

WIOA IMPLEMENTATION TASKFORCE UPDATE FOR STATE WORKFORCE INNOVATION COUNCIL 11/19/15

- Meeting monthly since September
- Responsibilities of the taskforce are:
 - Establish comprehensive career readiness and employability skills standards to be available to one-stop clients;
 - Develop recommendations for the criteria and procedures to be used by local workforce development boards for certification and assessment of One Stop Operators as set out in WIOA, Section 101(d)(6)(A) and 121(a); and
 - Oversee the development, implementation, and modification of the State plan as required in WIOA, Section 101(d)(1);

Responsibilities of the taskforce are:

- Establish comprehensive career readiness and employability skills standards to be available to one-stop clients;
 - Discussed draft standards at October meeting;
 - Standards updated based on feedback and sent for electronic review to taskforce;
 - Will be presented to SWIC at January meeting

Responsibilities of the taskforce are:

- Develop recommendations for the criteria and procedures to be used by local workforce development boards for certification and assessment of One Stop Operators as set out in WIOA, Section 101(d)(6)(A) and 121(a);
 - Began discussions today; will continue review at December taskforce meeting;
 - Recommendations will be presented to SWIC at January meeting

Responsibilities of the taskforce are:

- Oversee the development, implementation, and modification of the State plan as required in WIOA, Section 101(d)(1);
 - Taskforce Timeline to date:
 - September/October Taskforce meetings: discussion on strategic elements of plan
 - 11/11/15: Draft State Plan sent to taskforce for review
 - 11/19/15: Review draft State Plan

Responsibilities of the taskforce are:

- **Oversee the development, implementation, and modification of the State plan as required in WIOA, Section 101(d)(1);**
 - **State Plan Timeline moving forward:**
 - **11/19/15: SWIC review of Draft State Plan and approval for posting for public comment**
 - **11/20/15-12/19/15: Public Comment period**
 - **12/15/15 Taskforce meeting: Review comments received**
 - **1/21/16 Full SWIC meeting: Full SWIC approval of State Plan**
 - **3/3/16: State Plan to Federal Gov't (DOL and DOE)**

Overview of Draft State Plan

Required State Plan Contents

I. WIOA State Plan Type

II. Strategic Elements

- Economic, Workforce, and Workforce Development Activities Analysis
- State Strategic Vision and Goals
- State Strategy

III. Operational Planning Elements

- State Strategy Implementation
- State Operating Systems and Policies

IV. Coordination with Combined Plan Programs

V. Common Assurances

VI. Program-Specific Requirements for Core State Plan Programs

- Adult, Dislocated Worker, and Youth Programs Activities and Assurances
- Wagner-Peyser Act Program
- Adult Basic Education and Literacy Programs
- Vocational Rehabilitation
- Appendix 1: Performance Goals for the Core Programs

VII. Program-Specific Requirements for Combined State Plan Partner Programs

Required State Plan Contents

I. WIOA State Plan Type

- Unified vs. Combined?
- Core programs are:
 - Adult program,
 - Dislocated Worker program,
 - Youth program,
 - Adult Education and Family Literacy Act Program ,
 - Wagner Peyser program, and
 - Vocational Rehabilitation program

