

ADA Compliant Transcript
WIOA: Implementing Change
October 20-23, 2015

Title Slide
Rapid Reemployment
Policy, Strategy and Funding for Workforce Solutions
to Layoff & Closure and Layoff Aversion

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Focus of Presentation is

- The revised policies
- The program processes/strategies for Overcoming challenges and Improving outcome
- The funding that supports Rapid Response projects

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Policy

“Insanity: doing the same thing over and over again and expecting different results.”
Albert Einstein

WIOA is Outcome driven
TEGL 3-15 is Proactive vs. Reactive
Updates for RR policies and Roles

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Program Overview - Reactive

1. What is our product?
 - Transition solution management
 - Resources
 - Network
2. Who is recipient?
 - Workforce solutions for employer
 - Rapid reemployment for workforce
 - Establish relationship and your value-added quotient
 - Impact on community

Graphic of a business lifecycle (expansion, contraction, employer driven)

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Program Overview - Reactive

3. Where do we apply our energies to attain expected outcome?
 - Data utilized to develop strategies and goals

- Rapid Reemployment – employee engagement
 - Regional and statewide opportunities, not limited to county borders
4. How do we make that paradigm shift?
 - Each event is a project!!
 - Unique timeline
 - Goals are necessary
 5. When do we use messaging for greatest affect?
 - Everything hinges on the sale!

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Graphic of a stop sign

One, two, three...

- Does your message create desired results? (employers, workers)
- Are employers playing role in the solution?

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Workforce Statistics and Wages

- “Going broke is what happens when there aren't enough good jobs.” -Jim Clifton, Gallop
 - Joblessness – When there are not enough jobs, everything deteriorates. ...When cities lose jobs, tax revenue reduces and the spiral downward persists.
- "What the whole world wants [today] is a good job."
 - 2004 Circleville, Ohio 1050 jobs lost in plant closure
 - 2014 70% of families with children in Circleville City Schools live in poverty

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Workforce Statistics and Wages

Graph that displays length of unemployment by percent of people unemployed, those unemployed 27 weeks or more have a 28 percent unemployment rate. data from Dahlstrom/BLS

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Workforce Statistics and Wages

The number of people no longer in the workplace is 94,031,000. Data from Dahlstrom/BLS

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Workforce Statistics and Wages

Chart showing future employment plans of individuals. 38 percent responding were undecided. Data from ORRWS PY14, 50-64

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Workforce Statistics and Wages

Chart showing willingness of individuals to relocate. 77 percent would not relocate within Ohio. 87 percent would not relocate nationwide. Data from ORRWS PY14, 36-49

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Workforce Statistics and Wages

“If you fail to plan, you are planning to fail!” -Benjamin Franklin

Graphic of “One Size Fits All”

Think of each and every one as a project!

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Workforce Statistics and Wages

Workforce Realities, challenges to achieving desired outcomes:

- Reactive
- Employers not aware
- Boards not aware
- Partners don't see value in serving employers throughout business cycle (DSA IWT)
- Messaging
- Lack of goals and coaching performance
- Others....

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Workforce Statistics and Wages

PDCA

- Plan
- Do
- Check
- Act

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Paradigm Shift, Proactive Strategy

Reactive → Proactive

Workforce solutions using RACI and PDCA

“Biggest bang for your buck”

- 2014 EXAMPLES
- ROI
- EWN

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From Reactive to Proactive

1. Firefighting
2. Reactive creates ... One opportunity with employer and worker

3. “Fail to plan, plan to fail” – embraced new model; WP resources; looked to partners
4. Product not understood
5. Timeline is too quick
6. Poor intel
7. Silos

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Paradigm Shift, Proactive Strategy

Workforce solutions

- Proactive teams, EWN
- Business cycle
- Manage worker transition
- Skill set = employer needs
- Data and trends
- Networking
- Regional outcomes

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Paradigm Shift, Proactive Strategy

“Biggest bang for your buck”

- Building relationships
- Early Warning Networks
- Data
- Partners
- Beyond county lines
- CUSTOMERS? (Gallop)

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Paradigm Shift, Proactive Strategy

RACI is and acronym for a mechanism

- Responsible
- Accountable
- Consulted
- Informed

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Paradigm Shift, Proactive Strategy

Return on Investment (ROI)

- Community
- Workforce
- Employer

Image of Costs vs. Benefits

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Funding

- Effective use of Funds and Resources
- Solutions for Layoff and Closure and Layoff Aversion
- Quarterly reviews of Expenditures and Participation

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Funding / Policy

- July 1, 2015
- Rapid response Program Requirements – Employer Layoff and Closure Events (WIOAPL 15-15)
- Rapid response Program Requirements – Layoff Aversion (WIOAPL 15-16)

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RR Emergency Assistance Funding

- Layoff or Closure Event Service Plan website is <http://www.odjfs.state.oh.us/forms/findform.asp?formnum=18126>
- Layoff Aversion Service Plan website is <http://www.odjfs.state.oh.us/forms/findform.asp?formnum=01815>

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RREAF Considerations

- Strategy
- Survey
- Data
- Expenditures

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Roles and Responsibilities

- Workforce Development Board
- Local Rapid Response Coordinator
- ODJFS Rapid Response Coordinator
- Rapid Response Team

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- Recap
- Rapid Reemployment Goal
- Protocol
- Strategy
- Data driven decision making
- Funding
- Services
- Rapid Reemployment

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Questions