

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

Title slide

Regional and Local Workforce Planning

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Objectives are to

- Learn how local and regional planning will:
 - Align Combined Plan programs to achieve the governor's vision, goals, and reforms to support the state plan
 - Collect and analyze labor market information (LMI)
 - Expand access to employment and training, education and supportive services
 - Facilitate employer engagement and meet business needs
 - Coordinate economic development and other partner programs
- Review legal and policy requirements for regional and local plans
- Discuss plan requirements for regional service strategies and initiatives for in-demand jobs
- Provide a projected timeline for submission

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Governor's Vision

- In 2014, Ohio submitted a Unified State Plan to USDOL and US DOE that included:
 - Workforce Investment Act, Title I (WIA)
 - Adult Basic and Literacy Education (ABLE)
 - Carl D. Perkins Career and Technical Education Improvement Act
 - Senior Community Service Employment Programs
- The plan has three goals that continue into the Combined Plan:
 1. Help more Ohioans compete for quality jobs that pay a living wage and lead to career advancement
 2. Help Ohio employers find the talent they need to succeed and grow
 3. Provide effective & efficient job training aligned to high-demand occupations & employer needs resulting in workplace-valued credentials

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Ohio's Combined Plan includes

WIOA Required Core Programs consisting of:

- Adult (WIOA Title I)
- Dislocated Worker (WIOA Title I)

- Youth (WIOA Title I)
- Adult Education and Family Literacy Programs (ABLE) (WIOA Title II)
- Wagner-Peyser Employment Services
- Vocational Rehabilitation Services (OOD) (new for 2016)

Additional Programs for Ohio's Combined Plan include:

- Carl D. Perkins and Technical Education Programs
- Senior Community Service Employment Programs
- Jobs for Veterans State Grants Program (new for 2016)

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Ohio's Combined Plan continued

OWT is also working with state program administrators from the other optional programs not formally included in the 2016 plan, including:

- TANF Employment program
- SNAP Employment program
- Unemployment Insurance Programs
- Employment and training activities carried out by the U.S. Dept. of Housing and Urban Development
- Community Services Block Grant
- Reintegration of Ex-Offenders Program

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Governor's Vision

Ten reform principles that will be supported in the state, regional and local plans:

1. Registration at OhioMeansJobs.com:
2. Common Application
3. Co-Enrollment across programs
4. Common Case Management System
5. Common Performance Metrics
6. Common Assessment Strategy
7. Job Readiness and Soft-Skill Training
8. Career Counseling
9. Remediation and High School Equivalency
10. A Local/Regional Unified Plan

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State Policy

WIOAPL 15-01: Local Workforce Development Area Designation notes WIOA's vision of a workforce development system that is:

- customer-focused on both the job seeker and business
- able to anticipate and respond to the needs of regional economies

Subsequently, local workforce areas are:

- to be consistent with local labor market areas

- have common economic development areas

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State Policy

WIOAPL 15-17: Local Workforce Development Board Certification Process states that one of the key purposes of the local workforce board is to:

- “Provide strategic and operational oversight in collaborations with the required and additional partners and workforce stakeholders to help develop a comprehensive and high-quality workforce development system in the local area and larger planning region.” Section III (emphasis added)

WIOAPL 15-18: Local Workforce Development Area Governance states the chief elected official will:

- Partner with the local workforce development board and planning region to develop and submit the local plan and regional plan.
- Approve local and regional plans

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Preliminary Planning Regions

State considered the following legislatively-required criteria:

1. Single labor market
2. Common economic development area
3. Possession of the Federal and non-Federal resources for activities
4. Commuting patterns
5. Population centers
6. Labor force conditions
7. Industrial composition
8. Geographic boundaries (can't split local area, must be contiguous)

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Preliminary Planning Regions include:

