Workforce Investment Boards, NAWB & HACU

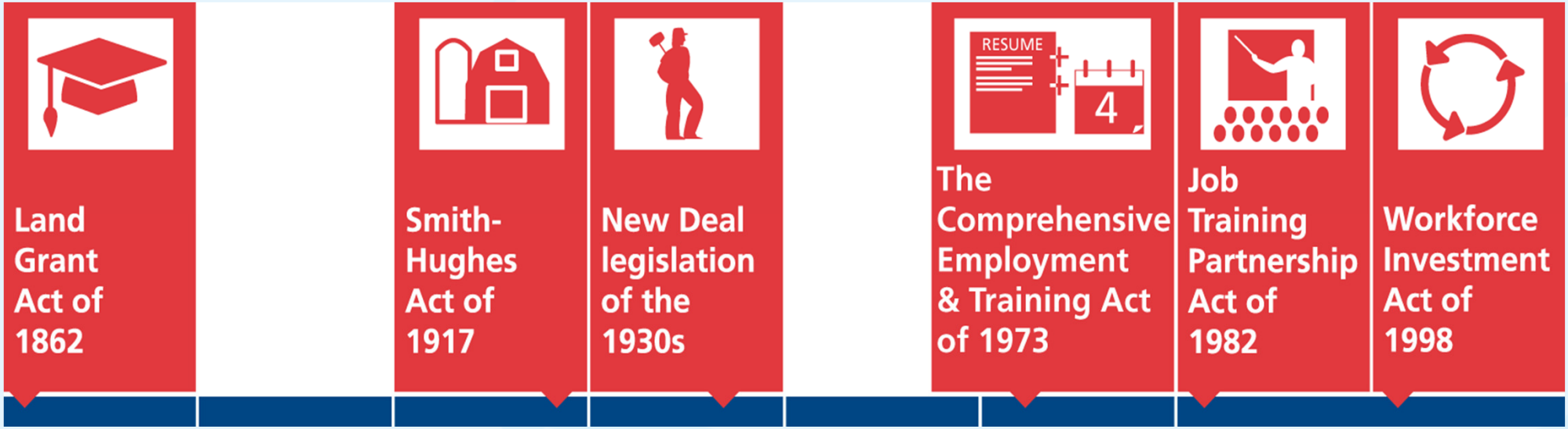
What Are They About
Where We Are
Where We Need to Be

Ron Painter, CEO - NAWB

NAWB

- Serves as the “voice” for the nation’s 550+ WIBs
  - Over 11,000 businesses serve
- 21 member Board
  - Laurie Moran (VA) Chair
  - Dr. Monte Perez - Los Angeles Mission College (member)
- Provides
  - professional development
  - technical assistance
  - advocacy

