



Connecting Talent with Opportunity

Workforce Legislation

Workforce Federal Acts

- **2014 – Present:** **Workforce Innovative and Opportunity Act (WIOA).**
 - 1998 – 2014: Workforce Investment Act (WIA) of 1998.
 - 1982 – 1998: Job Training Partnership Act (JTPA).
 - 1973 – 1982: Comprehensive Employment & Training Act (CETA).
 - 1962 – 1973: Manpower Development Training Act (MDTA).
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- ❖ WIOA signed into law by President Obama on July 22, 2014.
 - ❖ WIOA is set for re-authorization in 2020.



WIOA

Workforce Innovation & Opportunity Act

- Signed into law July 2014

“WIOA is landmark legislation that is designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.”

- U.S. Department of Labor



WIOA: SIX BROAD GOALS



- **Create a comprehensive, high-quality workforce development system by aligning workforce investment, economic development and education.**

- Increase access to education, training, and employment—especially for those who possess barriers to employment.
- Improve the quality and labor market relevance of workforce investment, education and economic development efforts.
- Promote improvement in the structure and delivery of services.
- Increase the prosperity of workers and employers.
- Reduce social assistance dependency, increase economic self-sufficiency, meet employer needs, and enhance the productivity and competitiveness of the nation.



Workforce Legislation

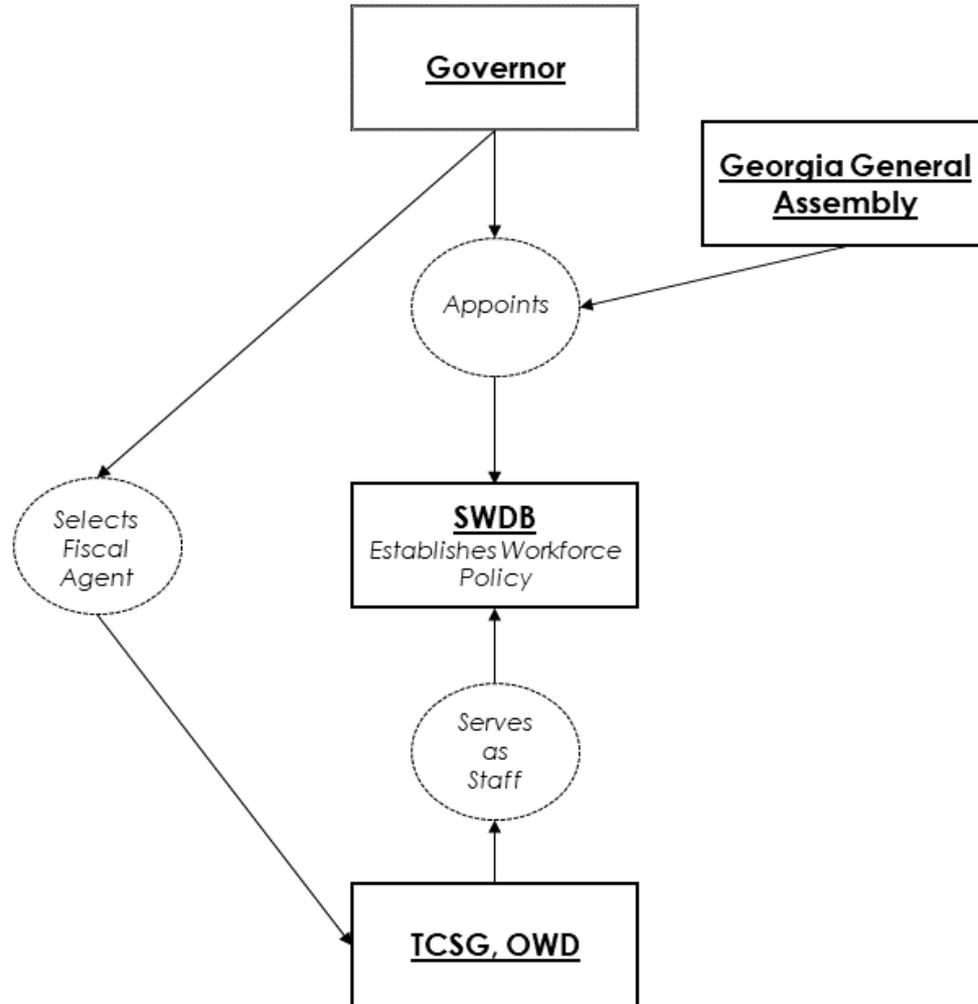
WIOA Legislative Titles

Under WIOA, there are five (5) Titles written into law to address different programs, services and transitions. WIOA requires that Titles I through IV coordinate and collaborate to provide services through a comprehensive, high-quality workforce development system which aligns workforce, economic development and education.

