, or a HS school diploma or GED during participation or within 1 year after exit who ALSO are placed or go into post secondary training.
- **Measureable Gains:** The % of participants in an education or training program leading to a postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment.
- **Effectiveness in Serving Employers:** The indicators of effectiveness in serving employers developed by Secretaries of Labor and Education.



Local Implementation Priorities

Before July 1, 2015

- Chief Local Elected Officials on the WorkForce Central Executive Board make key policy decisions to get the ball rolling:
 - Re-establish our local Workforce Investment Board (WIB).
 - 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 (cont'd)

Before July 1, 2015

- **Competitively procure and select the One Stop Operator(s).**
- **Convene Partners – core and other.**
 - Develop and execute a Memorandum of Understanding.
 - Develop and agree to a Resource Sharing Agreement.
- **Begin regional planning needed for the completion of a unified plan.**
 - Conduct an environmental scan.
 - Review current workforce development service delivery system and adjust to ensure customer centric, comprehensive, job driven, efficient and accountable.





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

WDC Youth and Young Adult Services Committee

Chair: April Gibson

Vice Chair: To be determined at first full committee meeting

WDC Committee Members: Mike Johnson, Sharon Ness, Dona Ponepinto

Other Committee Members: To be determined in April 2015

Lead WorkForce Central Staff Person:

Lead WorkForce Central Staff Person: Brent Capatch, Coordinator; bcapatach@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 Tuesday of the month: 9:30-11:00 a.m.

Purpose:

The purpose of the Youth and Young Adult Services Committee is to provide the WDC of Pierce County with assistance in the planning, implementation, and performance of Youth and Young Adult Services in the WIOA workforce system. The chair of this committee will be a member of the WDC appointed by the WDC chair.

Duties & Responsibilities of the WDC Youth and Young Adult Services Committee:

- Assist the WDC Coordinating Committee in activities related youth and young adult workforce investment activities.
- Select a vice-chair from within the committee.
- Follow progress of the State WTECB for relevant planning, information and guidance.
- Share, collect and review data and best practices for data-driven and evidence-based recommendations and decision making.
- Represent and youth adults, including those that are disadvantaged and/or disengaged.
- Provide ongoing input into the implementation and performance of the local plan activities for youth and young adults.
- Recommend strategies that lead to economic self-sufficiency.
- Provide input related to the Eligible Training Provider List (ETPL).
- 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)



Workforce Innovation and Opportunity Act (WIOA) Transition Policy

WFC WIOA TITLE I-B YOUTH DETERMINATION POLICY

POLICY NUMBER: XX-XXXX-WFC TRANSITION

EFFECTIVE DATE: 7-1-2015

PURPOSE

This policy communicates key provisions and changes authorized by the Workforce Innovation and Opportunity Act (WIOA) to determine eligibility for youth seeking services funded by WIOA. The WFC WIA Adult, Dislocated Workers and Youth Eligibility & Documentation Policy Handbook, Revision 3 remains in effect except for the changes noted here until the release of the Final WFC WIOA Eligibility & Documentation Handbook

BACKGROUND

WIOA sec 3 (18) and 129 (a) (1)(B) and (C) describes eligibility for the WIOA Title I youth which includes in school youth (ISY) and out of school youth (OSY) program.

With few exceptions, the WIOA criteria for OSY are generally the same as those under WIA. WIOA increases the age of OSY from 21 to 24 years of age. Unlike under WIA, low income is not a requirement to meet eligibility for *most* categories of OSY under WIOA. However, low income is now a part of the criteria for youth who need additional assistance to enter or complete an educational program or to secure or hold employment. Also, WIOA has made youth with a disability a separate eligibility criterion.

In addition, WIOA includes a new criterion: a youth who is within the age of compulsory school attendance but has not attended school for at least the most recent school year calendar quarter.

WIOA clarifies that age is based on time of enrollment and as long as the individual meets the age eligibility at time of enrollment OSY can continue to receive WIOA youth services beyond the age of 24.

For ISY, eligibility criteria is essentially the same as under WIA but the disability criterion has been separated from the "needs additional assistance" criterion. As with OSY, age is based on time of enrollment and as long as the individual meets the age eligibility at time of enrollment, they can continue to receive WIOA youth services beyond the age of 21.

WIOA includes a youth as low-income if he or she receives or is eligible to receive a free or reduced price lunch under the Richard B Russell National School Lunch Act (42 U.S.C. 1751 et seq.).

WIOA clarifies that there is no self-service concept for the WIOA youth program and every individual receiving services under WIOA youth must meet ISY or OSY eligibility criteria and be formally enrolled in the program.

