WORKFORCE DEVELOPMENT: HOW STATES ARE INNOVATING WITH WIOA

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Presenters

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  Division of Workforce Development and Adult Learning
  Maryland Department of Labor, Licensing and Regulation

• Amy Beller, Registered Apprenticeship Program Coordinator
  Iowa Workforce Development

• Sherri Moses, Policy Analyst,
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  The Council of State Governments Justice Center
Maryland’s Workforce System

JAMES E. RZEPEKOWSKI, ASSISTANT SECRETARY
DIVISION OF WORKFORCE DEVELOPMENT AND ADULT LEARNING
DEPARTMENT OF LABOR, LICENSING AND REGULATION
Governor Hogan directed Maryland’s workforce agencies to compile a Combined State Workforce Plan:

- Department of Labor, Licensing and Regulation
- Department of Human Services
- Maryland State Department of Education

The State’s workforce plan represents the first time in Maryland’s history that the workforce development activities of three State agencies is produced in one document.

The Governor’s Workforce Development Board reviewed and approved the plan on February 11, 2016, and it was finally approved by federal funders on October 1, 2016.
State Workforce Plan

• The State Plan represents an opportunity to critically analyze services which are currently provided, and find ways to more effectively provide services to customers.

• Emphasizes customer service, government efficiency, and how Maryland can meet the needs of businesses and all of the State’s jobseekers.

• “People Before Performance”

• Greater focus placed on business-driven strategies.
Collaboration is Key

- WIOA Alignment Group
- WIOA Work Groups
- Collaborative, transparent process for policy development
- Participation in HHS’ Systems to Family Stability National Policy Academy
- Statewide WIOA Convenings
- Participation in HHS and Mathematica’s Project IMPROVE
Integration of Apprenticeships

- Beginning October 1, 2016, the Office of Apprenticeships is being transferred to the Division.
- Maryland currently has approximately 9,500 apprentices
- $2.2 million Federal investment
- Opportunity to grow both traditional and non-traditional apprenticeships

Cybersecurity
Information Technology
Social Media

Health Care
Youth Apprenticeships
Tree Care
EARN Maryland

• Maryland’s innovative, industry-driven workforce solution
• Nationally recognized
• Over 40 different partnerships
• Involves more than 650 businesses
• High return on investment
  • For every $1 spent on EARN, the State's return is almost $15 for every workforce dollar invested -- compared with the national average return of $3.41.
• Hogan Administration’s FY 2018 Budget dramatically expands opportunity
  • $1 million annual investment for next three years in green energy
  • $3 million for cyber related strategic industry partnerships
Contact Information

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Integrating Registered Apprenticeship and WIOA in Iowa
Integrated Statewide Training

• Training 200 WIOA partner staff, which includes:
  – Adult Basic Education, Iowa Vocational Rehabilitation, Title I Directors, Business Services Team, IowaWORKS Membership Team, and IWD Administration Staff

• Three part training occurring this spring throughout the state
  – Round one: Registered Apprenticeship 101 and how to integrate RA with WIOA programs
  – Round two: reporting and interactive pitches to businesses and job seekers
  – Round three: in-depth training of district points of contact in standard builder
Integrated Processes

• IowaWORKS offices and Program Coordinator are working on hand-off processes throughout our offices

• Job seeker and Business Services team have points of contact for each office to help streamline services

• Working on the handoff processes from other agencies (i.e. Iowa Vocational Rehabilitation, Iowa Department of Education & Iowa Community Colleges)
Program Coordinator Meetings

• Meeting with each program coordinator to learn about program and requirements

• Looked at possible avenues to weave programs together and possible areas of concern
Registered Apprenticeship
Partnerships

• One of the biggest priorities of the ApprenticeshipUSA State Expansion Grant

• Working on building partnerships with our WIOA partners to ensure integration occurs

• U.S. Department of Labor - Office of Apprenticeship

• Key stakeholders in State Expansion Grant:
  – Iowa Economic Development Authority, Iowa Department of Corrections, Iowa Department of Education, Iowa Association of Business and Industry, and Iowa STEM Council
Eligible Training Provider List

• Educating Registered Apprenticeship Sponsors on the ETPL and how they become part of the provider list

• Iowa is still working on informing all current Registered Apprenticeship Sponsors of the ETPL list and opt out policy
Future Ready Iowa

Governor Branstad and Lt. Governor Reynolds create the Future Ready Iowa initiative in 2014 to build Iowa’s talent pipeline for the careers of today and tomorrow.