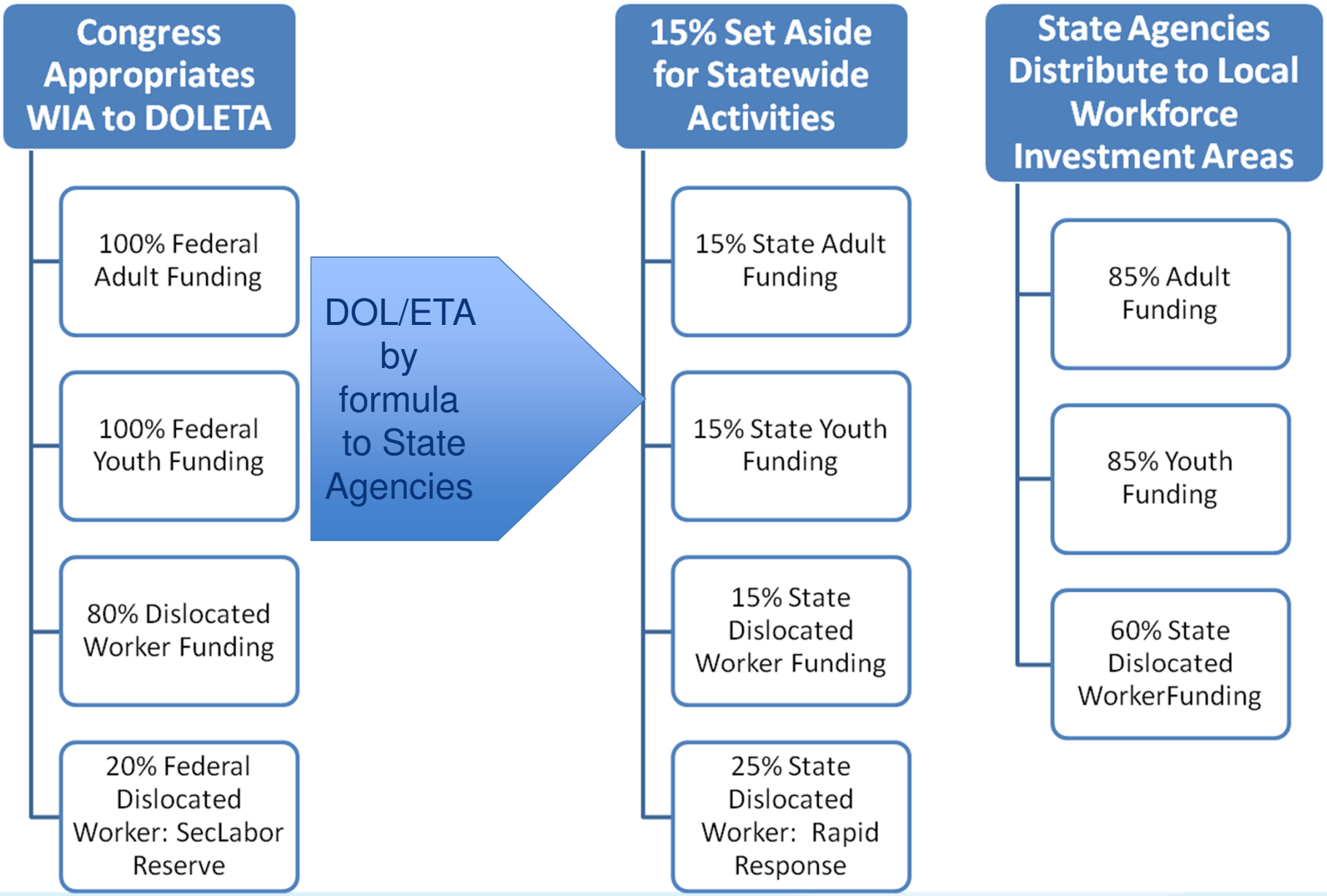
History – skill building is not new



Purpose of the Workforce Investment Act of 1998

- **Enhance National Productivity & Competitiveness**
  - Increasing Occupational Skill Levels
  - Improving Quality of Workforce
- **Improve Lives of Workers by:**
  - Increasing Employment, Retention and Earning of Participants
- **Continuous Improvement in systems & results**
- **Customer Choice**

WIA Title 1 Funding Structure



Workforce Board Composition

- Chief Local Elected Officials (CLEOs) appoint Local Board Members
  - Business Reps (must be board majority)
  - Economic Development
  - Community Based Organizations
  - Local Education
  - Labor Organizations
  - One Stop Partners
  - Others As Determined Locally

Board Responsibilities

- Planning
- Contract for Operations & Service Providers
- Oversight for operations & outcomes
- Negotiate Performance Measures with Governor
- Coordinate Activities with Economic Development and Education / Training

How It Works

- Boards Directly:
  - Ensure Collaboration
  - Avoid Duplication
  - Fiscal, Regulatory and Performance Compliance
  - Local Strategy Development