POLICY

Youth eligible for services must meet the following criteria:

- U.S. citizen or otherwise legally entitled to work in the U.S.
- Registered for the Selective Service, if applicable

Out- of -School Youth must be aged 16-24, not attending any school, and meet one or more of the following:

- A school dropout (no High school degree, GED or equivalent)
- Within the age of compulsory school attendance (up to age 17 RCW 28A.225) but has not attended school for at least the most recent complete school year calendar quarter
- An individual in the adult or juvenile justice system
- Homeless, a runaway, in or aged out of foster care
- Pregnant or parenting
- Disabled
- Has a High School degree or its equivalent, is low income and is basic skills deficient, or an English language learner
- Low-income and requires additional assistance to enter or complete an educational program or to secure or hold employment. (Refer to the WIA Adult, Dislocated Worker & Youth Eligibility & Documentation Handbook, and Revision 3 for additional assistance criteria)

In School Youth must be aged 14-21, attending school (*as defined by State law which includes eligible students enrolled in a dropout reengagement program under RCW 28A.175.100, 28A.175.105 as in school*), low income and meet one or more of the following:

- Basic skills deficient (WIOA Sec 3 (5))
- English language learner
- An offender
- Homeless, runaway, in foster care or has aged out of the foster care system
- Pregnant or parenting
- Disabled
- Requires additional assistance to complete an educational program or to secure or hold employment (Refer to the WIA Adult, Dislocated Worker & Youth Eligibility & Documentation Handbook, Revision 3 for criteria)

Current WIA participants must be grandfathered into WIOA, even if the participant would not otherwise be eligible for services under WIOA. Additional reassessments are not required to be completed for participants already determined eligible and enrolled under WIA. Furthermore, these participants must be allowed to complete the WIA services specified in their individual service strategy and individual employment plan, even if the services are no longer allowable under WIOA. (TEGL 30-14)

For the following additional eligibility requirements, refer to the WIA Adult, Dislocated Worker & Youth Eligibility & Documentation Handbook, Revision 3:

- 5% WINDOW
- PARTICIPANT FILE DOCUMENTATION
- SKIES DATA ENTRY DEADLINES
- CONCURRENT ENROLLMENT
- FOLLOW-UP
- EXCEPTIONS TO FOLLOW-UP
- FOLLOW-UP DOCUMENTATION
- LOW INCOME (For WIOA, low income also includes receiving or is eligible to receive a free or reduced price lunch)

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 polices.

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 Coucils (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 Partk)
- 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 Partk)
- 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 2.1 - May 2015 Executive Board and WDC Deliberations

	ADULT	DW	Total
REVENUE			
Projected Formula Funding	\$ 1,737,228	\$ 1,822,680	\$ 3,559,908
PY14/FY15 Carry-in Funds - Projected	\$ 823,211	\$ 1,468,863	\$ 2,292,074
FY14 - Recapture	\$ -	\$ (320,385)	\$ (320,385)
Less PY14/FY15 Carry-in Obligations - Projected	\$ (677,601)	\$ (1,183,314)	\$ (1,860,915)
PY14/FY15 Mitigation	\$ 161,254	\$ 167,233	\$ 328,487
PY14/FY15 Rapid Response Mitigation Funds	\$ -	\$ 242,599	\$ 242,599
Total Funds Available	\$ 2,044,092	\$ 2,187,676	\$ 4,231,768
INVESTMENT AREAS			
WIOA Mandated Responsibilities for CEOs and WDC			
Compliance/Monitoring/Contracting/Performance/Data Management	\$ 500,000	\$ 600,000	\$ 1,100,000
Sector Partnerships and Business Services	\$ 150,000	\$ 150,000	\$ 300,000
Demand Training	\$ 620,986	\$ 516,542	\$ 1,137,528
Targeted Sector Training	\$ 300,000	\$ 300,000	\$ 600,000
Incumbent Worker Training	\$ 111,726	\$ 300,000	\$ 411,726
Resource Development	\$ 94,519	\$ -	\$ 94,519
Service Delivery via Technology	\$ 30,000	\$ 80,000	\$ 110,000
Economic Development Partnerships	\$ 100,000	\$ 100,000	\$ 200,000
5% Mitigation PY15/FY16	\$ 86,861	\$ 91,134	\$ 177,995
Total Budget Need	\$ 2,044,092	\$ 2,187,676	\$ 4,231,768

