Workforce Investment: The Act, The Boards & The Future

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NAWB

• “Voice” for the Nation’s 550+ WIBs
  – 11,000 to 12,000 businesses serve on local WIBs

• 22 Member Board
  – Laurie Moran (VA) Chair, Chamber of Commerce
  – Majority Business
  – Education (Community College of LA)
  – Labor (Philadelphia AFL-CIO)
  – Chair of the State Chair’s Association

• NAWB Provides:
  – Professional Development
  – Technical Assistance and Partner Development
  – Advocacy
As It Was and As We Know It Today…

The Future of Workforce Development
  – Raising the Bar (…As NAWB Sees It)
  – The Decisions of Washington

History – Skill Building Is Not New

- Land Grant Act of 1862
- Smith-Hughes Act of 1917
- New Deal legislation of the 1930s
- Job Training Partnership Act of 1982
- Workforce Investment Act of 1998

National Association of Workforce Boards
WIA Title 1 Funding Structure

Congress Appropriates WIA to DOL ETA
- 100% Federal Adult Funding
- 100% Federal Youth Funding
- 80% Dislocated Worker Funding
- 20% Federal Dislocated Worker Reserve

DOL ETA Distributes to State Agencies
- 15% Set Aside for Statewide Activities
  - 15% State Adult Funding
  - 15% State Youth Funding
  - 15% State Dislocated Worker Funding
  - 25% State Dislocated Worker Reserve

State Agencies Distribute to Local Workforce Investment Areas
- 85% Adult Funding
- 85% Youth Funding
- 60% State Dislocated Worker Funding

Board Responsibilities

- Planning for the Region’s Workforce Needs
- Contract for Operations & Service Providers
  - approve training providers
  - approve one-stop career center operators
- Oversight for Program Operations & Outcomes
- Negotiate Performance Measures with Governor
- Coordinate Activities with Economic Development and Education / Training
Pressures of Performance

Performance outcomes for funding...
Common Measures:
• Entry into unsubsidized employment
• Retention in unsubsidized employment
• Earnings
• (youth) placement into employment or education
• (youth) attainment of degree or certificate
• (youth) literacy and numeracy gains

One-Stop Career Centers

• ~ 3000 centers in the US & Territories
• Comprehensive
  – Full assessments for individuals
  – Some basic skills classrooms (technology)
  – Business services
    • Job order assistance
    • Recruitment assistance (wage analysis – space)
    • Customized screening (fee & non-fee)
• “Satellites”
  – Resource room
  – Internet/self-service focused
What is Workforce Development System?

- Thinking Beyond WIA: looking at the multiple funding streams, organizations, departments and initiatives that have a stake in workforce
- Excellent understanding of local labor market and ability to describe it to key audience (business, education, government, job seekers)
- Convener of critical discussions on workforce issues
- Constantly evaluating and re-evaluating the investments being made
Boards, Budgets, and Policy Making

As part of your WIBs work, how closely do you or someone in your organization follow your state budget process?

- Not very closely: 2.5%
- Stay informed by reading/listening to news: 8.9%
- Somewhat follow closely on the issues we perceive as important to our WIB: 25.9%
- Closely follow the process: 34.8%
- Closely follow and provide input to local and/or state policy makers: 27.8%

If you follow your state’s budget, what issues do you focus on?

- 68%: Postsecondary education (A-G)
- 53%: Career & technical education
- 72%: K-12 funding
- 88%: Early childhood
- 61%: Transportation funding
- 35%: Business issues
- 36%: Welfare funding
- 44%: Health care funding for benefits
- 53%: Other
The Decisions of Washington – FY 11

- House passed FY 11 CR bill, HR 1, proposed the elimination of all WIA funding and cuts to job training programs totaling $3.6 billion

- $307 million cut to WIA formula programs, a 10% cut. A 6% cut if you factor in creation of Workforce Innovation Fund

- Reduced the amount of WIA funds held at the state level, from 15% to 5%

Impact... on the ground

<table>
<thead>
<tr>
<th></th>
<th>Increase</th>
<th>Same</th>
<th>Lay-offs</th>
<th>Elimination</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative (non-direct service)</td>
<td>0.6% (2)</td>
<td>23.8% (76)</td>
<td>40.1% (128)</td>
<td>7.5% (24)</td>
</tr>
<tr>
<td>Business/Employer Representatives</td>
<td>2.4% (7)</td>
<td>24.7% (73)</td>
<td>27.7% (82)</td>
<td>3.4% (25)</td>
</tr>
<tr>
<td>Case Managers</td>
<td>2.9% (10)</td>
<td>19.6% (67)</td>
<td>55.2% (187)</td>
<td>4.4% (15)</td>
</tr>
<tr>
<td>Career Resource Room Specialists</td>
<td>1.6% (6)</td>
<td>19.5% (60)</td>
<td>40.5% (126)</td>
<td>11.6% (36)</td>
</tr>
<tr>
<td>Field Coordinator</td>
<td>1.4% (4)</td>
<td>14.4% (42)</td>
<td>29.9% (81)</td>
<td>5.8% (20)</td>
</tr>
<tr>
<td>Follow Up Specialists</td>
<td>2.0% (6)</td>
<td>11.6% (34)</td>
<td>29.9% (88)</td>
<td>10.5% (31)</td>
</tr>
<tr>
<td>Trainers</td>
<td>2.0% (6)</td>
<td>18.3% (50)</td>
<td>30.8% (91)</td>
<td>3.5% (25)</td>
</tr>
<tr>
<td>Youth Workers</td>
<td>4.1% (12)</td>
<td>24.7% (75)</td>
<td>32.3% (97)</td>
<td>7.8% (23)</td>
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Joint Survey NAWB/NAWDP: 06/10/2011 – 06/30/2011
Workforce Investment Legislation - 2011

• Senate
  – Retains business-led local WIBs w/business chair
  – Increased expectation for coordination
  – Increased expectation for staff expertise
  – State WIB currently being discussed

• House
  – Discussion becoming more serious
  – Workforce Improvement Act (Congressman McKeon)

• Prospects for passage…

Resources and How to Connect…

• Connecting with State WIB
  – Talk to the Governor and/or the Governor’s Liaison
  – Read and Share WIA 101 Publication

• Connecting with Local WIBs
  – Visit www.workforceinvestmentworks.com to find WIBs in your state serving as “leaders” in workforce development
THANK YOU!

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