Required State Plan Contents

II. Strategic Elements

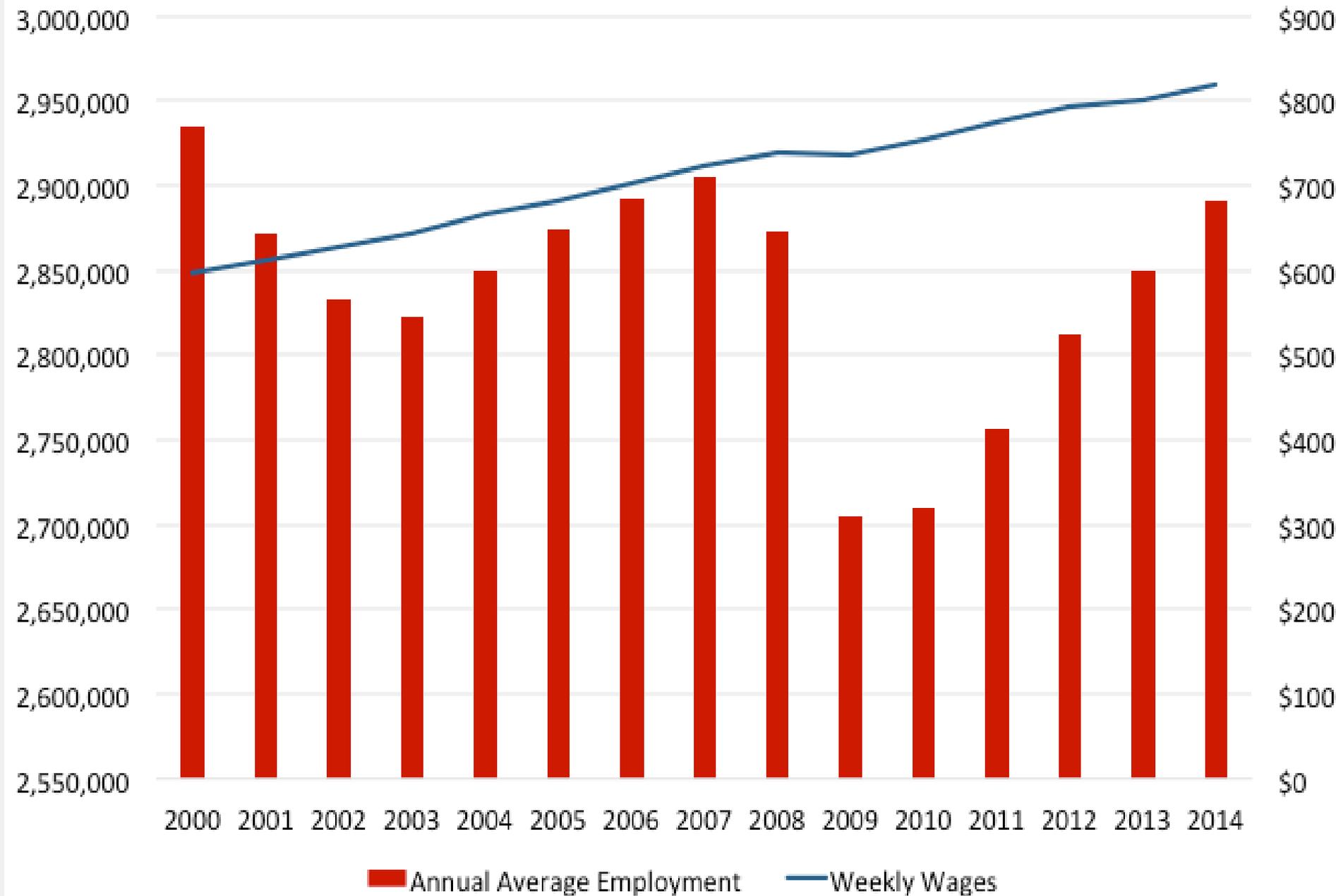
- Economic, Workforce, and Workforce Development Activities Analysis

