Workforce Innovation and Opportunity Act Consultation Meeting

Ogle County / LWIA 4
May 16, 2018
Technical Session Overview

- Workforce Innovation and Opportunity Act (WIOA) Unified State Plan
- Illinois Workforce System Overview
- Overview of Chief Elected Officials Responsibilities
- LWIA 4 / Ogle County Demographic Information
- LWIA Reconfiguration Considerations
- Questions and Discussion
Illinois WIOA Unified State Plan

The Illinois Workforce Innovation and Opportunity Act (WIOA) Unified State Plan provides a vision of the Governor’s integration of workforce, education and economic development policy while also serving as a federal compliance document for the United States Departments of Labor and Education under the federal WIOA. The Unified State Plan outlines the vision, principles and goals for the integration of workforce, education and economic development programs for the State of Illinois. Illinois’ vision is to:

“Promote business-driven talent solutions that integrate education, workforce and economic development resources across systems to provide businesses, individuals, and communities with the opportunity to prosper and contribute to growing the state’s economy.”
Guiding Principles

• Demand Driven Orientation - Through a sector strategy framework, the state should support the systemic assessment of business needs for talent across local, regional and state levels, and ensure that strong partnerships with business-driven decision-making across the talent pipeline.

• Strong Partnerships with Business at All Levels - Strong partnerships with business should assist employers to define in-demand skills and articulate those needs to education and training providers. Strong partnerships at the regional and local level should be recognized and inform the development of high-quality partnerships across the state.

• Career Pathways to Jobs of Today and Tomorrow - Partnerships with business should drive the development of career pathways that meet employers’ skills needs today, while offering individuals clear opportunities to build and upgrade their skills and advance their career over time. Those pathways should be integrated within the P-20 system, including adult education, to help students and young adults identify career pathway options and offer flexibility to build upon their skills to meet the evolving needs of the global economy.

• Cross-agency Collaboration and Alignment - Developing career pathways and stackable credentials will demand collaboration and alignment across agencies that contribute to Illinois’ overall talent pipeline. There should be a focus on improving the strategic connections across all components and levels of the education and workforce systems to ensure no “dead ends” exist.
Guiding Principles

• **Integrated Service Delivery** - Enhanced collaboration and alignment across state agencies at a strategic level should lead to better service delivery integration. Multiple state agencies and partners are positioned to support the success of individuals and businesses. Technology and integrated data systems can help illustrate those interrelationships and position the system to collaborate across agencies to deliver the right services at the right time.

• **Access and Opportunity for All Populations** - Coordinated and comprehensive services can help targeted populations prepare for and advance along a career pathway. Connecting individuals with relevant supports, such as transportation, child care and transition services can enable the system to be responsive to the needs of individuals’ workforce readiness.

• **Clear Metrics for Progress and Success** - The Unified State Plan should include metrics for assessing progress and success. As the talent pipeline serves two customers - businesses and individuals - those metrics should reflect the strategic priorities of the state that relate to building a globally competitive workforce. Illinois will develop metrics or examine existing framework metrics that define successful career pathway programs (i.e., Alliance for Quality Career Pathways).

• **Focus on Continuous Improvement and Innovation** - The system should establish mechanisms for continual assessment of system performance and opportunities for improvement, as well as for encouraging innovation and disseminating best practices. This includes the continued enhancement of non-traditional methods for delivering education and training. Additionally, the growing role of entrepreneurship and its contributions to employment and economic growth will be an outcome of continuous improvement and innovation.
State of Illinois Strategies

Below are the state’s strategies to achieve our vision and goals. They consist of six major strategies, and each directly underpins Illinois’ commitment to engage and support all parts of our workforce, education and economic development systems.

- Coordinate Demand-Driven Strategic Planning at the State and Regional Levels
- Support Employer-Driven Regional Sector Initiatives
- Provide Career Pathways for Economic Advancement
- Coordinate and Enhance Career Services and Case Management
- Expand Employer and Job Seeker Access to Labor Market Information
- Improve Public-Private Data Infrastructure
Illinois Workforce System - WIOA Core Programs

- **Title I: Adult, Dislocated Worker, Youth Programs**
  *Illinois Department of Commerce & Economic Opportunity*

- **Title II: Adult Education**
  *Illinois Community College Board*

- **Title III: Wagner-Peyser Employment Services**
  *Illinois Department of Employment Security*

- **Title IV: Vocational Rehabilitation**
  *Illinois Department of Human Services*
A Multi-Level National Workforce Program