The goal of the Future Ready Iowa initiative is for 70 percent of Iowa’s workforce to have education or training beyond high school by the year 2025.

Registered Apprenticeships are an important tool in reaching the Future Ready Iowa goal.
Questions?

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The Council of State Governments Justice Center

Provides practical, nonpartisan advice informed by the best available evidence on criminal justice topics
The scope of reentry is too big to ignore

10 million adults in the U.S. are returning from incarceration each year*

74 million adults nationwide have an arrest or conviction record

* 600,000 people released from state and federal prisons, plus 9 million people released from jails

Corrections and workforce development systems have overlapping populations and goals

Make the most of limited time and resources

Break the cycle of re-incarceration and/or joblessness

Prepare people to be productive, successful, tax-paying, community-minded citizens
WIOA plan requirements

The Unified or Combined State Plan must include an analysis of the current workforce, including individuals with barriers to employment, as defined in section 3 of WIOA*

* “Individuals with barriers to employment include displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers....”
Opportunities to leverage WIOA for correctional and reentry programs

- One-stop centers (American Job Centers)
- Correctional education
- Special initiatives
- Youth programs
One-stop centers

- What resources are available?
- Do referral systems exist?
- How do job centers encourage access for people with criminal records?
Title II: correctional education

The list of allowable categories of education include:

1. Adult education/literacy
2. Special education
3. Secondary school
4. Integrated education and training*
5. Career pathways*
6. Concurrent enrollment*
7. Peer Tutoring*
8. Transition services*

*new in WIOA
Special initiatives: governor’s 15% set aside

- Can expand successful programs
- Can adapt existing workforce strategies to the needs of people with criminal records
- Can test innovative strategies
Integrated Reentry and Employment Strategies (IRES) white paper released in 2013

- Supported by the U.S. Department of Justice and the Annie E. Casey Foundation, with guidance from the U.S. Department of Labor
- Purpose: Bridge and integrate best practices from the reentry, corrections, and workforce development fields
By sorting people based on risk and job readiness, we can connect them to appropriate workforce services.

**Step 1:** Assess Risk and Needs

- Low or "Lower" Risk
- Risk and Needs Assessment with Objective, Validated Tool
- Moderate/High or "Higher" Risk

*This assessment measures individuals’ risk of reoffending and related needs, and helps inform supervision policies and non-employment referrals/program placements that address criminogenic risk and responsivity needs.*

**Step 2:** Assess Job Readiness

- Job-Readiness Assessment
- Lower Risk/More Ready (GROUP 1)
- Lower Risk/Less Ready (GROUP 2)
- Higher Risk/More Ready (GROUP 3)
- Higher Risk/Less Ready (GROUP 4)

**Step 3:** Deliver Targeted Services

- Integrated Risk and Job-Readiness Packages
  - GROUP 1 Employment Program Components
  - GROUP 2 Employment Program Components
  - Less Intensive Application of Service-Delivery Principles for Groups 1 and 2

- Integrated Risk and Job-Readiness Packages
  - GROUP 3 Employment Program Components
  - GROUP 4 Employment Program Components
  - More Intensive Application of Service-Delivery Principles for Groups 3 and 4

The Council of State Governments Justice Center
WIOA for youth

- Youth who drop out of school between the ages of 16 and 24 are 63 times more likely to be incarcerated than college graduates

- In school and out of school youth includes those with criminal histories

- WIOA services for youth combine work experience, training, and support services
For more information

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Questions?

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