Economic and Workforce Analysis

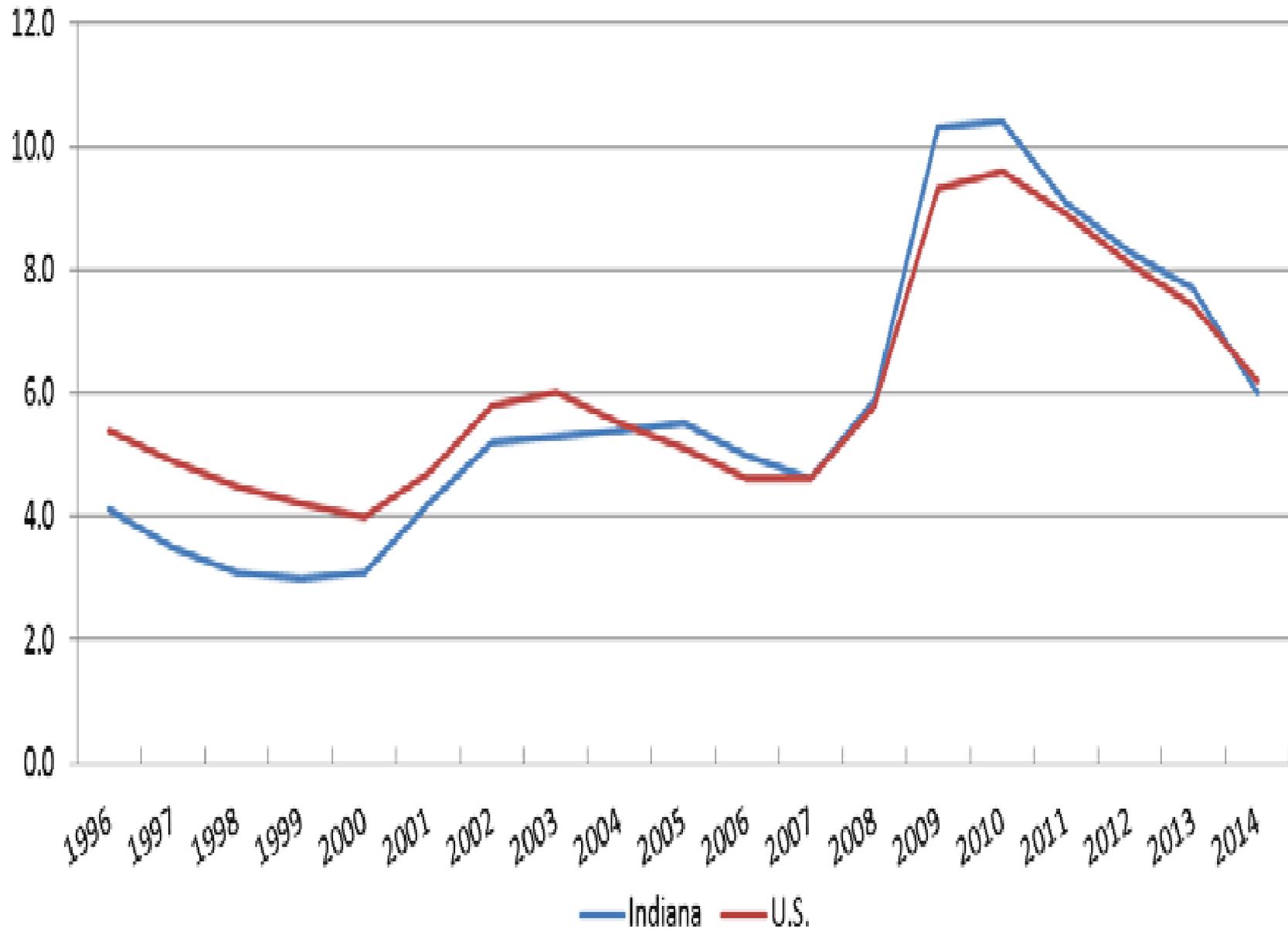
Source: Indiana Economic Analysis Report

- Average annual employment level for all industries was 2,890,690 annually in 2014; this is up 7% since 2009.
- Average weekly wages have risen to \$818 for all Industries.
- Employment gains remain strongest in Health Care and Social Assistance, as well as Manufacturing.
- In manufacturing and trade, Indiana is adding jobs faster than the national average.

QCEW Annual Employment and Weekly Wages



Unemployment Rate, N.S.A.



Economic and Workforce Analysis

Source: Indiana Economic Analysis Report

- Unemployment rate dropped from 10-year peak of 10.3% in 2009, to 6.0% annually in 2014.
 - Sept 2015 rate = 4.5%.
- Indiana is beginning to face labor shortage issues
 - geographic issues, as populations' shift away from rural areas;
 - misalignment between educational attainment levels of the unemployed and current employer demand for evolving skills;

Workforce Development Activities Analysis

- Analysis can be found in Indiana Career Council Annual Report
- Strength of Workforce Development Activities:
 - Career Council, Strategic Plan and work of Implementing Plan
- Weakness of Workforce Development Activities:
 - Lack of Alignment

Required State Plan Contents

II. Strategic Elements

- State Strategic Vision and Goals
- State Strategy

III. Operational Planning Elements

- State Strategy Implementation

WHY IS ICC STRATEGIC PLAN THE FOUNDATION?

- **ICC STRATEGIC PLAN (June 2014)**
 - Led by Lt. Governor Ellspermann
 - 40+ meetings, 500+ man hours, and input from 200+ participants were invested in creation of Plan.
 - Plan focused on 3 pillars of transformation: system alignment, worker- and student-centric services, and demand-driven programs and investments.
- **WIOA (July 22, 2014)**
 - While work of ICC was progressing, WIOA passed.
 - Opened door to build upon ICC strategic plan, and examine how State's WorkOne system can most effectively and efficiently meet the needs of Hoosier youth, adults, and employers.

VISION

Vision from ICC Strategic Plan:

- Every Indiana business will find the educated and skilled workforce necessary to compete successfully in the global economy.
- Every Indiana citizen will have access to the information, education and skills required for career success.