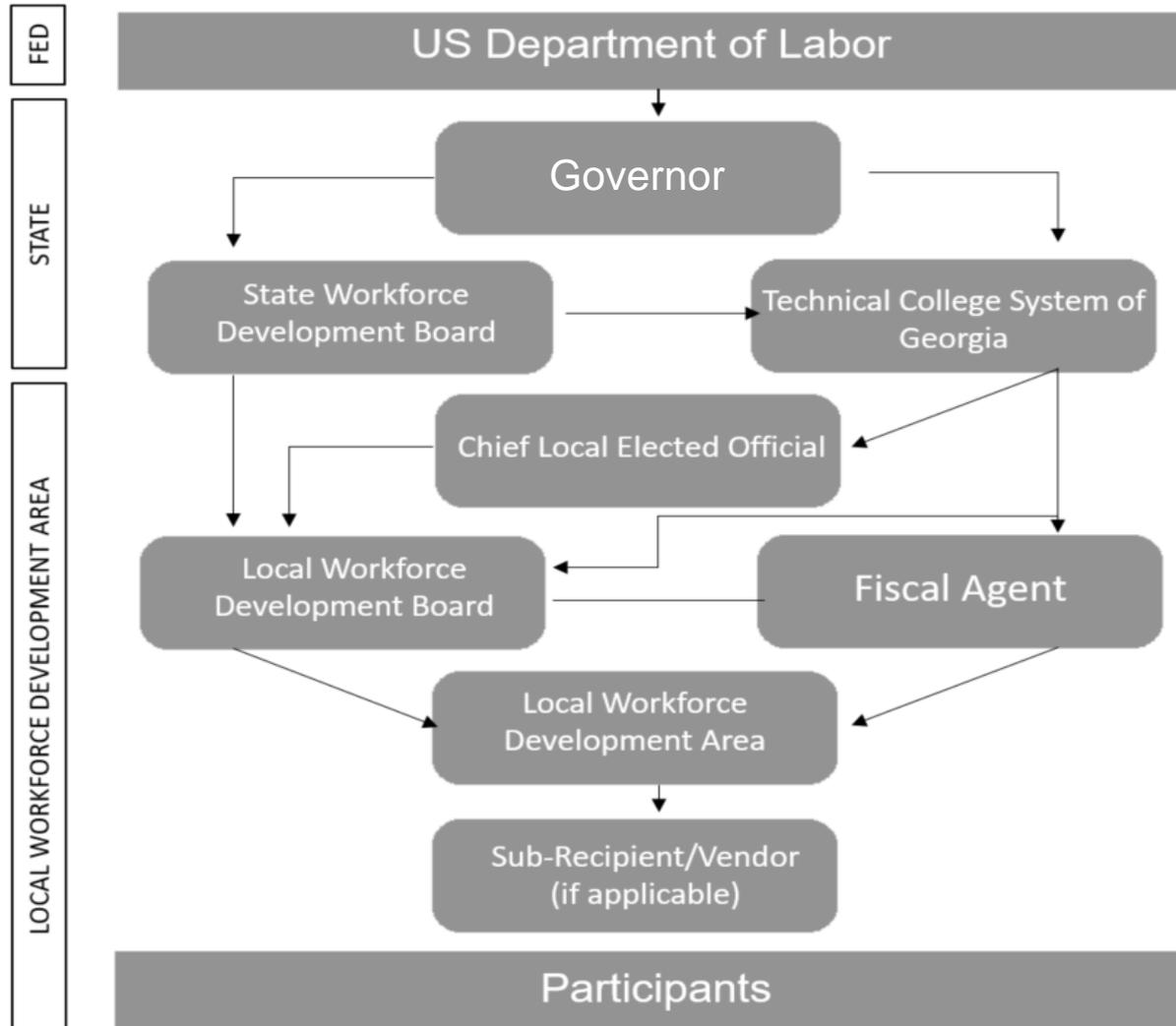
1. Title I – Workforce Development Activities (**Adult, Dislocated Worker & Youth**) – **State: TCSG / Federal: USDOL, ETA**
2. Title II – **Adult Education and Literacy** – **State: TCSG / Federal: USDoEd, OCTAE**
3. Title III – Amends the **Wagner-Peyser Act** of 1933 to integrate the U.S. Employment Service (ES) into the One-Stop system authorized by WIOA - **State: GDOL / Federal: USDOL, ETA**
4. Title IV – Amends the **Rehabilitation Act** of 1973 to authorize employment-related vocational rehabilitation services – **State: GVRA / Federal: USDOL, ETA & USDoEd, OSERS**



Workforce Ecosystem



Workforce Ecosystem



State Leadership

-  The State Workforce Development Board (SWDB) is appointed by the Governor, and is tasked with administering Workforce Innovation and Opportunity Act (WIOA) funds across the state. The board also oversees the Governor's state workforce development initiatives. The board's guidance is essential to sustaining Georgia's competitive advantage nationwide in terms of workforce.



