



# Role of Board Members in WIOA Implementation

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# Agenda

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Local workforce development board role

Program alignment

Regional and local planning

Performance negotiations

Staff to the board

Designation of the fiscal agent

Procurement

Service delivery

Oversight and monitoring

# WIOA Implementation



The Workforce Innovation and Opportunity Act not only changes how we do business, but also who does that business.

The driver to all these changes is the Workforce Development Board!

# Local WDB Role



Develop plan for the delivery of workforce services

Procure OhioMeansJobs Center Operator

Procure Career Services Provider

Procure Youth Program Services Provider

Certify the OhioMeansJobs Center

Conduct oversight of the adult, dislocated worker, and youth programs and the entire OhioMeansJobs delivery system

# Program Alignment

WIOA aligns workforce development, education and economic development programs with regional economic development strategies to

- meet the needs of local and regional employers, and
- provide a comprehensive, accessible and high-quality workforce development system

Partner programs and entities must collaborate to create a seamless customer-focused one-stop delivery system that integrates service delivery across all programs and enhances access to the programs' services.

# Program Alignment

Workforce Development Boards should:

- Develop policies that reflect an integrated system of performance, communication, and case management, and use technology to achieve integration and expanded service offerings
- Use common performance indicators to ensure that investments in employment and training programs are evidence-based, labor market driven, and accountable to participants and taxpayers
- Actively engage industry sectors and use economic and labor market information, sector strategies, career pathways, Registered Apprenticeships, and competency models to help drive skill-based initiatives

# Questions to Consider



What segments of your local work workforce system need to be brought into alignment with the whole?

Of the skill-based strategies just mentioned, which would you most like to learn more about? Which are currently used, but could be enhanced?

# Regional and Local Planning

Under WIOA, the local plan is the primary vehicle for communicating:

- The WDB's vision for the local workforce system, and
- Aligning and integrating local service delivery across programs in a region to ensure the system is job-driven and matches employers with skilled individuals

The WDB is required to submit a local plan to the State.

If the local area is part of a planning region, the WDB will submit its local plan as part of the regional plan.

Plans will be due Summer 2016.

# Regional and Local Planning

Workforce Development Boards should:

- Know and understand the state plan, the vision, and the goals for the workforce development system
- Conduct workforce research and regional labor market analysis to inform goals and alignment strategies
- Develop timeline and strategy for the development of the plans
- Convene partners and local stakeholders to assist in the development of the plan and identify expertise and resources to leverage support for workforce development activities
- Issue plan for public comment and review

# Questions to Consider



How has your local board incorporated the state's goals into planning and the delivery of services?

How does your local board utilize regional and local labor market information as part of your plan development?

# Performance Negotiations

Under WIOA, all core partners are responsible for state-level performance measures.

ODJFS negotiates WIOA performance standards with USDOL for the adult, dislocated worker and youth programs.

Each local workforce area also has WIOA performance standards for the adult, dislocated worker and youth programs.

WIOA performance standards go into effect July 1, 2016.

# Performance Negotiations

Workforce Development Boards should:

- Negotiate and reach agreement on local performance measures with the chief elected official and the state
- Understand performance measures of your core partners
- Maintain awareness of where you are in meeting performance standards quarterly

# Questions to Consider



What things do you consider today when negotiating performance?

How will that change when looking at performance standards for WIOA?

# Staff to the Board

Under WIOA, the local WDB may hire a qualified director, and as appropriate and feasible, staff to assist in ensuring the functions of the local board are achieved.

The director and other staff hired by the WDB may be employed directly by the WDB or by another entity or organization not directly involved in the delivery of adult and dislocated worker career services and/or youth program services, and/or is the OhioMeansJobs center operator.

# Staff to the Board

Workforce Development Boards should:

- Determine if you are going to hire staff vs. designate
- Determine what organization is going to be the employer of record
- Establish a set of objective qualifications and expectations for the position of director

# Questions to Consider



What qualifications do you think your director needs to have?

What expectations will you have for your staff?

# Designation: Fiscal Agent



Under WIOA, the Fiscal Agent is designated by the chief elected official to perform accounting and funds management on behalf of the chief elected officials.

The role of the fiscal agent is typically limited to accounting and funds management functions rather than policy or service delivery. However, there may be situations in which the fiscal agent may be the procured OhioMeansJobs center operator or the procured adult and dislocated worker career service provider and/or youth service provider.

# Designation: Fiscal Agent



Workforce Development Boards should:

- Identify data and reporting needs you will have to manage your budget and to manage the budget of workforce delivery system

# Questions to Consider



What kind of financial information will you and your board need to make good decisions?

# Procurement



WIOA requires the competitive procurement of:

- Providers of Adult and Dislocated Worker career services
- Providers of Youth program services
- OhioMeansJobs center operator(s)

# Procurement

Workforce Development Boards should:

- Determine who will issue the procurements (WDB, WDB staff, Fiscal Agent or third party)
- Identify expectations and outcomes for each item to be procured
- Draft and issue Requests for Proposals (RFPs)
- Score, select, negotiate and award contracts
- Respond to appeals

# Questions to Consider



Do you issue one RFP for all procurement, or separate for each of the three functions?

If multi-county, do you issue area-wide, or by county?

What are your key expectations for providers?

# Service Delivery



Under WIOA, the WDB has a key role in development of area and regional policies – policies that guide services to individuals and businesses.

Workforce Boards are asked to think strategically about how services are delivered - how do you work with partners and connect to parties that provide services in your community?

# Service Delivery

Workforce Development Boards should:

- Develop all policies required by WIOA
- Include Veterans Priority of Service policy and process for serving universal and Jobs for Veterans State Grants (JVSG) veterans
- Develop MOU to support service delivery
- Certify OhioMeansJobs Center

# Questions to Consider



How will your policies reflect the Board's vision for service delivery strategy, as outlined in the local and regional plans?

What parameters do you want to consider in certifying your OMJ Center?

# Oversight and Monitoring

Under WIOA, WDBs conduct oversight of Adult, Dislocated Worker and Youth programs, and the entire OMJ delivery system, including contracts and agreements. They must:

- Ensure the appropriate use and management of WIOA funds
- Oversee the investment of funds to maximize performance outcomes
- Establish monitoring and reporting requirements if one entity is fulfilling multiple functions to ensure compliance with regulations and the conflict of interest policy

# Oversight and Monitoring

Workforce Development Boards should:

- Manage contracts to ensure procured entities are meeting expectations and outcomes, and fulfilling contractual requirements
- Understand conflict of interest to ensure monitoring and oversight accounts for entities playing multiple roles
- Implement the OMJ Center certification process, including identifying expectations for certification

# Questions to Consider



How will your board manage monitoring and oversight, based on the roles the various entities play?



# Resources

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Ohio's State Plan:

<http://workforce.ohio.gov/Initiatives/UnifiedStatePlan.aspx>

ODJFS Office of Workforce Development Policies:

[http://jfs.ohio.gov/owd/WorkforceProf/policy\\_info.stm](http://jfs.ohio.gov/owd/WorkforceProf/policy_info.stm)

ODJFS Office of Workforce Development's WIOA Information:

<http://jfs.ohio.gov/owd/WIOA/implementation.stm>

U.S. Department of Labor's WIOA Information:

<http://www.doleta.gov/wioa/>



# Questions



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Option 3