How It Works

- One Stops
  - –over 3,000 centers
    - 8M+ received services in last PY
    - 4M+ went to work
  - –Dislocated Worker wages rose
- Today?
  - –job orders are up
  - –skill levels asked for are also higher

Common Performance Measures

- Many partners affected
  - 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

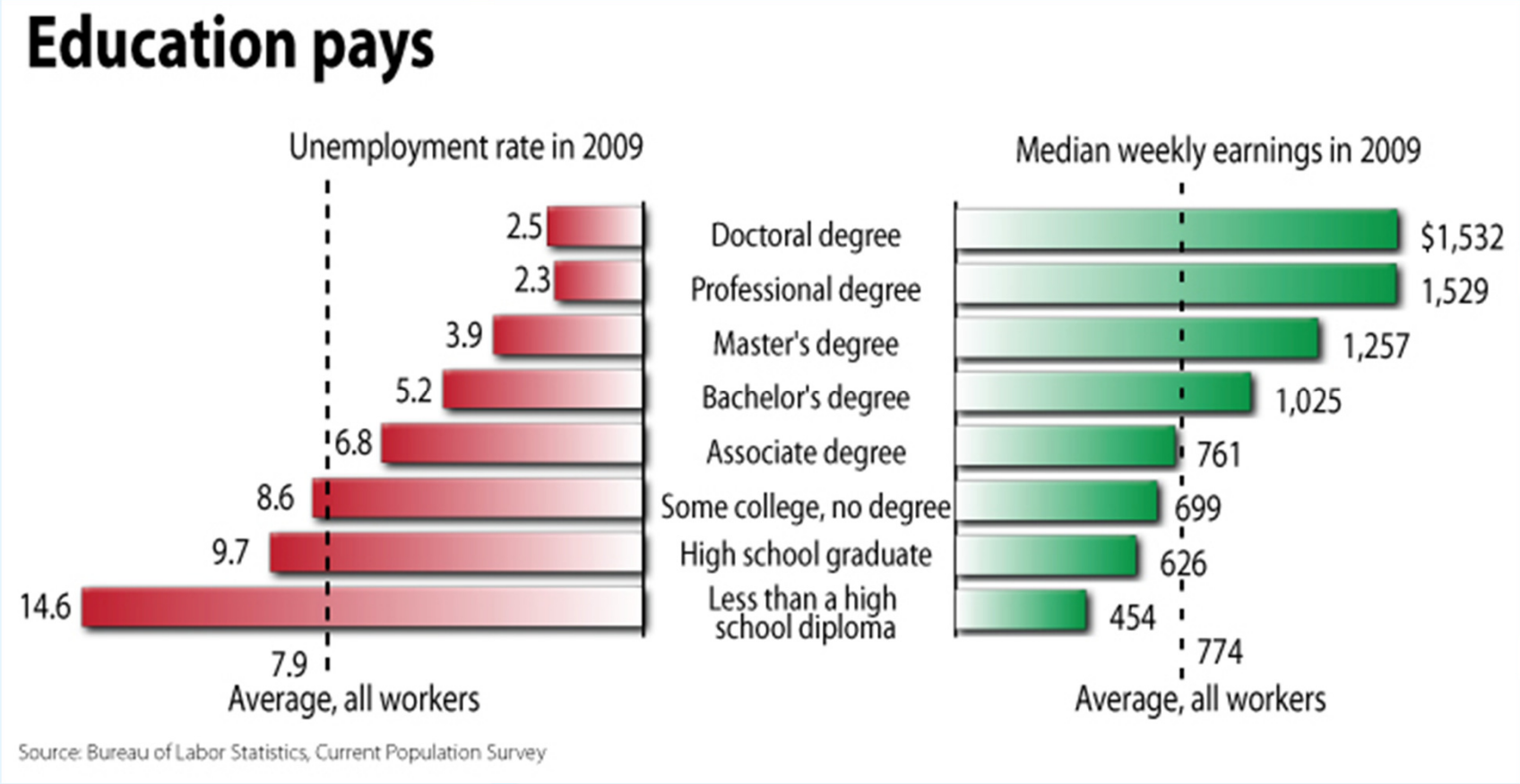
What is Workforce Development System?

