



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

Realizing Innovation and Opportunity in WIOA

A Playbook for Creating Effective State Plans

Our Vision

We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.



Our Mission

- We **organize** broad-based coalitions seeking to raise the skills of America's workers across a range of industries.
- We **advocate** for public policies that invest in what works, as informed by our members' real-world expertise.
- And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.



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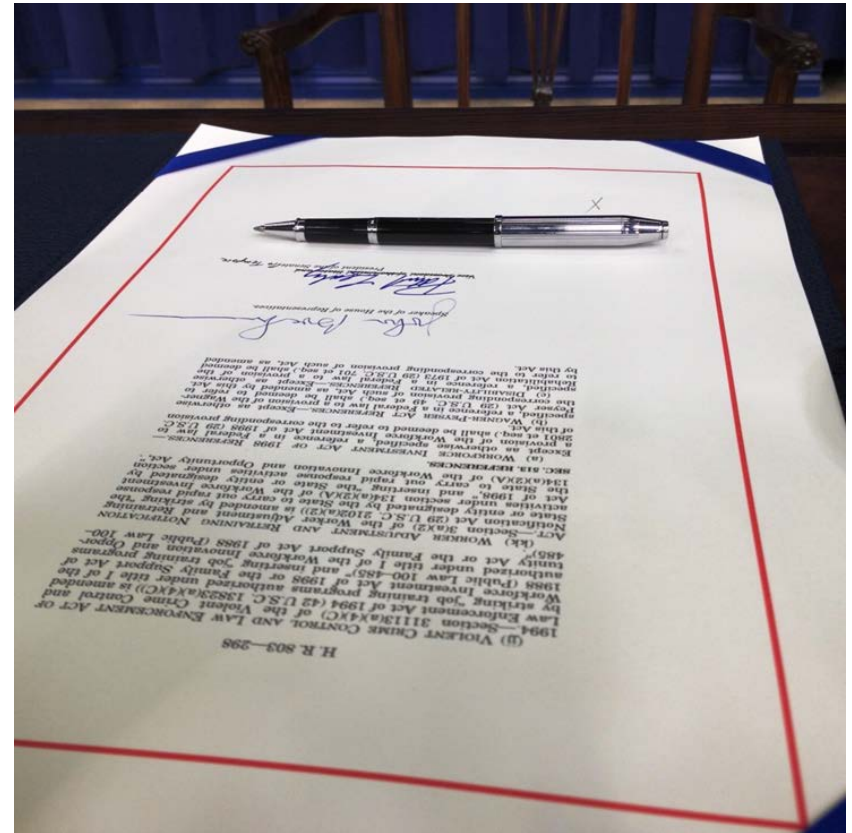
Today's Speakers

- Angela Hanks, Senior Federal Policy Analyst, NSC
- Bryan Wilson, State Policy Director, NSC
- Brooke DeRenzis, State Policy Analyst, NSC
- Amy Wallace, Assistant Director of Workforce Innovation, California Workforce Investment Board



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- Regulatory process is well underway
- January 18, 2015: DOL, ED, HHS must issue Notice of Proposed Rule Making (draft regs)
- Public comment period to follow
- Unclear whether employer engagement measure will be among proposed regs



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- NSC will submit comments and publish them on our website
- NSC's comments will be grounded in our four priority areas for WIOA implementation
- *Agencies need to hear from a wide range of stakeholders*
 - Public comments; WIOA town halls; ED WIOA blog



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Key Dates:

- January 18, 2015: DOL, ED, HHS must publish Notice of Proposed Rule Making
- July 1, 2015: WIOA provisions take effect
- March 3, 2016: Unified state plans due
- June 30, 2016: DOL and ED must publish final employer engagement measure
- *NOTE: If states are early implementers, state plans will be due by March 2015 for July 1 start date*

