WIOA and Workforce Development

Federal Reserve Bank of Cleveland Policy Summit
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WIOA Aligns Planning & Accountability Policies

- Required: unified planning process
- Common measures across multiple programs
- Better coordination of services to low-income individuals through shared accountability
- Credential and skill gains measures
- Performance expectations adjusted for economic and demographic factors
White House Policy Priority: Job-Driven Training

• At July 2014 WIOA bill signing, VP Biden issued “Ready to Work” report
  • 25+ discretionary federal grants ($1.4 B)
  • 50+ agency initiatives

• Job-Driven Checklist:
  • Employer Engagement
  • Earn and Learn Strategies
  • Career Pathways
  • Driven by data and labor market information
  • Regional Stakeholder Partnerships
The Financial Opportunity Center Model

• 76 FOCs in 20 metro areas
  • Intentional integration of three core services:
    • Employment Services
    • Financial Services
    • Income Supports Access

• Over 23,000 individuals received bundled services from the FOCs
  • 5,800 people placed in jobs
  • 6,200 improved their net income
  • 5,300 improved their net worth
  • 5,700 improved their credit score
Barriers to Skills Attainment

- Skills training programs available, but many individuals lack readiness to learn
- Barriers include
  - FOC clients testing at the 4-6 grade reading and math levels (even with HS diplomas or GEDs)
  - Lack of exposure to jobs with career pathways
    - Understanding academic ladder including time involved
    - Understanding career ladder including wage ranges at various rungs
  - Financial instabilities
  - Family, social, emotional struggles
What is Bridge?

- Basic education in the contextualized language of the career pathway
- Uses FOC career coaching, financial coaching and income supports to address individual’s needs
- Experiential learning component: labs, mentoring, internships, or apprenticeships
- Bridges can exist at various points of an academic path—FOCs are typically bridging to 8th grade levels
LISC Bridges to Career Opportunity

• Building connections to employers
• Assisting in skills training entry and academic readiness (bridge course)
• Linking clients with skills training providers
• Providing FOC services to help support the client through completion of training:
  • Employment services (e.g., career coaching)
  • Financial coaching
  • Access to income supports
• Placing people in jobs and supporting them post placement
Questions