State Workforce Development Board



Local Leadership

Local Elected Officials – LEO Board

- In those Local Workforce Development Areas comprised of more than one county or municipality, there may exist a Local Elected Officials Board, which shall be comprised of the mayors and county commission chairpersons within the designated local workforce development area.
- A CLEO shall be appointed or elected by the LEO Board.
- A CLEO's term shall run concurrent with the term set by his or her respective elected office.
- A CLEO/LEO Board may appoint a Fiscal Agent to administer the WIOA funds for a Local Workforce Development Area.
- A CLEO/LEO Board develops a process for sharing of liability with respect to the misuse of WIOA funds.
- A CLEO/LEO Board establishes a local workforce development board appointment process.



Local Workforce Development Board

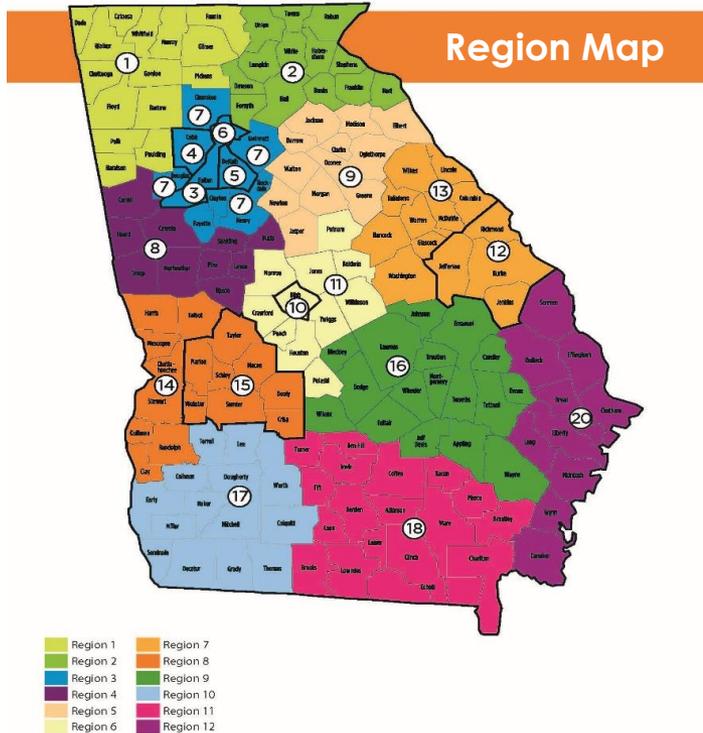
LWDB Membership

- Business Representatives
- Workforce Representatives: Labor Organizations; Employers with Registered Apprenticeships; Community-based organizations; Orgs with experience with youth employment, training, or educational needs
- Other Representatives to include:
 - Adult Education/Literacy Providers
 - Higher Education (including community colleges)
 - Economic and Community Development
 - Wagner-Peyser Employment Services - (DOL)
 - Vocational Rehabilitation
 - May include others determined appropriate by chief elected officials



WorkSource Georgia Network

Regions & LWDAs



- Northwest Georgia
- Georgia Mountains
- City of Atlanta
- Cobb County
- DeKalb County
- Fulton County
- Atlanta Regional
- Three Rivers
- Northeast Georgia
- Macon-Bibb
- Middle Georgia
- Central Savannah River Area
- East Central Georgia
- Lower Chattahoochee
- Middle Flint
- Heart of Georgia
- Southwest Georgia
- Southern Georgia
- Coastal



WorkSource Georgia Network



LWDA Directors

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WorkSource Georgia Network



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Who does WIOA serve?

Adults

- Ages 18+
- Authorized to work in the U.S.
- Registered for Selective Service
- Unemployed or Underemployed
- Priority of service applies

Dislocated Workers

- Ages 18+
- Authorized to work in the U.S.
- Registered for Selective Service
- Terminated through no fault of their own or laid off and unlikely to return to same job/industry

Out-of-School Youth

- Ages 16-24
- Not attending school
- One or more barriers to employment
- 75% expenditure on OS Youth

In-School Youth

- Ages 14-21
- Attending school
- Low income
- One or more barriers to employment

What levers can the LWDB operate?

How is the Money Spent?

Local Activities: Adult & DW: Career Services

Basic Career Services Examples:

- Information and orientation to system services, UI, etc.
- Initial skills assessments
- Job search and placement assistance, career counseling
- Referrals and coordination with other resources
- Job market information

Individual Career Services Examples:

- Individual skills assessments
- Group or individual counseling
- Individualized career planning, development of education plan
- Short-term classroom assistance, including computer training, exam prep, etc.
- Financial literacy services
- Internships and work experience opportunities
- Supportive services



How is the Money Spent?

➤ Individual Training Account (ITA)

- An ITA is used to “purchase” training services from eligible providers and training programs (selected in consultation with a WIOA career advisor).
- The Statewide Eligible Training Provider List (ETPL) - includes State approved training providers and programs
- Training providers - held responsible for providing quality training and outcomes for customers.