Federal

US Dept. of Labor / Employment Training Administration (DOL)

WIOA Statutory Requirements Regulations & Oversight

State

Local

22 Local Workforce Investment Areas & Boards
Governing Laws, Regulations and Policies

Federal
- Federal WIOA Regulations
- TEGLs / TENs

State
- WIOA Policy Letters

Local
- Policy Established by Local Workforce Board in consultation with the Chief Elected Officials
Chief Elected Officials Responsibilities

CEOs receive and administer WIOA grants directly or via designee

CEOs liable for questioned or disallowed costs regardless of method

Appointment of LWIB members – policy can be found at:
http://www.illinoisworknet.com/epolicy
Northern Stateline Regional Planning (including Ogle County) Data

- Region Maps
- 2016 County Populations / Largest City Populations
- EDR Population Changes 1990-2016 & 2016 Population by Age
- EDR Percent Foreign-Born and in Non-English Speaking Households
- EDR Percent Veterans
- EDR Population by Educational Attainment
- EDR Median Income & Percent Below Poverty
The Reconfiguration of a Local Workforce Innovation Area is a significant project that can take 9 to 24 months to complete.

Chief Elected Officials will need to work with the Local Workforce Innovation Board, Program Administrators and other stakeholders to develop a transition plan that documents the following considerations:

- LWIA Governance & Planning
- Fiscal Management
- Service Delivery
- Performance & Reporting
- Other Local Considerations
LWIA Governance & Planning

- Chief Elected Officials agreement(s)
- Chief Elected Officials / Local Workforce Innovation Board Agreement
- Chief Elected Officials / Grant Recipient / Fiscal Agent Agreement
- Regional and Local Workforce Plan
- Memorandum of Understanding
## Fiscal Management

### Comparison of PY'15 - PY'17 WIOA Title I Allocations

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LWIA 4 WIOA Title I Funding

Program Year 2015
Program Year 2016
Program Year 2017
LWIA 4 Direct Training Expenditures

Program Year 2015
Program Year 2016
Program Year 2017 (YTD)
WIOA Registrants

Program Year 2015:
- LWIA 4 (Less Ogle): 651
- Ogle County: 96

Program Year 2016:
- LWIA 4 (Less Ogle): 584
- Ogle County: 98

Program Year 2017 (YTD):
- LWIA 4 (Less Ogle): 609
- Ogle County: 80
WIOA Title I Registrants in Training

Program Year 2015: 404
Program Year 2016: 302
Program Year 2017 (YTD): 65

LWIA 4 (Less Ogle) and Ogle County
Service Delivery

• Provide information regarding the transfer of functions including case management responsibilities to new LWIA (as applicable)

• Include time to review and reconcile participant files and records (program and fiscal) for active participants (as applicable)

• Plan for transitioning service providers, case managers and other IWDS staff from former Title 1 operator / grant recipient to new entity (as applicable).

• Review and update policies, procedures and processes impacting the delivery of participant services including the training and supportive service policies.

• Update the regional and local plans to describe how services will be delivered
Performance Management & Reporting

• The State will provide technical assistance with the transfer of participant files and records for active participants (as applicable)
• The State will work with the impacted LWIA’s to help manage the potential WIOA performance impacts.
• The State will work with the impacted LWIA’s to assist in any transfers of training providers
• Additional guidance will be provided regarding the development of the 2020 Regional and Local Plans
LWIA Best Practices

- Chief Elected Officials meet regularly to receive updates on LWIA/LWIB progress (minimum of monthly until transition period is complete; quarterly thereafter).
- Chief Elected Officials review the LWIB By-laws and CEO Agreement annually.
- Chief Elected Officials can appoint themselves to sit on the LWIB if they meet the criteria to serve.
- Chief Elected Officials receive and review fiscal reports from LWIB staff to understand how and where the WIOA dollars are being spent.
- Chief Elected Officials receive and review programmatic reports from LWIB staff to evaluate the type of training being offered and if customers are successful; review placements.
LWIA Best Practices (Continued)

• Chief Elected Officials use reports to determine whether the program design is meeting the needs of the business community and the customers.
• Chief Elected Officials should receive data from staff to ensure that performance is being met.
• Chief Elected Officials should have agreements with CEO/LWIB; CEO/Fiscal Agent/Grant Recipient.
• Chief Elected Officials review LWIB membership to ensure that there is equitable representation.
Questions and Discussion