

WIOA and the Golden Sierra Workforce Board

Introduction

The Workforce Innovation and Opportunity Act (WIOA) provides state and local areas the flexibility to collaborate across systems in an effort to better address the employment and skills needs of current jobseekers and employers. WIOA accomplishes this by prescribing a stronger alignment of the core partners including Workforce (Title I), Adult Education (Title II), Wagner-Peyser (Title III), the Department of Rehabilitation (IV), and Temporary Assistance for Needy Families (or TANF).

Goals:

The Act requires a multitude of changes within the current three county Golden Sierra Region (El Dorado, Alpine and Placer Counties). Locally, the Workforce Board has focused most of its efforts on the one-stop career centers and the Workforce Investment Act (WIA) funded partner within the system. However, the new act greatly expands the role of the local board and encourages local boards to focus on systems alignment. The State Board (April 14, 2015) has identified seven program/policy strategies that apply to the core programs. These are as follows:

1. Partnering in Sector Strategies
2. Building Career Pathways
3. Utilizing Earn and Learn Training
4. Organizing Regionally
5. Creating Cross System Data Capacity
6. Integrating Service Delivery
7. Providing Support Services for Successful Outcomes

The Local Plan

The local Boards greatest strength lie in identifying initiatives and providing support, direction and oversight on the outcomes of convenings targeted to meet these goals. This includes identifying measures of success, timelines and continuous improvement when appropriate. Ultimately, the Board (in cooperation with the Chief Local Elected Officials) will be in charge of developing a 4 year local plan that aligns with the State goals and, when part of a planning region, complies with the regional planning requirements. The local plan will need to be reviewed and updated every 2 years to ensure that it still aligns with local labor market trends.

This plan should attempt to raise outcomes for all core partners who now share the same performance measures. Though there are over 20 elements to the local plan, in simple terms the goals of the plan include:

1. Preparing prospective employees for viable employment opportunities and career pathways in the region.
2. Supporting regional employers' efforts to hire, train, and transition employees by enhancing and communicating the availability and value of the Board's business engagement strategy.
3. Preparing young adults to thrive and succeed in the regional workforce by providing relevant work based learning opportunities.

Roles of the Workforce Board

WIOA outlines 13 roles of the local board. Though there may be some overlap, in general, these can be categorized into two groups. The first group is focused on systems building. The second group is specific to Title 1 of the Act.

Systems Building Roles

1. Local Plan
 - a. The local board, in partnership with the chief elected official for the local area involved, shall develop and submit a local plan to the Governor that aligns with the state WDB strategies and incorporates WIOA identified requirements.
2. Workforce Research and Regional Labor Market Analysis
 - a. In order to assist in the development and implementation of the local plan, the local board shall carry out analyses of the economic conditions in the region.
3. Convening, Brokering, Leveraging
 - a. The local board shall convene local workforce development system stakeholders to assist in the development of the local plan and in carrying out its other functions.
4. Employer Engagement
 - a. Promote business representation on the board
 - b. Develop linkages with employers
 - c. Ensure activities meet needs of employers
 - d. Develop and implement proven and promising strategies to meet employment and skill needs.
5. Career Pathways Development:
 - a. The local board, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways.
6. Proven and Promising Practices:
 - a. Identify and promote proven and promising strategies for meeting needs of employers and jobseekers
7. Technology: Enhance accessibility and effectiveness of services by:
 - a. Facilitating connections among the intake and case management information systems
 - b. Facilitating access to services including in remote areas
 - c. Identifying strategies for better meeting needs of persons with barriers to employment
 - d. Leveraging resources

Title 1 Roles

1. Budget and Administration
 - a. Develop a budget that supports the activities and initiatives of the Board
 - b. Disburse grant funds for Title 1 workforce investment activities
2. Selection of Operators and Providers
 - a. Selection of One-Stop Operators
 - b. Selection of Youth and Career Service Providers
 - c. Identification of eligible providers of training services
 - d. Identification of eligible providers of career services
3. Program Oversight
 - a. Conduct oversight of local youth, employment and training and adult workforce investment activities
 - b. Ensure appropriate use and management of funds
4. Coordination of Educational Providers:
 - a. Coordinate activities with education and training providers
 - b. Review the applications to provide adult education and literacy activities
 - c. Implement cooperative agreements
5. Negotiation of Local Performance Accountability
 - a. The local board, the chief elected official, and the Governor shall negotiate and reach agreement on local performance accountability measures.
6. Accessibility for Individuals with Disabilities:
 - a. The local board shall annually assess the physical and programmatic accessibility in accordance with the provisions in the American with Disabilities Act of 1990 of all one-stop centers in the local area.

Mission:

The Golden Sierra Workforce Board convenes industry leaders and key partners to identify workforce initiatives, create innovative solutions, and measure the success of systems' ability to meet industry needs.