GOAL 1 – SYSTEM ALIGNMENT

Proposed: Create a seamless **one-stop delivery system** where partners provide worker-centric and student-centric **integrated** services.

ICC: Provide a seamless system of partners that provides worker-centric and student-centric services

GOAL 2 – CLIENT CENTERED APPROACH

Proposed: Create a *client-centered* approach, where system partners and programs coordinate in a way that each individual worker or student has a pathway to improving his or her education, knowledge, skills and, ultimately, his or her employment prospects **with a focus on in-demand careers.**

ICC: The Indiana Career Council aims to provide a client-centric approach to services throughout Indiana in which system partners and programs coordinate in a way that each individual student or client has a pathway to improving his or her education, knowledge, and skills and entering into a fulfilling and rewarding career, with partner and program resources designed to complement the individual's pathway.

GOAL 3 – DEMAND DRIVEN PROGRAMS AND INVESTMENTS

Proposed: Adopt a data-driven, sector-based approach that directly aligns education and training with the needs of **Indiana's business community**.

ICC: Adopt a data-driven, sector-based approach that directly aligns education and training with the needs of Indiana's regional economies

STRATEGIES/ IMPLEMENTATION OF STRATEGIES

GOAL 1 – SYSTEM ALIGNMENT

- STRATEGY 1.1: Develop a common understanding among partners as to what the “one stop delivery system” is in Indiana.
- STRATEGY 1.2: Increase service integration among partner agencies within the one stop delivery system
- STRATEGY 1.3: Simplify the process for customers in order for services to be accessible when, where and how they are needed.
- STRATEGY 1.4: Ensure the culture of the One Stop system promotes knowledge transfer across partner programs, such that staff embraces the “no wrong door” philosophy and is capable of providing information on services across programs and making appropriate referrals.

GOAL 1 – SYSTEM ALIGNMENT

STRATEGY 1.1: Develop a common understanding among partners as to what the “one stop delivery system” is in Indiana.

- Work with partners to develop a framework for Indiana for the one stop delivery system, with common definitions.
- Educate all stakeholders on the framework.

GOAL 1 – SYSTEM ALIGNMENT

STRATEGY 1.2: Increase service integration among partner agencies within the one stop delivery system

- Build upon work of ICC System Alignment taskforce in examining structure and service delivery of Indiana’s workforce agencies, regions, and partners to increase coordination, efficiency, effectiveness, and accountability. This examination will stress the importance of creativity and innovation in thinking beyond bricks and mortar locations, while analyzing and making recommendations on:
 - the value of co-location with other core, mandatory or optional partners;
 - coordination of case management across partners; and
 - coordination of business services across partners.

GOAL 1 – SYSTEM ALIGNMENT

STRATEGY 1.2 con't: Increase service integration among partner agencies within the one stop delivery system

- Implement new case management systems across partners.
 - DWD and VR has new systems
 - During implementation of both systems, Indiana is assessing ways to leverage the systems for alignment across the entire one stop system.
- Evaluate E&T services being provided to TANF and SNAP recipients, identifying options for consolidating programs and services that would increase coordination, efficiency, effectiveness, and accountability

GOAL 1 – SYSTEM ALIGNMENT

STRATEGY 1.3: Simplify the process for customers in order for services to be accessible when, where and how they are needed.

- Build upon the work of ICC System Alignment taskforce by analyzing and making recommendations on:
 - the ability to leverage technology for virtual one stop;
 - the ability for mobile One Stop services; and
 - common intake/single points of entry.
- Create clear explanation of services and clear explanation of eligibility for programs

GOAL 1 – SYSTEM ALIGNMENT

STRATEGY 1.4: Ensure culture of One Stop system promotes knowledge transfer across partner programs, such that staff embraces the “no wrong door” philosophy and is capable of providing information on services across programs and making appropriate referrals.

- Provide training to current staff on services across programs
- Develop cross training materials for new hires
- Region 11 DWD/VR Pilot: subject matter expert on WorkOne services in the VR office and vice versa, with common referrals and communication channels and cross training so the entire VR or WorkOne office will be cross trained.