Approved Training Providers

Examples

- ATLANTA TECHNICAL COLLEGE
 - CDL OF GA, LLC
 - GOODWILL OF NORTH GEORGIA
 - KENNESAW STATE UNIVERSITY
 - MEDICAL INSTITUTE OF NORTHEAST GA
 - PIEDMONT COLLEGE
-
- *PROVIDERS VS PROGRAMS*



Example: Growth and Demand Occupations



Accountant & Bookkeeper	Electrician	Medical Assistant
Administrative Assistant	Emergency Medical Technician	Medical Office Worker
Agriculture	English as a Second Language Instructor	Medical Records Technician
Automotive Mechanic	General Office Clerk	Medical Secretary
Automotive Structural Repairer	Hand Packers & Packagers	Motorcycle Repair Technician
Bill & Account Collector	Heating/AC Technician	Occupational Therapist
Brick Mason	Home Health Aide	Paralegal
CAD Operator	Hospitality	Pharmacy Technician
Carpenter	Hotel/Motel Management	Phlebotomist
Cashier/Sales Clerk	Horticulture	Physical Therapist
Child Development Assistant	Human Resources Management Certificate	Plumber, Pipefitter, & Steamfitter
Certified Nursing Assistant	Human Service Worker	Quality Assurance Technician
CNC Machine Operators	Industrial Machinery Mechanic	Radiological/X-Ray Technician
Computer Information Systems	Industrial Truck Operator	Registered Nurse (RN)
Construction Laborer	Laborer (Warehouse)	Respiratory Therapist
Correction Officer	Law Enforcement Officer	Robotics
Culinary	Legal Secretary	Special Education Teacher
Customer Service Representative	Licensed Practical Nurse (LPN)	Surgical Technician
Data Entry Technician	Maintenance Mechanic	Surveyor
Delivery & Route Truck Driver	Management Trainee	Teacher
Dental Assistant & Dental Hygienist	Manufacturing Machine Operator	Truck Driver, Heavy
Dental Laboratory Technician	Mechanic & Repairer Helper	Vocational Education Teacher & Instructor
Drafter	Medical & Laboratory Technician	Welder & Cutter



Determining Growth and Demand Occupations

Types of Data

- **Traditional Labor Market Information (LMI)**
 - *Emsi: Labor Market Analytics*
- **Real-Time Job Market Analysis**
 - *Burning Glass Technologies*
- **Anecdotal Employer Feedback/Verification**
 - Employer Surveys
 - Industry Focus Groups/Listening Sessions
 - Industry Advisory Boards/Councils
 - Business Representatives on LWDBs



How is the money spent?

Local Activities: Youth

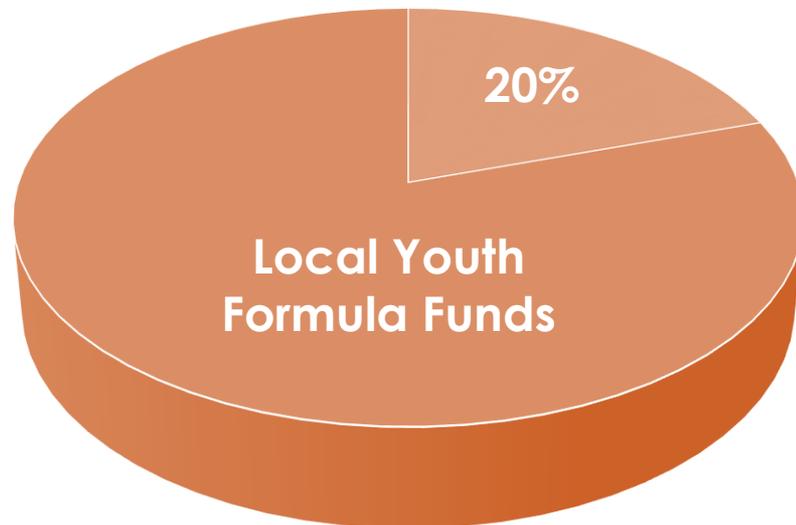
14 Required Youth Elements:

- Tutoring, study skills, dropout prevention and recovery strategies
- Alternative secondary school or dropout recovery services
- Paid and unpaid Work Experiences
- Occupational skills training
- Education aligned with workforce preparation activities
- Leadership development
- Supportive services
- Adult mentoring
- Comprehensive guidance and counseling
- Financial literacy education
- Entrepreneurial skills training
- Labor market & employment information services
- Activities that prepare for transition to postsecondary education/training
- Follow-up Services



Emphasis on Work-based Learning

Funding Work Experiences



At least 20% of local Youth formula funds must be used for work activities such as:

- Work Experience
- Pre-apprenticeship
- On-the-job training
- Internships



How is the Money spent?

SUPPORTIVE SERVICES

- Must be determined on an individual basis
- Must be a WIOA participant (limited if in Career Services)
- Must be documentation that participants are incapable of providing these services for themselves and services not are available from other sources
- Support must be necessary for a individual to participate in WIOA activities (training)
- Examples of allowable support: Transportation assistance, child care, dependent care, auxiliary aides and services for persons with disabilities



Customer Flow



Intake / Assessment

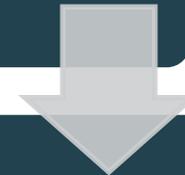
- Eligibility
- Barriers to Employment
- Skills Gap



REFERRAL

Individual Career Services Provided

- Funding Assigned
- Training Plan
- Supportive Services



Exit/Follow Up

- What were the outcomes?