The WIB Roles?

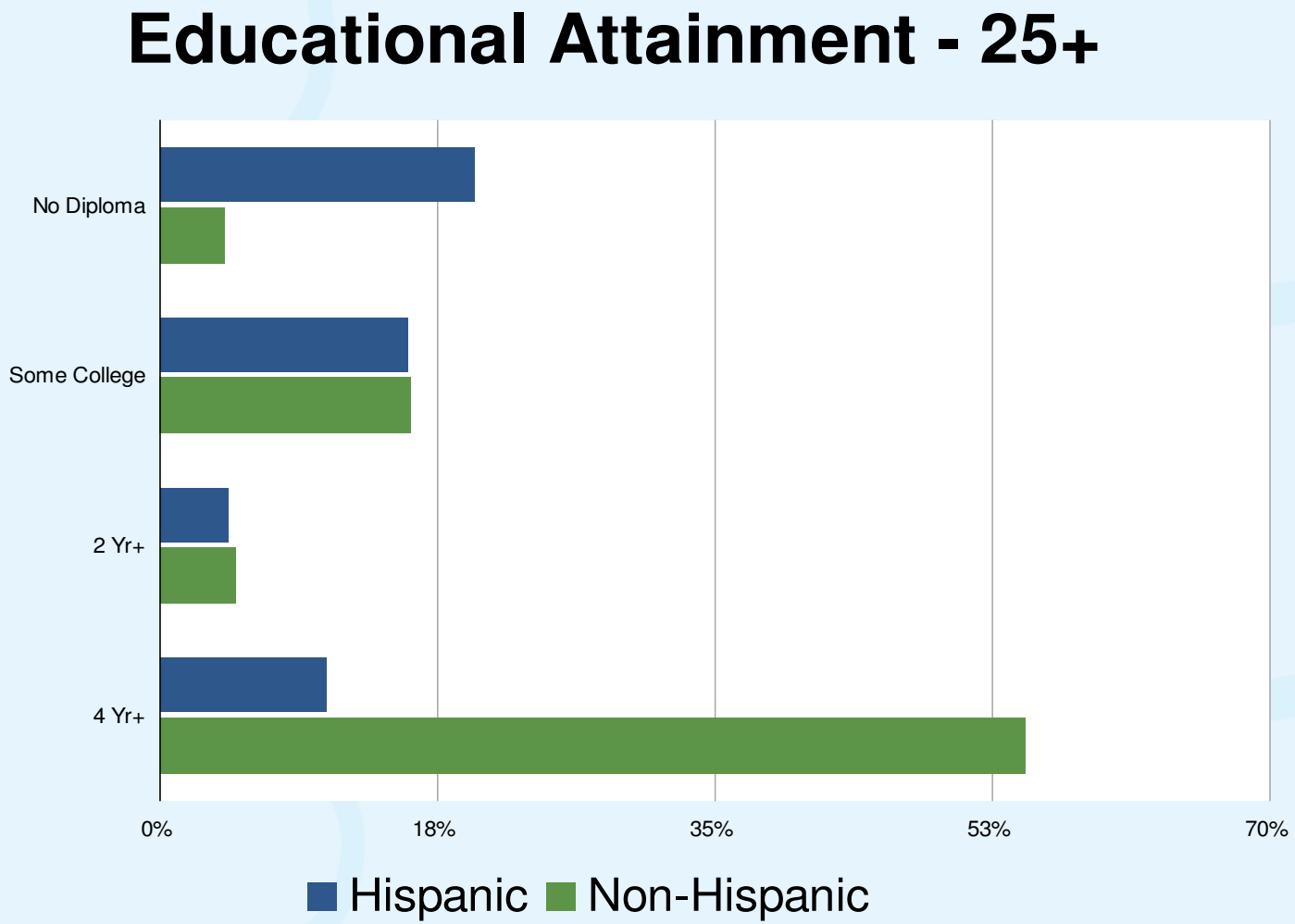
How Can WIBs be important Partners?

