

Approve the draft Four-Year WIOA Strategic Workforce Development Plan (State Plan)  
*“Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity”*

On July 22, 2014 President Obama signed the Workforce Innovation and Opportunity Act into law. WIOA replaced the Workforce Investment Act of 1998 and is the fifth iteration of the nation’s federal job training law passed by Congress since 1962.

This WIOA Strategic Workforce Development Plan serves as the architecture for the development of public policy, fiscal investment, and operation of all state labor exchange, workforce education, training programs, and employment services. It builds on the foundation of the new law with objectives and strategies articulated by Secretary Lanier's and Chairman Rossi's longer term vision of impacting inter-generational income mobility, regional economic prosperity, and industry competitiveness.

The State Plan should be read as a broad conceptual framework, a roadmap, for building regional and local partnerships. Its purpose is to enable regional and local flexibility and to build regional sector-based workforce policies customized to regional labor market needs. The intent of the framework is that regional leadership, coordinated by local workforce boards, will work collaboratively to align largely fragmented local programs and services within regionally-defined vision, goals, and strategies. In other words, education, training, and employment services should be delivered locally, closest to those most in need of services, but also need to be aligned for scale and impact so that those receiving services are connected directly to employment opportunities in sectors that are driving regional employment.

The primary “stretch” goal is one million “middle-skill” industry-valued and recognized postsecondary credentials over the next 10 years. A related goal is to double the number of graduates of state-approved apprenticeship programs over the same period.

What is a middle-skill postsecondary credential? It’s a credential with demonstrable labor market value that requires more than a high school education but less than a Bachelor’s degree. This goal is aligned with Community College Board of Governor’s Workforce Task Force goal. However the State Plan is interested in *quality* as much as quantity. Credentials have demonstrable labor market value only when there is a market—when multiple employers within a target sector recognize that a credential, or series of “stacked” credentials, embodies the skills those employers want in the employees they hire.

Regional and local plans, based on the State Plan framework, will be due to the State Workforce Board on March 15, 2017. The coming year will be a year of implementation and will be used to build regional leadership and develop regional coordination efforts that will be "recorded" in the regional and local plans as shared vision, goals, strategies, and concrete commitments.

Foreshadowing the new law, this work had already begun with discretionary and other investments—facilitating and supporting new ways of working to achieve alignment and scale through regional leadership (SlingShot) and local program innovation and alignment (Workforce Accelerator Fund).

California Four-Year WIOA Unified Strategic Workforce Development Plan  
**“Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity”**

**State Plan Framework-** Regional leadership, coordinated by local workforce boards, aligns largely fragmented local programs and services within regionally-defined vision, goals, and strategies for greater scale, employment impacts, and improved inter-generational income mobility.

**WIOA Implementation Workgroup**

- The State Plan was developed by the WIOA Implementation Workgroup established by the CA Workforce Development Board (State Board) in September 2014
- Co-chaired by State Board members Van Ton-Quinlivan (Vice Chancellor, CA Community Colleges Chancellor’s Office) and Jamil Dada (VP, Provident Bank-Riverside County)
- WIOA Workgroup met five times- appointed partner staff for additional subgroup meetings:
  - “Mapping the Field” to develop common program goals;
  - Data Sharing, Performance, and Common Metrics;
  - State, Regional, and Local Service Delivery;
  - Development of fourteen “Regional Planning Units” based on labor-market information, industry-sectors, commute patterns, and other factors.
- The WIOA Workgroup included executive staff of the core state partners—Employment Development Department, Employment Training Panel, Division of Apprenticeship Standards, Department of Education, Community Colleges Chancellor’s Office, Department of Social Services, Department of Rehabilitation, State Board of Education, Department of Corrections.
- WIOA group also included labor, community, and state and local workforce board reps

**Public Comment Process**

- On Dec 3, 2015- State Plan posted for public comment. Comment closed Jan 15, 2016
- WIOA Roadshow"- State Board staff, with local workforce boards and California Workforce Association, conducted six-regional events-
  - The local boards and WIOA Workgroup ensured diverse turnout at each event
  - The intent- to achieve buy-in for the common vision and framework in the State Plan & to build momentum for development and implementation of regional and local plans
  - Over 600 people participated, representing workforce boards, community colleges, local schools, businesses, labor, and community organizations.
- State Board staff provided briefings in Sacramento for senior EDD managers, the Department of Finance, the State Board of Education, and senior legislative staff

**WIOA Plan approval**

- WIOA Implementation Workgroup approved November 24, 2015
- State Workforce Board Executive Committee approved January 5, 2015
- State Board of Education approved January 14, 2016
- Full State Workforce Board approved January 19, 2016

**Legislation/ Policy Development to Date (not inclusive)-**

- Regional Planning Units- 14 approved by State Board (also used by CDE and CCCCCO)
- WIOA implementing legislation (AB1270, E.Garcia) signed by Governor Brown in July 2015
- WIOA legislation- policy innovations (SB45, Mendoza)
- WIOA Designation/Certification of Local Boards
- Standardized MOU guidance and TA across partner agencies
- Eligible Training Provider List (ETPL)
- Cross-system data sharing (in development)
- Local/Regional Planning Guidance (in development)