WORKFORCE DEVELOPMENT

Serving Employers

WIOA Business Services

- On-the-Job Training
 - 50% wage reimbursement for eligible new hires
 - Length of training dependent upon job title (6 mos)
- Customized Training
 - 50 % reimbursement on cost of training
 - Designed for special skill-sets or hard to fill positions
- Incumbent Worker Training
 - 50% reimbursement on cost of training
 - Employer-driven training model
- Registered Apprenticeships



WORKFORCE DEVELOPMENT

Work-Based Learning

- Referenced or required in: Workforce Innovation and Opportunity Act (**WIOA**), Carl D. Perkins Career and Technical Education Act (**Perkins V**), Every Students Succeeds Act (**ESSA**)
- As defined by Perkins, **WBL** is “sustained ***interactions with industry or community professionals in real workplace settings***, to the extent practicable, or simulated environments at an educational institution ***that foster in-depth, firsthand engagement with the tasks required in a given career field***, that are aligned to curriculum and instruction.”



WORKFORCE DEVELOPMENT

Work-Based Learning Examples

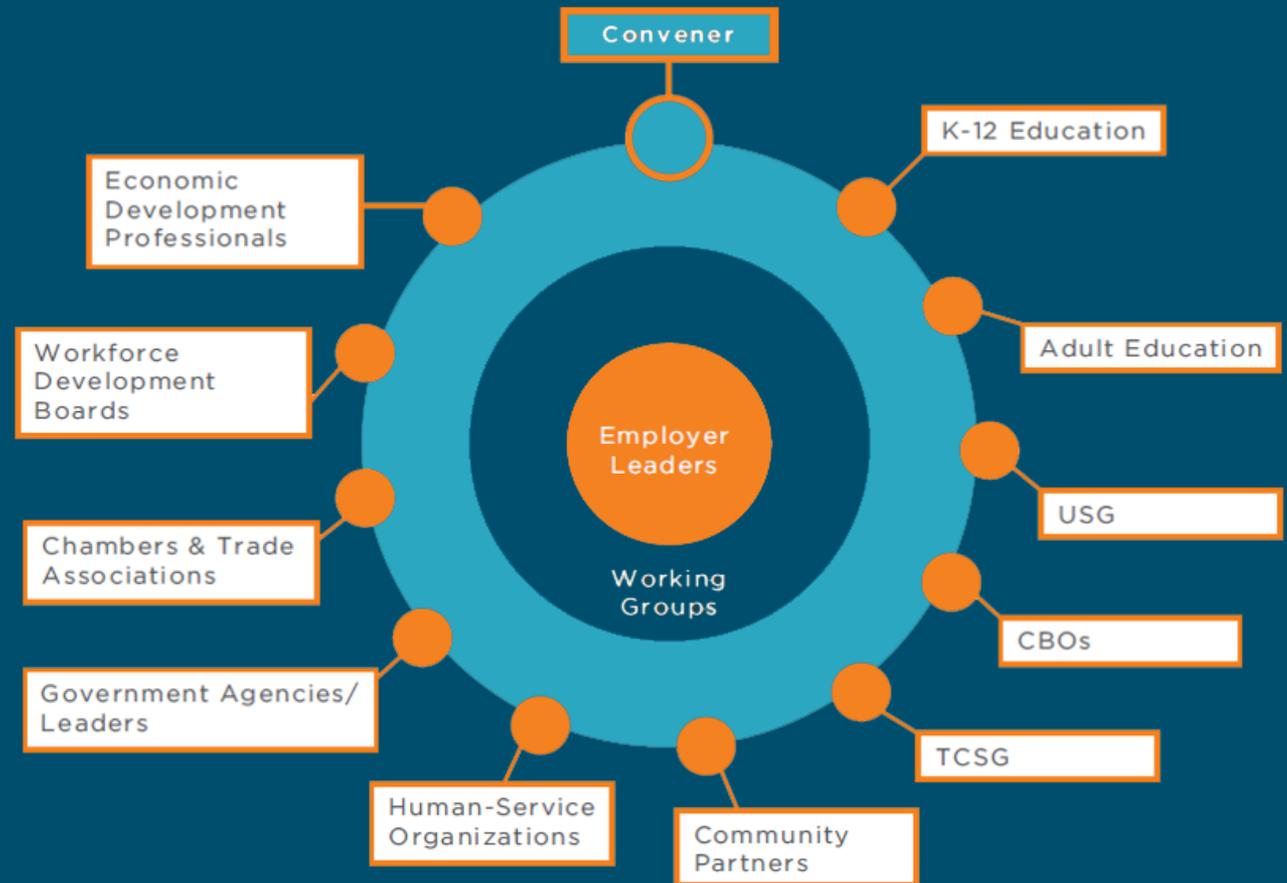
- Job Shadow
- Internship
- Mentorship
- Externship
- Practicum/Service Learning Project
- Apprenticeship/Registered Apprenticeship
- Pre-Apprenticeship



WORKSOURCE SECTOR PARTNERSHIPS



REGIONAL SECTOR PARTNERSHIPS



SECTOR PARTNERSHIPS

- Regional collaboratives to foster greater communication and collaboration among public and private partners.
- Partnerships developed in collaboration with businesses and should inform the education and workforce development efforts at the regional level.
- Each partnership is focused on a **single industry or industry cluster**.
- The role and activities of each sector partnership are uniquely tailored to the local needs identified by a needs assessment process and ongoing conversations with industry leaders.