- Labor Market Information
- “Systems” view
- Advocacy

What is the Joint Work of the Workforce Development System?



How Well Prepared?



National Association of Workforce Boards

Slide courtesy of Tom Stellman - TIPS Strategy, Inc

What is the Joint Work of the Workforce Development System?

- Three Major Processes in developing human capital
  - Educate – prepare/train
  - Match – people/skills/openings
  - Retain – talent/employers

Process Chart

	Youth	Adults	Re-train
Educate	preK-12 career info	post-secondary education	
Prepare/Train	internships dual enrollment	transitional continuing	new skills new career retain employment
Match	summer experiences	skills & market need/openings	skills & market need/openings
Retain	meaningful work	sustaining wages expanding economies	sustaining wages expanding economies

What can our - NAWB/HACU - Joint Work Be?

- We must jointly work to improve young people's visions
- We must insure that our technical degrees carry industry recognition of competence
- We must jointly work to improve the completion rates for students

- We must start...
  - WorkforceInvestmentWorks.com

What do we need to do this work?

- Clear expectations & measures of success
- Adequate & dependable funding
- Genuine collaboration
- Engaged leadership
  - Employers - WIBs - Education - Communities
- Significant, relevant & sustained innovation

Collaboration…

"Politeness is the poison of collaboration"

- Edwin Land

"A dialogue is more than two monologues."

- Max M. Kampelman

THANK YOU!

WorkforceInvestmentWorks.org

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Purpose of Session

- WIA Basics: Background, History, Purpose
- How It Works: Infrastructure, Regulations, Money
- Intent
- Current Issues and Challenges

One Stop Service System

- Programs:
  - WIA Title 1: Adult, Youth and Dislocated Workers
    - Eligibility
    - Documentation
    - Service Provision
    - Tracking
    - Reporting

One Stop Service System

- Must have one “full service” one-stop in each area
- 17 Mandated Partners
  - Determine Roles & Responsibility, level of collaboration, cost sharing
  - Core Services
  - Intensive Services
  - Training Services
  - Management

One Stop Service System: Core Services

- Intake and Orientation
- Skill & Interest Assessment
- Access to job listings
- Access to resume writing tools
- Labor Market Information
- Workshops (job seeking, resume writing, interviewing, etc.)
- Info on Partners
- Resource Room (computers, phones, etc.)

One Stop Service System: Intensive Services

- More comprehensive assessments
- Individual career and service planning
- Individualized job readiness help
- Case Management

One Stop Service System: Training

- Individual Training Accounts (tuition assistance for vocational / technical training)
- Local flexibility / ability to narrow eligible occupations / industries
- Technical Schools
- On The Job
- Customized (including incumbent worker)
- Eligible Training Provider lists