GOAL 2 – CLIENT CENTERED APPROACH

- **STRATEGY 2.1:** Create a career pathways system that provides opportunities for students and workers across the education and workforce systems to link to Indiana high wage, high demand careers
- **STRATEGY 2.2:** Ensure that students and workers at all levels throughout Indiana are provided with meaningful career counseling and career preparation, including information on Indiana’s high wage, high demand occupations.
- **STRATEGY 2.3:** Elevate the importance of work-and-learn models
- **STRATEGY 2.4:** Ensure that those with barriers to employment have increased access to and opportunities for employment, education, training, and support services

GOAL 2 – CLIENT CENTERED APPROACH

STRATEGY 2.1: Career pathways system

- Key items regarding the development of a career pathways system framework have been completed by ICC, including:
 - development of a document that clearly defines elements of a career pathways system, and
 - development of a process document for aligning various pathways programs into an integrated pathways system.
- Through the EWIN project, NC3T is leading the Indiana Pathways Innovation Network, or IN-PIN:
 - purpose is to bring together employer-led organizations, school districts, adult education providers, colleges, and workforce system partners to develop and support educational pathway programs for youth and adults.
 - help identify and share promising practices and replicable strategies that can be used to implement/improve pathway programs of study.
 - promote structures and processes needed for these organizations to work together to form a career pathways system.

GOAL 2 – CLIENT CENTERED APPROACH

STRATEGY 2.1: Career pathways system (con't)

- IN-PIN will hold workshops to provide a framework for communities to build or strengthen pathways systems to support the statewide development of a pathways system.
- Over \$4.3 million in state funds and \$2.7 million in private match funds were awarded by Works Councils through the CTE Innovative Curriculum grants. Dual credits and/or workforce credentials were a component of the programs receiving awards.
- The Skill Up initiative will provide up to \$11 mill in funding to industry-led regional partnerships for implementation of evidence-based strategies aimed at closing the skill and attainment gaps.
- Ivy Tech community college, DWD and DOE are working on an integrated approach for CTE pathways.
- Indiana is receiving federal technical assistance on career pathways in adult education (Moving Pathways Forward), with plans for a local pilot.

GOAL 2 – CLIENT CENTERED APPROACH

STRATEGY 2.2: Ensure that students and workers at all levels throughout Indiana are provided with meaningful career counseling and career preparation, including information on Indiana’s high wage, high demand occupations.

- Adult career counseling standards that build off of the new k-12 career counseling standards are currently under development.
- A “State of the Workforce” is under development so counselors have the most up-to-date information on in-demand, high-wage occupations.
- Proposed changes to the Core 40 diploma include the addition of the Preparing for College and Careers and a College and Career Readiness sequence.
- Indiana Career Explorer is available to all Indiana residents to provide career interest information.

GOAL 2 – CLIENT CENTERED APPROACH

STRATEGY 2.2 (CON'T)

- “Postsecondary Pathways: Connecting Education to Careers for Student Success” events hosted by DWD and Works Councils, in partnership with IYI, Indiana Chamber of Commerce, CELL, and CHE, as well as employers. These day-long, local professional development opportunities address postsecondary education and workforce development and are designed to give educators, counselors and other youth-serving professionals the chance to learn directly from employers about available jobs in their region. Employers also inform attendees about steps for students to take to explore pathways to careers, such as apprenticeships, internships and credentials that take 1-2 years to earn.
- Jobs for America’s Graduates (JAG) will be expanded in Indiana.
- Indiana received a TA grant for its JAG programs through the Consumer Financial Protection Bureau to provide instruction and marketing materials related to financial capability education through Dec., 2016.

GOAL 2 – CLIENT CENTERED APPROACH

STRATEGY 2.3: Elevate the importance of work-and-learn models

- Key items have been accomplished by ICC, including development of *A Guide to Talent Attraction and Development for Indiana Employers: Leveraging Work-and-Learn Opportunities to Attract Qualified Hoosier Talent.*
- Apply for/grant out funding elevating importance of work and learn in Indiana:
 - Sector Partnership NEG was awarded to DWD. Part of funds may be used to provide employer incentives for work-based training.
 - WIA incentive funding was dedicated to work-and-learn; grants awarded Jan., 2015, with a focus on youth and adult education work-and-learn.
 - Work-and-learn opportunities are one evidenced-based approach that can be funded by DWD’s Skill UP initiative.
 - Indiana applied for NGA’s Center Work-based Learning Policy Academy

GOAL 2 – CLIENT CENTERED APPROACH

STRATEGY 2.3 (CON'T)

- Lt Governor sponsored State Fair Summer program, with this year being the pilot year.
- Track work-and-learn: Conversations with DOE, Indiana INTERNnet, Independent Colleges of Indiana, and CHE have begun to determine ways in which work-and-learn opportunities can be tracked across the state.
- Host work-and-learn events.
- VR is strategically enhancing employer engagement and work-based learning opportunities for individuals with disabilities, including expanding VR employer engagement to develop appropriate disability-related information and resources for employers.