REGIONAL INDUSTRY FOCUS

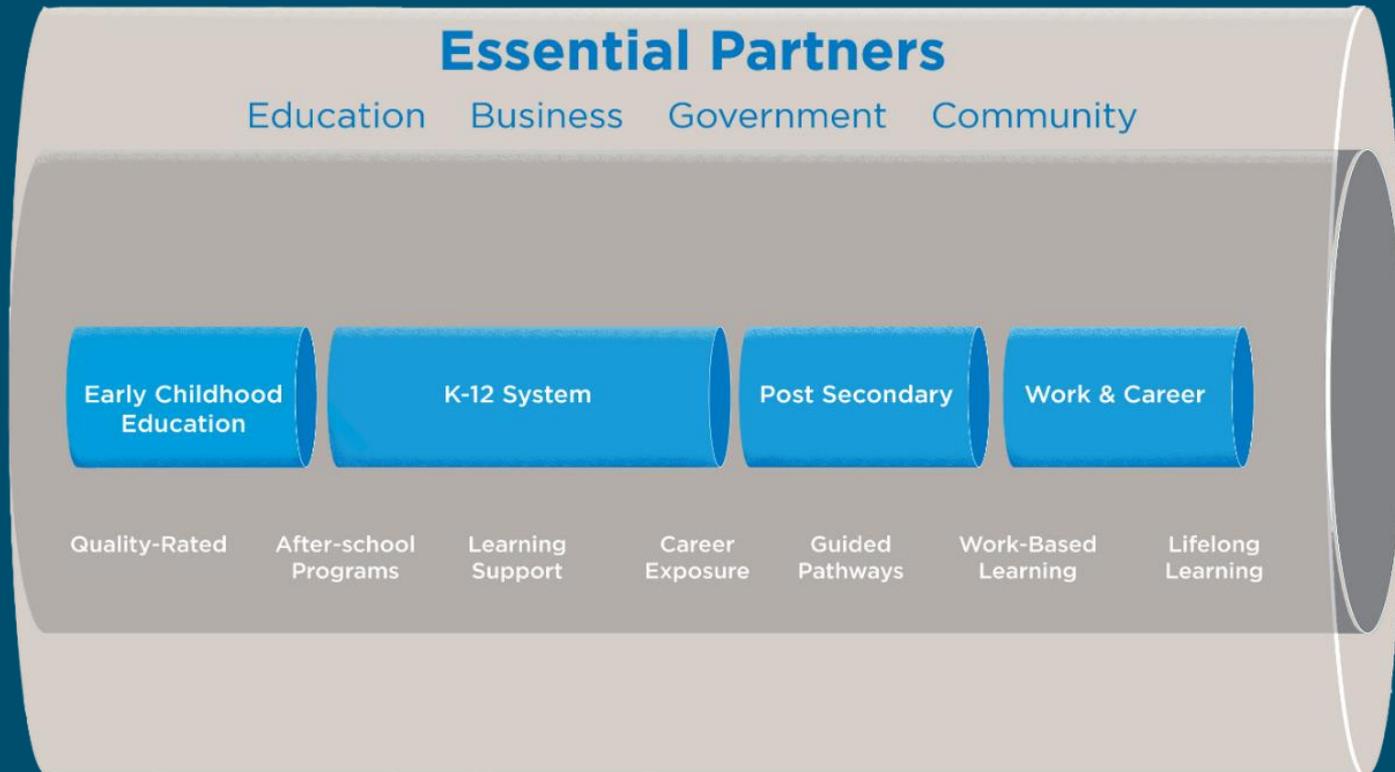
- Region 1: Advanced Manufacturing
- Region 2: Advanced Manufacturing
- Region 3: Information Technology, Healthcare, Logistics
- Region 4: Advanced Manufacturing
- Region 5: Advanced Manufacturing
- Region 6: Advanced Manufacturing
- Region 7: Advanced Manufacturing
- Region 8: Advanced Manufacturing
- Region 9: Advanced Manufacturing
- Region 10: Healthcare
- Region 11: Healthcare
- Region 12: Advanced Manufacturing, Logistics, Hospitality

WHAT DOES THE WORK LOOK LIKE?