Vision:

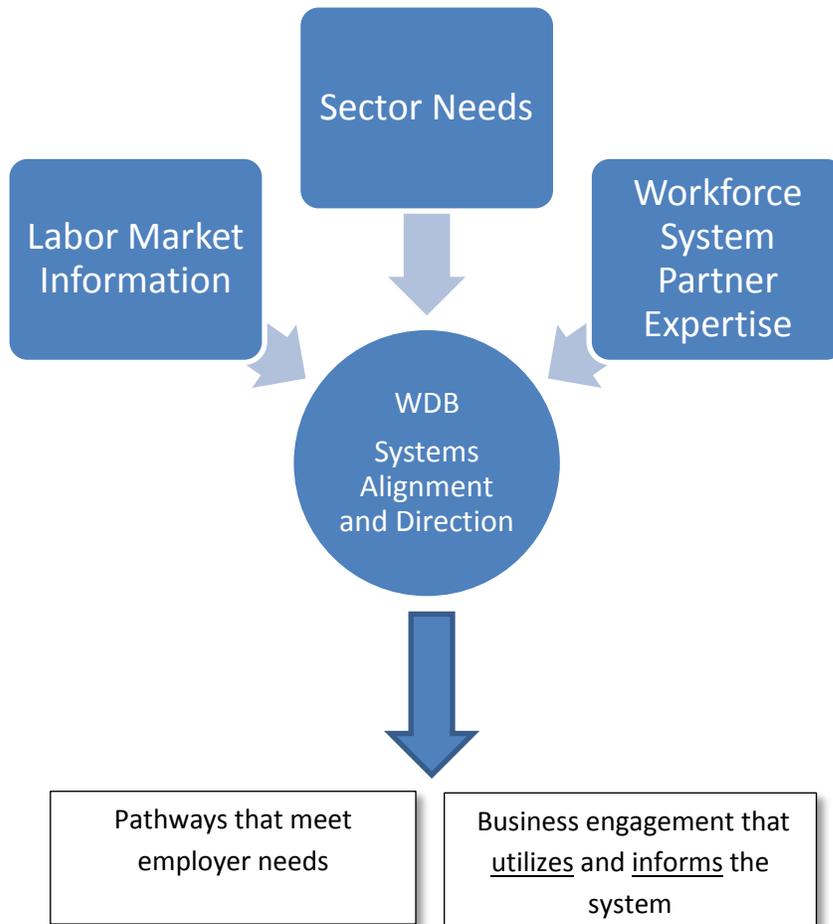
A fully integrated workforce system that capitalizes on the expertise of industry and workforce partners to continuously meet the needs of business, and facilitate pathways to success for students, workers and job seekers.

Values:

Values of the Workforce Board should be set in order to inform and guide decision making process. The Partners are in the process of developing these values currently. Examples of possible values might include:

- Stewardship of assets focusing on the local and regional priorities of the stakeholders
- The expertise of the partners of the system
- The struggle of small business
- Continuous improvement
- Collaboration with workforce, education and economic development partners
- Systems alignment
- Innovation responsive to business and workforce needs
- Business engagement that develops value added relationships with business

System Overview



A feedback loop will be an integral part of refining and improving the system

Composition of the Board:

Golden Sierra actively seeks members from throughout the region to fill available seats on the board. The majority of the board is represented by business and industry from the private sector. Other sectors represented include education, labor, rehabilitation and state employment services, public assistance agencies, community-based organizations as well as local economic development interests. Golden Sierra attempts to maintain a board whose private sector members are representative of small business or the sectors of interest to our initiatives. In addition, we strive ensure that our member county's interests are at the table while keeping the board nimble. Because of this, our board composition and recruitment efforts may change over time.

Minimum Representation on the local board includes:

1. Business Representatives (51%), including the Chair
2. Labor and Workforce Representatives (20%) (further definitions apply)
3. Adult Education/Literacy Representative
4. Vocational Rehabilitation Representative
5. Higher Education Representative
6. Wagner-Peyser Representative
7. Economic Development Representative

Standing subcommittees require that a board member be chair and that non board members with expertise be appointed. Ad hoc committee work may be recommended.

Time Commitment

Board members should be active and engaged in the work of the board to understand its operations and deliver its message. Serving on the Golden Sierra Workforce Board will require a commitment of at least 12 hours per year. The time commitment includes six board meetings held every other month in addition to ad hoc and subcommittee work as necessary.

Term of Office

Currently, board members serve fixed terms of four years from the July 1st immediately preceding the appointment/re-appointment date. All WB terms shall expire on June 30th, except that members may continue to serve after the end of their term until a successor is appointed.

Board Responsibilities

1. Develop and oversee the mission.
2. Encourage and educate employer organizations and affiliations to leverage the system.
3. Engage in strategic planning
4. Recommend for appointment and orient new Board members.
5. Enhance the Board's public image and deliver its message.
6. Ensure Board efficiency in its operations.
7. Prepare for and actively participate in meetings, including engaging other resources as needed.
8. Miss no more than three consecutive Board meetings
9. Complete periodic ethics training as required by California law.
10. Submit form 700