

# Preparing for Workforce, Innovation, Opportunity & Regionalism

*Federal Reserve 2015 Policy Summit*

**Presented by:**

**Grace A. Kilbane, Executive Director**

**Cleveland/Cuyahoga County**

**Workforce Investment Board**

**June 18-19, 2015**

**Pittsburgh, PA**

# The core goals of WIOA statute

- **Align** workforce investment, education, and economic development systems;
- **Increase** the employment, retention, and earnings of participants through attainment of recognized postsecondary credentials and better meet the skills needs of employers;
- **Improve** opportunities for workers with barriers to employment, including people with disabilities; and
- **Create** a streamlined, yet comprehensive, approach to workforce development through unified planning.

# Innovation opportunities in WIOA

- **Authorizes career pathways approaches** underway in many states that combine occupational training and postsecondary education to earn industry recognized credentials
- **Authorizes transitional jobs strategies**
- **Enhanced employer engagement**
- **Board size reductions to allow for stronger business engagement**
- **Requires common performance measurements** from across all its core programs

# Innovation opportunities for states in WIOA

## PROMOTES REGIONALISM

- WIOA requires strong **regional planning and coordination**
- **States work with locals to identify regions** – taking into consideration **labor markets** and regional economic development areas
- **Requires strong local performance with fiscal integrity** or states may realign WIBs

# Innovation opportunities for states in WIOA

## STRONGER FOCUS ON TRAINING

- Makes permanent language appropriations language **allowing grants from Adult or DW funds to train cohorts instead of solely utilizing ITAs**
- Encourages **sectorial initiatives** to work with employers to train workers in high demand sectors
- Increases **incumbent worker training** to 20% of funding allotment
- Authorizes **transitional jobs** programming

# Innovation opportunities for states in WIOA

## YOUTH FUNDING NOW TARGETED TO OUT-OF-SCHOOL YOUTH

- **WIA** – 30% of funds required to be spent on OSY
- **WIOA** – 75% of funds required to be spent on OSY
- Youth Councils no longer required
- Local Boards are encouraged to designate a standing Youth Committee

# WIOA: Innovation Opportunity

## **PAY-FOR-PERFORMANCE – significant expansion**

- WIOA allows **states and locals to use their annual formula funds** for pay-for-performance
- Dedicated resource for states and locals
- With no additional overall funding – allows states and localities to **directly contract with providers for outcome-based performance**

**STATE WORKFORCE PLAN  
REGIONAL WORKFORCE PLAN  
GREATER CLEVELAND WORKFORCE SYSTEM**