- **Data** collection and **alignment** efforts
- Creating **new apprenticeships** or other training programs
 - Aligning and **integrating** WorkSource Business Services with regional economic development efforts
- **Updating** existing post-secondary training programs
- Creating or **expanding** CTAE offerings at the K-12 level
 - Building effective **career pathways**
 - New **internship opportunities** for K-12 students
 - New externship opportunities for teachers, counselors, and administrators
 - Greater **industry presence** and influence in schools
- Developing strategies to better leverage and **braid funding** streams
- Developing regional outreach and **awareness efforts**

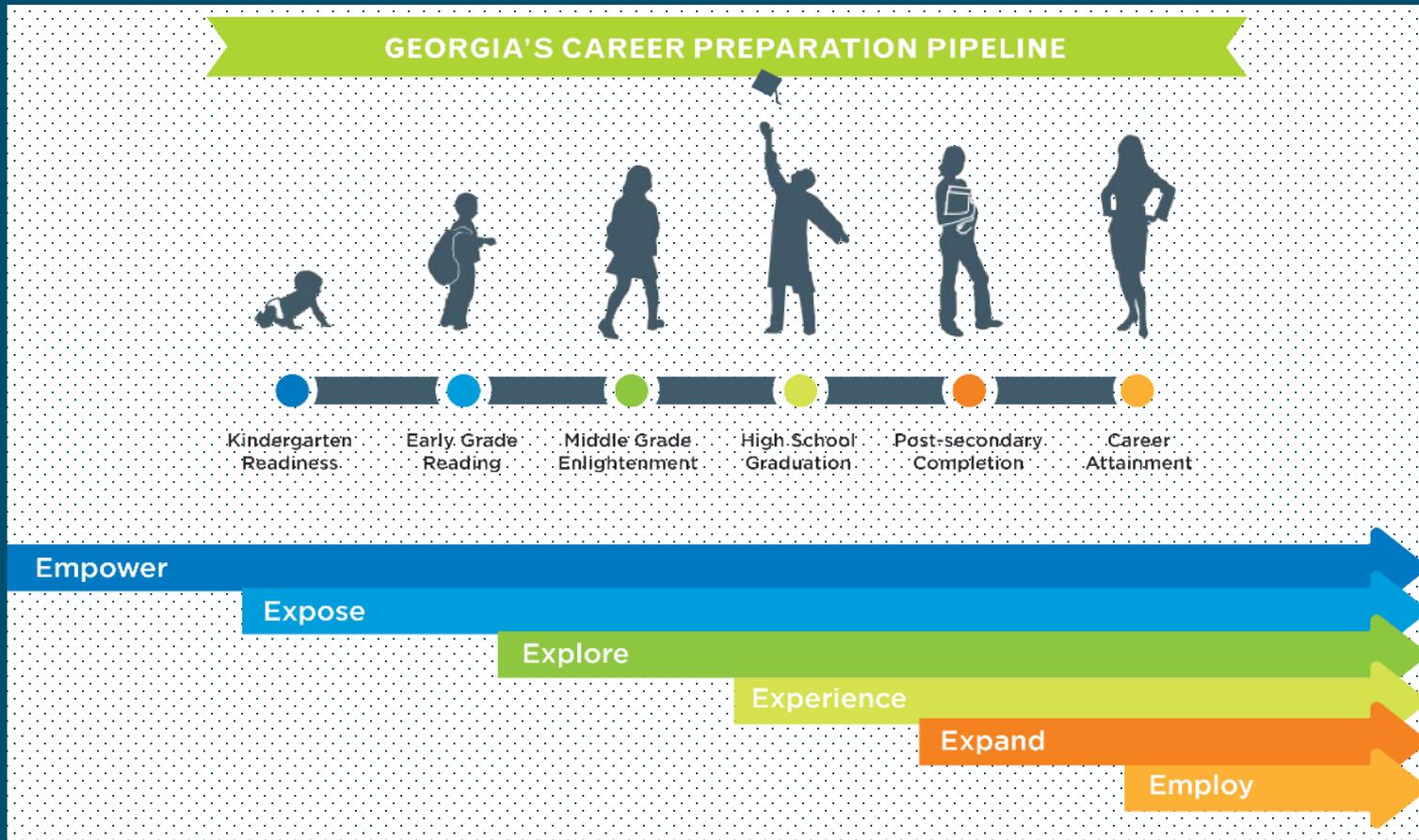
BUILDING CAREER PATHWAYS

- “Cradle to Career” Insulated Pipeline



CAREER PATHWAYS

- Path of Continual Growth & Advancement



Empower

Empowerment:

- Empower students with a strong educational foundation to prepare them for a future of rigorous instruction and relevant career training
- Student experiences may include:
 - Enrollment in a Quality-Rated early education facility
 - Seamless transition between various education levels
 - Alignment between academic and CTAE courses
 - Curriculum that relates coursework to real-world and workplace experiences

Expose

Exposure:

- **Expose students to an array of career options, enabling them to make informed decisions moving forward**
- **Student experiences may include:**
 - **Grade-Specific Career Awareness Lessons**
 - **5th Grade Career Portfolio**
 - **Guest Speakers**
 - **Field Trips**
 - **Career Fairs**