1. Northeast Ohio: Areas 2, 3, 4, 5 and 19 (consisting of Ashtabula, Cuyahoga, Geauga, Lake, Lorain, Portage, Medina and Summit Counties)
2. East Ohio Region: Areas 6, 17 and 18 (consisting of Columbiana, Mahoning, Stark, Trumbull and Tuscarawas Counties)
3. Southeast Ohio Region: Areas 14, 15 and 16 (consisting of Athens, Belmont, Carroll, Harrison, Jefferson, Meigs, Monroe, Morgan, Noble, Perry and Washington Counties)
4. Central Ohio Region: Areas 11 and 20 (consisting of Fairfield, Franklin, Hocking, Pickaway, Ross and Vinton Counties)
5. Southwest Ohio Region: Areas 12 and 13 (consisting of Butler, Clermont, Hamilton and Warren Counties)

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Preliminary Planning Regions

Each of the five Planning Regions has access to \$50,000 through the Industry Sector Partnership National Emergency Grant

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Local Areas Not Assigned to a Region are

- Area 1 (Adams, Brown, Pike, and Scioto Counties)
- Area 7 (43 counties)
- Area 8 (Auglaize, Hardin, Mercer, and Van Wert Counties)
- Area 9 (Lucas County)
- Area 10 (Crawford and Richland Counties)

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Preliminary Planning Regions and Local Areas

(an image of Ohio's planning regions and local areas)

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Planning Requirements include

WIOPL-XX, under development now:

- Local workforce development board in partnership with chief elected official will submit a local plan to the State.
- If the local area is part of a preliminary planning region, the local board will submit its local plan as part of the regional plan and will not submit a separate local plan.
- The local or regional plan provides the framework to define how the workforce development system(s) will achieve WIOA's purposes

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Local Plan consists of

- Four-year plan
- Shall support the strategy described in the State plan
- Modifications: Each local board or the local boards within a planning region, in partnership with the appropriate chief elected officials, must review the plan and prepare and submit modifications to reflect changes in:
 - Regional or local labor market and economic conditions; and
 - Other factors affecting implementation of the regional or local plan including financing available, changes to the local board structure, and revised strategies to meet performance goals

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Local Plans

Strategic Planning includes 6 Elements:

1. Analyze the regional economic conditions including:
 - a. Existing and emerging in-demand industry sectors and occupations
 - b. The employment needs of employers in those sectors & occupations

2. Analyze the knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations.
3. Analyze the workforce in the region, including current labor force employment and unemployment data, and information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment.

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Strategic elements include

4. Analyze the workforce development activities (including education and training) in the region, including an analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of employers in the region.
5. Describe the local board's strategic vision to support regional economic growth and economic self-sufficiency, including goals for preparing an educated and skilled workforce and goals relating to the performance accountability measures.
6. Describe the local board's strategy to work with entities that carry out the core programs and required partners to align resources to achieve vision and goals.

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Local Plans continued

Operational Planning Elements:

1. The workforce development system in the local area that identifies:
 - The programs that are included in the system; and
 - How the local board will support the strategy identified in the State Plan and work with the entities carrying out the core programs and other workforce development programs to support service alignment.
2. How the local board will work with entities carrying out core programs to:
 - Expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment;
 - Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs; and
 - Improve access to activities leading to a recognized post-secondary credential;

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Local Plans continued

3. The strategies and services will be used in the local area:
To facilitate engagement of employers in workforce development programs;
 - To meet the needs of businesses in the local area;
 - To better coordinate workforce development programs and economic development;

- To strengthen linkages between the OhioMeansJobs delivery system and unemployment insurance programs; and
- That may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers;

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Local Plans continued

4. An examination of how the local board will coordinate local workforce development activities with regional economic development activities;
5. The OhioMeansJobs delivery system in the local area, including:
 - How the local board will ensure the continuous improvement of eligible providers of services;
 - How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means;
 - How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; and
 - The roles and resource contributions of the OhioMeansJobs center partners.