DETAIL CARRY-IN OBLIGATIONS - PROJECTED

Cedar Plaza Partners - Lease (11 months required)	18,714	18,358	37,072
Pierce County Library System (Contracted job orders with services via technology in remote areas)	-	83,300	83,300
Bates Diesel Mechanic Cohort (18 trainees)	14,700	25,000	39,700
Multicare - ITAS through Career Coach (60 ITAs)	58,533	-	58,533
Chamber of Commerce PY 2014	-	47,520	47,520
AJAC Manufacturing Academy PY 2014 (4 cohorts/68 trainees)	79,118	39,559	118,677
Bates Softskills (AJAC Academy) (4 cohorts/120 trainees)	8,640	4,320	12,960
Fischer Veteran Assist Program (150 participants)	-	20,000	20,000
NCAT	33,393	22,282	55,655
Contract Training/Services	-	-	-
Bates Technical - CD 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 -NAC I-heat (6 Cohort/60 Trainees)	100,588	150,883	251,471
JATC Ironworkers - Pre-apprenticeship (6 Cohort/120 trainees)	103,964	155,945	259,909
Clover Park - Pre Manufacturing & Engineering Academy (3 Cohort/60 trainees)	61,312	91,968	153,280
Tool Center (3 cohorts/15 trainees)	38,142	-	38,142
Hydroponics-Mirams Academy (15 trainees)	11,250	-	11,250
Boot 2 Work - Event Estimate 750 attendees	-	50,000	50,000
Boot 2 Work - 4 outreach events to establish 40 mentorships	-	10,950	10,950
AJAC Manufacturing Academy 2015 (4 cohorts/ 68 trainees)	24,779	223,013	247,792
Bates Softskill (AJAC Academy) (4 cohorts/120 trainees)	2,890	25,920	28,800
World Trade Center - Tacoma 5+ events to connect businesses with WFC services	-	36,121	36,121
Kurt Jacobson Growth Partnership Branding	842	826	1,668
JobFit	10,500	12,000	22,500
CPTC - NAC (2 cohorts/15 trainees)	31,200	46,800	78,000
Sub-Total	677,601	1,183,314	1,860,915

WIA Youth Budget
Program Year 2015

Draft Budget Version 2.1 - May 2015 Executive Board and WDC Deliberations

	Out of School	In School	Total
REVENUE			
Projected Formula Funding	1,347,040	449,013	1,796,053
Mitigation for PY14/FY15	126,436	42,145	168,581
PY14 Carry-in Funds - Projected	686,420	235,828	922,248
Less PY14 Carry-in Obligations - Projected	(566,918)	(166,994)	(733,912)
Total Funds Available	1,592,978	559,992	2,152,970
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
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	97,582	45,295	142,877
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	29,615	52,115
5% Mitigation for more and/or future cuts	79,649	28,000	107,649
Total Budget Need	1,592,978	559,992	2,152,970
(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 - PROJECTED

	Out of School	In School	Total
Cedar Plaza Partners - Lease (11 months required)	7,867	2,622	10,489
Youth Operator - ResCare first year award	497,314	124,329	621,643
K-12 Youth Services	19,464	19,464	38,928
NCAT	41,741	13,914	55,654
Kurt Jacobson Consulting	354	118	472
JobFt	5,625	1,875	7,500
Careerlink	14,018	4,673	18,690
Sub-Total	566,918	166,994	733,912

Adult Services Strategic Dashboard Report for Program Year PY 2015 (July 2015 – June 2016)

Measures	Non-Formula Funds	WIA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes						Comments/ Action Plans	Staff
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%			
WIDA Mandated Responsibilities for CLEOS and WDC (\$ 1,100,000)												
Objectives: Support mandated changes for WIOA transition.												
		9.1	<ul style="list-style-type: none"> Integrate and support 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: <ul style="list-style-type: none"> 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). 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) 	Narrative Only								Deborah/Kirk/ MaryEllen
Compliance/Monitoring/Contracting/Performance/ Data Management (\$300,000)												
Objectives: Comply with federal, state and local regulations and policies.												
		2.0	<ul style="list-style-type: none"> Comply with all WIA/WIOA regulations 	Narrative Only								Deborah/Kirk/ MaryEllen
		1.0	<ul style="list-style-type: none"> Continue designation as low risk by the State Auditor's Office (SAO) No findings from annual monitoring by Employment Security Department Meet or exceed all federal and local performance measures 	Narrative Only								Kirk
		.40	<ul style="list-style-type: none"> Complete annual local monitoring of Youth, Adult and DW Programs, including EO 	Narrative Only								Cheri/Karen

Adult Services Strategic Dashboard Report for Program Year PY 2015 (July 2015 – June 2016)