Explore

Exploration:

- Allow students to explore career interests with the goal of narrowing their focus to dedicated career options
- Student experiences may include:
 - Workplace Tour
 - Employer Interview
 - Job Shadow
 - Career Research
 - Career Exploratory Courses
 - Career Assessments/Inventories
 - Completing Individual Graduation Plan

Experience

Experience:

- Provide opportunities for students to gain experience in their selected career fields.
- Student experiences may include:
 - Work-Based Learning Program
 - Internship
 - Co-op
 - Youth Apprenticeship
 - Part-Time Job
 - Earning Dual-Enrollment Credit
 - Completing a Career Pathway
 - Completing a Career-Related Capstone Project

Expand

Expansion:

- Expand upon students' relevant job-related experience with formal education and training that leads to a successful career
- Student experiences may include:
 - Pursuing an Associate, Bachelor's Degree, or higher-level degree
 - Pursuing a Technical Certification
 - Apprenticeship
 - Clinical Experience
 - On-the-Job Training

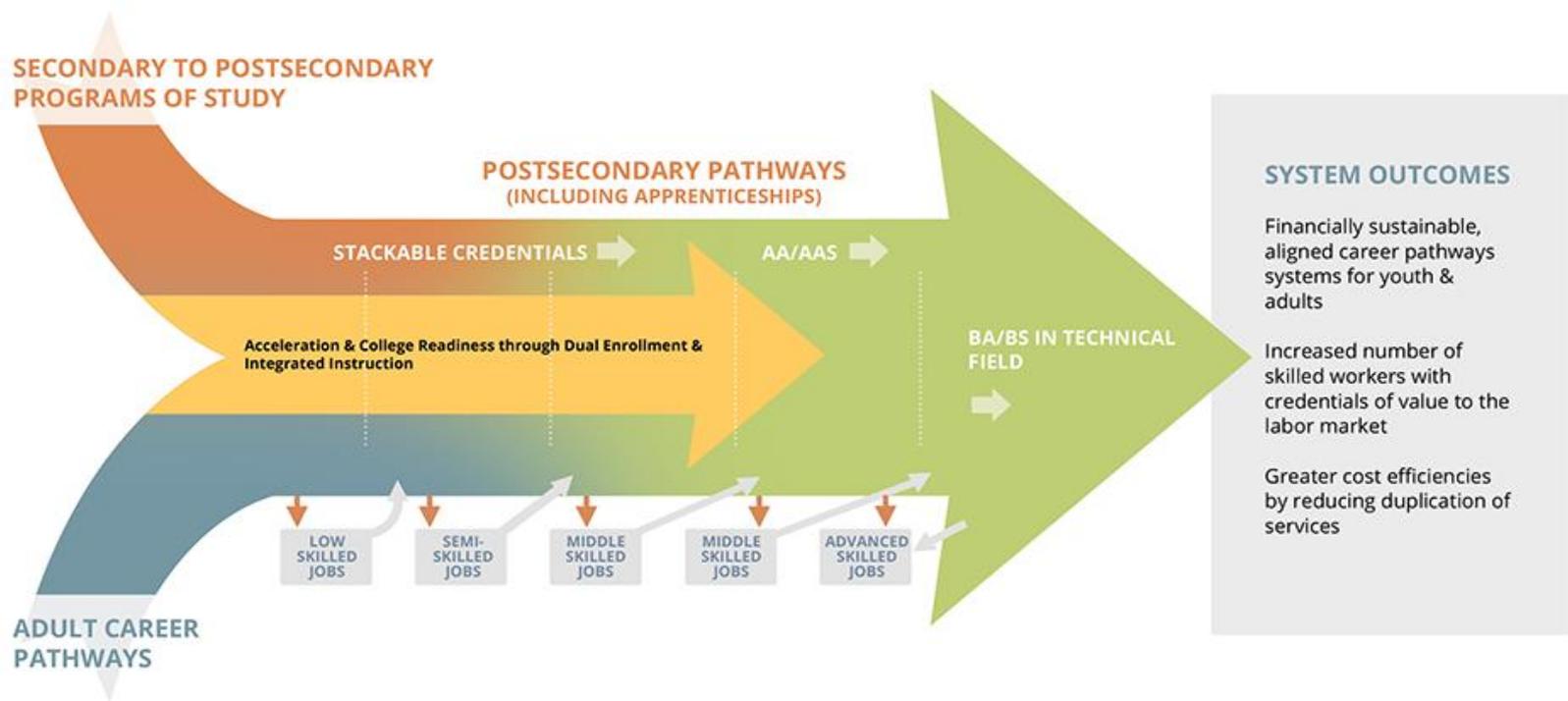
Employ

Employment:

- Connect students with employers who are seeking a skilled workforce, providing students with successful and stable careers
- Student experiences may include:
 - Job Fair
 - Job-Placement Program
 - Employment Website or Software

BUILDING CAREER PATHWAYS

- Integrated Pathways Model





THANK YOU!

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