GOAL 2 – CLIENT CENTERED APPROACH

STRATEGY 2.4: Ensure that those with barriers to employment have increased access to and opportunities for employment, education, training, and support services.

- Priority of service policy requires that 50%+ of adult participants served by each WDB fall into one of priority categories (i.e. recipients of public assistance, other low income individuals, or individuals who are basic skills deficient).
- AE is partnering with local literacy organizations to co-enroll eligible students
- DWD is co-enrolling AE students who have not achieved a HSD or HSE in the WorkINdiana program and work experiences.

GOAL 2 – CLIENT CENTERED APPROACH

STRATEGY 2.4 (con't)

- Every region has AE classes co-located in Ivy Tech. DWD will focus on increasing AE sites whom are engaging in the Rapid Enrollment process with Ivy Tech.
- VR is developing a coordinated process with BDDS and State/local educational agencies to assist individuals with disabilities employed at subminimum wage to maximize opportunities to achieve competitive integrated employment.
- VR is expanding pre-employment transition services to students with disabilities and meeting the 15% spend requirement.

GOAL 3 – DEMAND DRIVEN PROGRAMS AND INVESTMENTS

- **STRATEGY 3.1:** Identify Priority Now and Priority Future sectors and occupations based on criteria in ICC Resolution passed at 6/15/15 meeting.
- **STRATEGY 3.2:** Launch and/or expand sector partnerships in and across workforce development regions that complement the State's priority industry sectors to provide a mechanism for Indiana's education, job skills development, and career training system to collect information and respond to sector needs.

GOAL 3 – DEMAND DRIVEN PROGRAMS AND INVESTMENTS

STRATEGY 3.1: Identify Priority Now and Priority Future sectors and occupations based on criteria in ICC Resolution passed at 6/15/15 meeting.

- Enhance occupational projections program with emphasis on current demand and greater details on skills and certifications employers are seeking. Provide more actionable information to employers, job trainers, job seekers, and educators by projecting trends in employer workforce demand over time. Through the use of advanced data analytics and data sciences, DWD will enhance insights of employer workforce demand using data already collected by the state workforce agency, other state agencies, and external data sources.

GOAL 3 – DEMAND DRIVEN PROGRAMS AND INVESTMENTS

STRATEGY 3.2: Launch and/or expand sector partnerships in and across workforce development regions that complement the State’s priority industry sectors to provide a mechanism for Indiana’s education, job skills development, and career training system to collect information and respond to sector needs

- Key items regarding the development of sector partnerships have been completed by ICC, including:
 - A regional sector partnership framework has been designed; and
 - The Indiana Sector Partnership Initiative was developed by EWIN, with input from key stakeholders and the Career Council’s Pathways Taskforce.

GOAL 3 – DEMAND DRIVEN PROGRAMS AND INVESTMENTS

STRATEGY 3.2 (CON'T)

- Apply for and award grant funding for sector partnership activities:
 - Through EWIN project, up to \$20,000 available to aid regional initiatives in developing sector partnership strategies (may be used for planning/convening activities for Skill-Up).
 - Sector Partnership NEG: Part of funds may be used for planning.
 - Skill UP Indiana: \$11 mill in grants focused on strategies aimed at ensuring Hoosiers have the skills to fill the 1 mill jobs projected to be available between now and 2025
- Encourage broad definitions of “region” (e.g. skill up definition where partnership is defined as being “in a region that encompasses a contiguous geographic area consisting of a minimum of 200,000 in population...”)

Required State Plan Contents

III. Operational Planning Elements

- **State Operating Systems** and Policies
 - DWD and VR case management systems
 - Demand Driven Workforce System
 - Indiana Network of Knowledge
 - Hoosiers by the Numbers

Required State Plan Contents

III. Operational Planning Elements

- State Operating Systems and **Policies**
 - Priority of Service
 - Incumbent Worker
 - Pay for Performance

Required State Plan Contents

VI. Program-Specific Requirements for Core State Plan Programs

- Adult, Dislocated Worker, and Youth Programs Activities and Assurances
- Wagner-Peyser Act Program
- Adult Basic Education and Literacy Programs
- Vocational Rehabilitation
- Appendix 1: Performance Goals for the Core Programs

THANK YOU