Measures	Non-Formula Funds	WIA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Staff
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%		
Sector Partnerships and Business Services (\$1,137,528)											
<p>Objective: Develop and execute training programs within targeted industries specific to employers needs.</p>	\$146,017/ C2C 1.0		<ul style="list-style-type: none"> Partner with Pacific Mountain WDC to provide training opportunities to at least 100 transitioning military personnel participants through CanozCommerce grant funding (cohort, academy, certificate, OIT) 	100							Shellee
<p>Objective: Convene and facilitate sector partnerships to strengthen regional competitiveness, leverage resources and create jobs.</p>	C2C .25		<ul style="list-style-type: none"> Convene quarterly forums with Pierce and Thurston County business leaders to oversee coordinated services offered to military personnel 	4							Shellee
		.25	<ul style="list-style-type: none"> Partner with the Chamber of Commerce to promote the hiring of veterans and military spouses by Chamber members and other businesses 	Narrative Only							Shellee
<p>Objective: Increase employer engagement with the workforce development system.</p>	\$173,200/ Construction Career day \$69,603 Healthcare Career day	.5	<ul style="list-style-type: none"> Provide 3 engagement activities per year with each partner council (PC Construction Partnership and PC Healthcare Council), while retaining 90% of their membership, and adding strategic partners as appropriate (6 total) Enhance 3 sector partnerships (Career Day, IT, Healthcare) 	3							Andy
<p>Objective: Direct coordinated business services to support employer needs.</p>		1.0	<ul style="list-style-type: none"> List 600 job openings for businesses and place 300 job applicants in open positions 	700							Andy
		.25	<ul style="list-style-type: none"> Provide \$50,000 of customized value-added services, which are not fully supported by public resources 	\$50,000							Andy
		1.25	<ul style="list-style-type: none"> Provide 600 employer services to 220 businesses 	630							Andy
				230							

Adult Services Strategic Dashboard Report for Program Year PY 2015 (July 2015 – June 2016)

Measures	Non-Formula Funds	WIA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					YTD Total/%	Comments/ Action Plans	Staff
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr				
Objective: Enable job seekers to identify pathways to career success.		1.25	<ul style="list-style-type: none"> Provide career development workshops to 1100 job seekers, and resume screening to 18,000 job seekers Conduct 2 career fairs serving 1000 adult job seekers with an emphasis on veterans 	1100						18,000 2		LaTanya/Andy
Objective: Support job seekers to gain and retain employment.		1.0	<ul style="list-style-type: none"> Provide up to 12 months of follow-up services following exit to 190 WIA participants 	190								LaTanya
		1	<ul style="list-style-type: none"> Place 66 long term unemployed individuals into employment through Rapid Response LTIU grant 	66								LaTanya
		1.25	<ul style="list-style-type: none"> Place 190 WIA job seekers in employment 	190								LaTanya
Demand Training (\$500,000)												
Objective: Enable job seekers to identify pathways to career success.		3.0	<ul style="list-style-type: none"> Provide funding opportunities, through the use of Individual Training Accounts (ITAs), for 180 students attending local colleges and technical schools 	180								LaTanya
Targeted Sector Training (\$411,726)												
Objective: Support job seekers to gain and retain employment.		C2C 2.0	<ul style="list-style-type: none"> Place 125 transitioning military personnel into employment through Camo2Commerce 	125								Shellee
Objective: Develop and execute training programs within targeted industries specific to employers needs.		\$90,005/ McKiney Vento 1	<ul style="list-style-type: none"> Implement 5 sector training classes and/or (academies) for in-demand industries while leveraging external funding 	15								Andy
Inambient Worker Training (\$94,519)												
Objective: Develop and execute training programs within targeted industries specific to		\$118,551/ Multicare 1.25	<ul style="list-style-type: none"> Provide training to 65 healthcare employees through the Career Coach Program Expand Career Coach Model into an additional high demand 	65								Andy

Adult Services Strategic Dashboard Report for Program Year PY 2015 (July 2015 – June 2016)

Measures	Non-Formula Funds	WIA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes						Comments/Action Plans	Staff
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%			
<i>employers needs:</i>												
	Multicare .75		• Provide career development services to 400 healthcare employees	400								Andy
Resource Development (\$110,000)												
<i>Objective:</i> Form and maintain strategic public and private partnerships to strengthen regional competitiveness, leverage resources and create jobs.												
		1.3	• Convene the Tacoma-Pierce County Growth Partnership (TPCGP) to implement strategies to maximize collaborative impact through alignment of services, messaging, and resource development	Narrative Only								Brian
Service Delivery via Technology (\$200,000)												
<i>Objective:</i> Support job seekers to gain and retain employment.												
		1	• Develop relationships with 2 partners currently using technology to conduct outreach and training.	2								Freda
		.50	• Deliver services using technology	Narrative Only								Cher/Tamara
Economic Development Partnerships (\$100,000)												
<i>Objective:</i> Increase employer engagement with the workforce development system.												
		1.1	• Receive 80 business referrals from the Economic Development Board (EDB) and partners and maintain the position as the most referred source for the EDB • Partner with World Trade Center to meet the new and expanding needs of international and domestic businesses	80								Andy
5% Mitigation PY15/PY16 (\$177,995)												
<i>Objective:</i> Address future cuts and/or support new opportunities.												
				Narrative Only								Linda