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Local Plans continued

6. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area;
7. A description of how the local board will coordinate workforce investment activities with statewide rapid response activities;
8. A description and assessment of the type and availability of youth workforce investment activities, including activities for youth who are individuals with disabilities;
9. How the local board will coordinate relevant secondary and post-secondary education program and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services;

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Local Plans continued

10. How the local board will coordinate WIOA title I activities with the provision of transportation and other appropriate supportive services;
11. Plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services;
12. How the local board will coordinate WIOA title I workforce investment activities with adult education and literacy activities under WIOA title II, including how the local board will carry out the review of local applications submitted under title II;

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Local Plans continued

13. Copies of executed cooperative agreements which define how all local service providers will carry out the requirements for integration of and access to the entire set of services available in the local OhioMeansJobs system;
14. An identification of the fiscal agent;
15. The competitive process that will be used to award the subgrants and contracts for WIOA title I activities;
16. The local levels of performance negotiated with the State;
17. The actions the local board will take toward becoming or remaining a high-performing board;

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Local Plans continued

18. How training services will be provided through the use of individual training accounts;
19. The process used by the local board to provide a 30 day public comment period prior to submission of the plan;
20. How OhioMeansJobs centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carrier out under WIOA; and
21. The direction given to the OhioMeansJobs center operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.

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Regional Plans

Pursuant to 20 CFR 679.510 (a), local boards and chief elected officials within an identified planning region must participate in a regional planning process that results in:

1. The preparation of a regional plan which documents the results of the regional planning process listed below (paragraphs 2-8);

2. The establishment of regional service strategies, including use of cooperative service delivery agreements;
3. The development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region;
4. The collection and analysis of regional labor market data;

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Regional Plans continued

5. The coordination of administrative costs arrangements, including the pooling of funds for administrative costs, as appropriate;
6. The coordination of transportation and other supportive services as appropriate;
7. The coordination of services with regional economic development services and providers; and
8. The establishment of agreement concerning how the planning region will collectively negotiate and reach agreement with the State on local levels of performance.

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Regional Plans continued

The local boards and chief elected officials in a planning region must cooperate to develop a common response to the local planning requirements that discuss regional labor market information.

Additionally, a common response will be developed for the regional plan to address the following local plan requirements as required by the State:

1. How the local board (planning region) will work with entities carrying out core programs to:
 - Expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment;
 - Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs; and
 - Improve access to activities leading to a recognized post-secondary credential;

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Regional Plans continued

2. The strategies and services will be used in the local area (planning region):
 - To facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations;
 - To support a local (regional) workforce development system that meets the needs of businesses in the local area (planning region);
 - To better coordinate workforce development programs and economic development;

- To strengthen linkages between the OhioMeansJobs delivery system and unemployment insurance programs; and
- That may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers; and

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Regional Plans continued

3. An examination of how the local board (planning region) will coordinate local (regional) workforce development activities with regional economic development activities that are carried out in the local area (planning region) and how the local board will promote entrepreneurial skills training and microenterprise services.

Each individual local board and chief elected official will respond to the local planning requirements at 20 CFR 679.560 (b) individually, which include descriptions of the local system, with the exception of the three local planning requirements listed in the previous paragraph.

When these activities are completed, the planning region submits one regional plan to the State that includes the common discussion of regional labor market information as well as the local plan in a single document.

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Submission of Plans

- If included in a planning region, the local board and chief elected official must prepare, submit, and obtain approval of a single regional plan.
- If a local plan is being submitted, the local board and chief elected official must prepare, submit and obtain approval of a local plan.
- Copies of the proposed regional or local plan must be made available to the public through electronic and other means.
- Opportunity to comment must be provided for no more than 30 days prior to submission.

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Timeline

- Combined State Plan is due March 3, 2016
- Regional and local plan due date: September 30, 2016
- Considered approved 90 days after submission unless the State determines in writing that:
 - There were deficiencies that have not been addressed
 - The plan does not comply with WIOA provisions and regulations
 - The plan does not align with the State Plan
- Effective date of plans: January 1, 2017

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Questions?

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