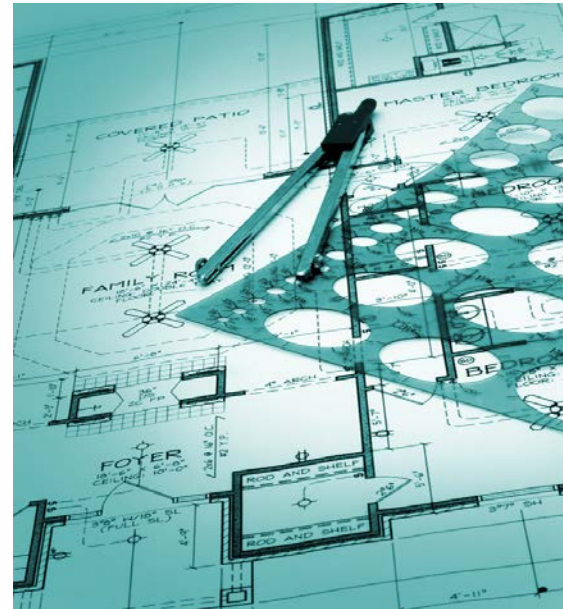
MARK YOUR
CALENDAR!



Realizing Innovation and Opportunity in WIOA A Playbook for Creating Effective State Plans

A Playbook Covering

- Planning Process
- Plan Structure and Format
- Cross-Agency Data and Measurement
- Sector Partnerships
- Career Pathways
- Job-Driven Investments



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Realizing Innovation and Opportunity

- Great Potential
- No Guarantee
- Must be Achieved
- State Plan can be Tool for Realizing Innovation and Opportunity



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Planning Process

Broad and Authentic Stakeholder Engagement

- Stakeholders: State program administrators, business, labor, local boards and staff, CBOs, local providers for each program.
- Many Opportunities through multiple methods and drafts
- Poll Question on Engagement



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Early Implementation? (March 1, 2015? July 1, 2015? Partial?)

A question of balance

- Time for broad and authentic engagement?
- Time to create the plan the state wants?
- Poll Question on Early Implementation



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Plan Structure and Format

Strategic and Operational Plan

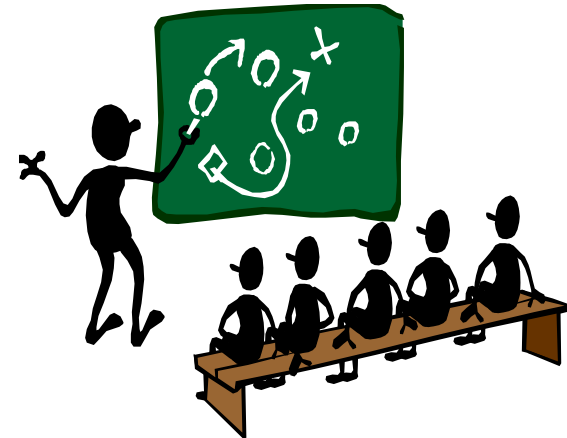
- Vision of a skilled workforce that meets employer needs and closes the middle-skill gap
- Broad in Scope whether a Unified or Combined Plan
- Actionable: Who, What, and When
- Poll Question on Combined Plans



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Four Priority Strategies

- Cross-Agency Data and Measurement
- Sector Partnerships
- Career Pathways
- Job-Driven Investments



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Cross-Agency Data and Measurement

Opportunity for a comprehensive, unified data and performance measurement system across workforce development

- Supply and Demand Reports
- Common Metrics
- Dashboards



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Cross-Agency Data and Measurement

- Measuring Credentials
- Scorecards for Students and Workers
- Unified and Comprehensive Data Linking (including WRIS II)

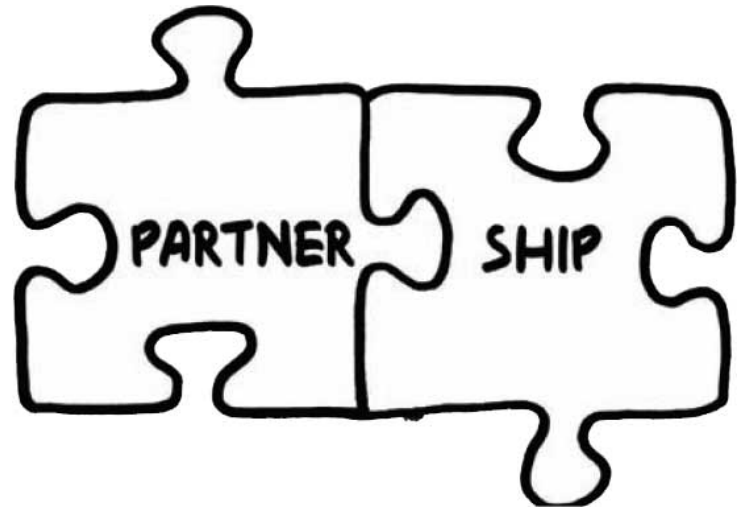


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Sector Partnerships

Partnership Elements:

- Target sectors
- Partners
- Intermediaries
- Targeted Populations
- Activities
- Outcomes



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Sector Partnerships

State Support:

- State activities to support local sector partnerships
- Funding for planning and implementation



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Career Pathways

- Cross-program collaboration
- Effective adult education approaches
- Wraparound support services
- Relationship to sector partnerships



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Job-Driven Investments:

- Aimed at closing the middle-skill gap
- Aligned with jobs in the labor market:
 - Incumbent worker training
 - On-the-job training
 - Apprenticeship
 - Other work-based learning



CALIFORNIA WORKFORCE INVESTMENT BOARD – IMPLEMENTING THE STATE PLAN

Amy Wallace

Assistant Director for Workforce Innovation

The Future of Workforce Development

California's Challenge...

- Diverse, mobile population
- Changing nature of work
- Technology-based solutions... and problems
- Scale of Need
- Pace of Change

Opportunity for Innovation!

- Classroom to career connection
- *True* public-private partnerships
- Locally delivered solutions to regionally defined challenges
- Flexible funding tied to outcomes, not outputs
- Creating the space- *and the incentive-* to take risks

California's Workforce System

- 49 local WIBs, focused on a variety of demand and priority sectors
- 112 Community Colleges, 467 K-12 Career Partnership Academies, 74 ROCPs, and countless other CTE and Linked Learning efforts
- Education, training, and jobs services are delivered within local political jurisdictions- but workers seek and find jobs in adjoining areas and businesses attract workers from across and outside government jurisdictions.
- Sector-based, regional, and “cross discipline” coordination needs to be incentivized and rewarded to meet industry, student, and job seeker demands.

State Board Strategic Plan

Strategy for Shared Prosperity

- **Regionalism** – Encouraging partnership and collaboration amongst the local areas
- **Sectors Strategies** – Centering workforce training and opportunities on those industries that have been projected to grow or have replacement needs in California (regionally or Statewide)
- **Training** – Focus on credentialed training to prepare out-of-work individuals and increase the skills of incumbent workers
- **Career Pathways** – Putting workers and those looking for work on a trajectory that leads to careers that support individuals and their families

How Are We Getting There?

System
Integration

State Working Group
Economic and Workforce Development
Workforce Scorecard

Continuous
Improvement

Performance Measures
High Performing Boards
ETPL

Industry
Alignment

Sector Committees
Expanding Apprenticeship/Earn & Learn
Targeted Projects

The WIOA Opportunity

- Setting a State-wide vision and goals
- Aligning *more* stakeholders around a common vision and plan
- Creating strategies to get there together, and metrics to know when we've "arrived"
- Creating a "Year of Experimentation"
 - *System Transformation*
 - *Innovation*
 - *Scale*
 - *Accountability*

Developing the New WIOA Plan

- Refocussing the work of the State Board
- Tackling the BIG issues that move the needle on job creation, employment, and education
- Coordination at the State, Regional and Local Levels
- Creation of cross-system metrics
- Balancing flexibility with accountability
- Taking a “hybrid” approach to early implementation
- Incentivizing “risk taking” and new modes of service delivery that accelerate innovation

What We Hope To Achieve

- Improving the match between student/worker skills with regional labor market demands, **building the strength of regional economic drivers.**
- **Creating new models** of workforce and education services that can be replicated across the state, tailored to meet the most pressing community and labor market challenges of each region, and that **generate long-term improvements in the workforce development system.**
- Leveraging public investment with commitments from industry, labor, public, and community partners, **creating a “venture fund” for new ideas and strategies.**
- **Developing systems that can quickly and nimbly adapt** to the scale, pace, and volatility of the labor market, and that mirror the industry sectors that drive California’s economy.

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