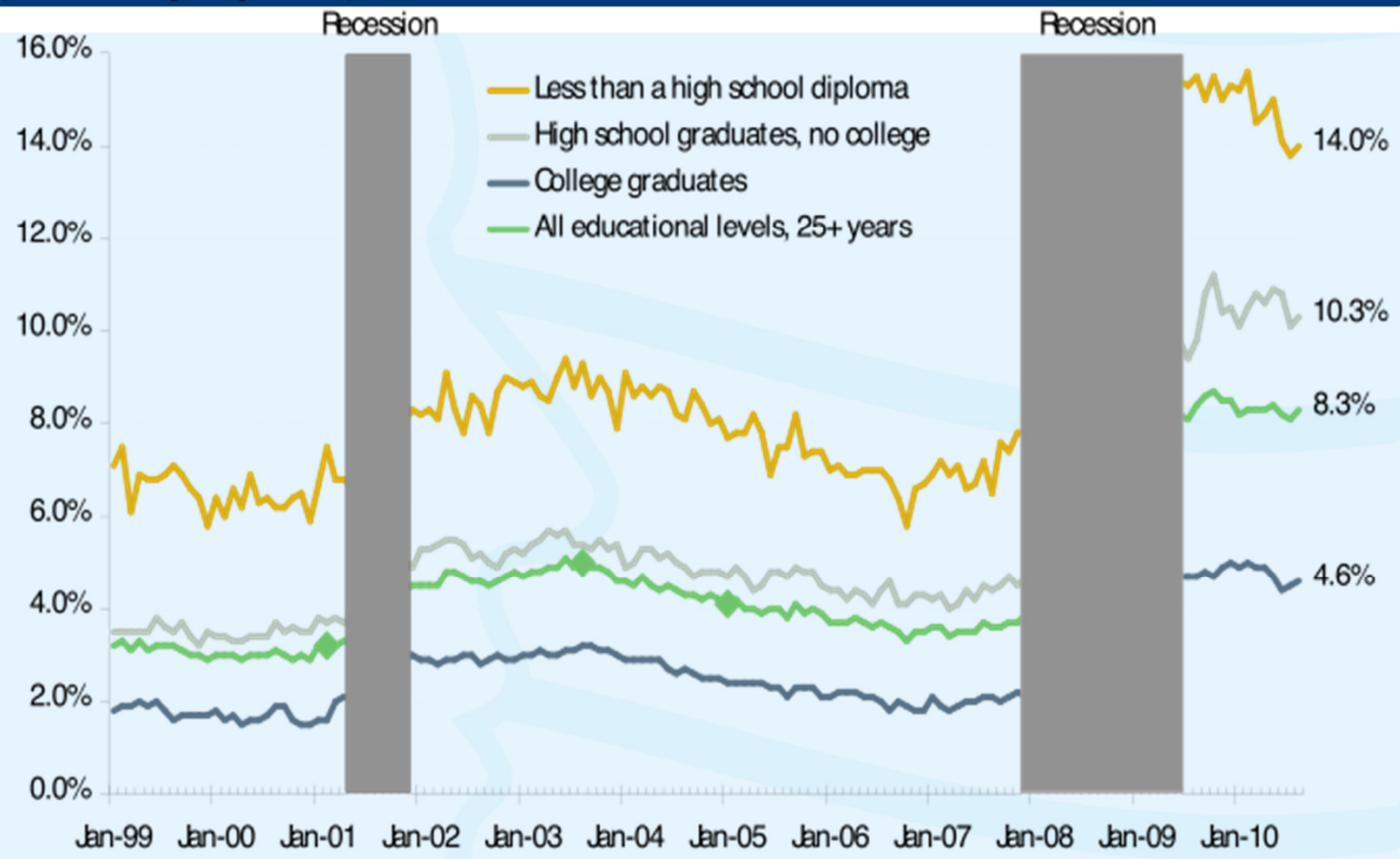
One Stop Service System: Youth Services

- Older Youth & Younger Youth
- In School & Out Of School
- Year 'Round & Summer Components
  - **10 Mandatory Services:** Tutoring & Dropout Prevention, Alternative secondary schools, summer employment, paid and unpaid work experience, occupational skill training, leadership development, supportive services, mentoring, follow up services, comprehensive guidance and counseling

One Stop Service System: Business Services (typical)

- Business Needs Must Be Addressed in Local Plan
- Provide Labor Market Information
- Resource Room
- Referrals
- Job Postings

NATIONAL UNEMPLOYMENT RATE BY EDUCATION, 25+ YRS.
(seasonally adjusted)



Sources: U.S Bureau of Labor Statistics (unemployment); National Bureau of Economic Research (recession dates)