



# **Job Driven Reform: Public Workforce Development System**

**Office of Workforce Investment  
Employment and Training Administration  
March 24, 2014**

# Purpose

- Provide a brief overview of job driven reform initiatives that will impact workforce development policy and programs at the national, state and local levels.
- Discuss priorities and initiatives to transform the workforce system into a more job driven service delivery system.
- Identify funding sources and opportunities to support job driven reform.



# JOB Driven Reform

Secretary Perez has charged the Employment & Training Administration to align the workforce development policy and programs with the President's address for a more job driven employment system.



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# Job Driven Reform Initiatives

ETA's Job Driven Reform implemented through the following strategies:

- Strengthening industry partnerships
- Use of data and expansion of promising practices
- Innovation and flexibility
- Education and training
- Alignment of funding to support a job driven system



# Strengthening Industry Partnerships

Program design should focus on strengthening partnerships that engage business to include:

- Public/private/union partnerships
- Sectorial partnerships
- Secondary, post-secondary and workforce system partnerships
- Interagency governmental organizations



# Use of Data and Replication of Best Practices

Data analysis and allocation of resources to expand promising programs:

- Sector Strategy Technical Assistance
- Career Pathways Technical Assistance
- Program evaluation



# Innovation and Flexibility

Use WIA waiver authority to grant states and local areas the opportunity to pursue innovative workforce strategies where the law or regulations may be a barrier. Consider use of waivers to:

- improved business engagement for reemploying workers and hard to serve populations
- allow greater reimbursement rates to employers for hosting on-the-job training and conducting customized training
- support key priorities such as reemploying the Long Term Unemployed, implementing sector strategies, developing job-based training, and increasing credential-attainment.



# Education and Training

Funding and grant opportunities will emphasize the use of job driven training such as:

- On the Job Training Opportunities
- Customized Training
- Internships
- Apprenticeships
- Credential Attainment



# Funding Alignment (Formula PY 2014) \*

- The **Adult** program (\$7.6M) to serve individuals ages 18 and over, with a special focus on disadvantaged and low-income individuals with barriers to employment. (Workforce Investment Act)
- The **Dislocated Worker** program (\$1.2B) to serve individuals who have lost a job. (Workforce Investment Act)
- The **Youth** program (\$818M) to serves low-income youth ages 14-21 with one or more of the following characteristics: deficient in basic literacy, a school dropout, homeless, a runaway, a foster child, an offender or someone requiring additional education- or employment-related assistance. (Workforce Investment Act)
- The **Employment Service** (\$616M) to provide universal access to an array of in-person and online labor exchange services for workers, job seekers and businesses, such as job search assistance, job referrals , and recruitment services. (Wagner Peyser Act)

Governor's Reserve increased to 8.5%

\* Projected timeframe for release of guidance and allotments- Early March



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# Funding Alignment (Competitive)

- **H-1B Youth CareerConnect: \$100 million :** Grants to partner high schools with employers, the workforce investment system, and institutions of higher education to integrate academic and career-focused learning. SGA closed, Awards expected in Spring 2014
- **The Long-term Unemployed H-1B Ready To Work Partnerships grant program (Ready to Work)** will utilize approximately \$150 million in revenues from the H-1B visa program to support high performing partnerships between employers, non-profit organizations and America's public workforce system that will help provide long-term unemployed individuals. The Department expects that a solicitation for applications for these grants will be available in February and awards will be made in mid-2014.
- **Workforce Data Quality Initiative Grants:** The Department of Labor will make up to \$6 million in awards under the fourth round of the Workforce Data Quality Initiative (WDQI). This grant program provides funding, resources, and technical assistance to states building or expanding upon longitudinal data systems.
- **Workforce Innovation Fund Grants:** Funds (\$45M) to support innovative approaches to the design and delivery of employment and training services that generate long-term improvements in the performance of the public workforce system, both in terms of outcomes for job seeker and employer customers and cost-effectiveness. The Department expects that a solicitation for applications for these grants will be available and awards will be made in mid-2014.



# ETA Tools and Resources

**Business Center on CareerOneStop** ([www.careeronestop.org/BusinessCenter](http://www.careeronestop.org/BusinessCenter)) Some of the key features of this new web portal include information on recruiting and hiring a skilled workforce, links to local training and educational institutions, a civilian to military crosswalk to assist in recruiting Veterans, information about workforce certifications, and a job description writer.

**My Next Move** ([www.MyNextMove.org](http://www.MyNextMove.org)) gives students three main ways to explore careers: (1) an online O\*NET interest assessment; (2) an easy-to-read, one-page profile of each occupation highlighting important knowledge, skills, abilities, technologies used, simplified salary and outlook information; and (3) links to find specific training and employment opportunities. There is also a Spanish-language site called Mi Proximo Paso.

**CareerOneStop** ([www.CareerOneStop.org](http://www.CareerOneStop.org)) includes tools to help job seekers explore careers, investigate salary and benefit information, research education and training opportunities, plan a job search and browse job sites, write and improve resumes and cover letters, prepare for a job interview, and search for jobs.

**Workforce System Strategies** (<http://strategies.workforce3one.org/>) **aims to provide users with an improved starting point for making informed decisions.** It is a beta website under development by the U.S. Department of Labor, Employment and Training Administration (ETA) as an integral part of our technical assistance strategy, and represents ETA's effort to begin identifying a range of potential strategies that are informed by research evidence or peer expertise.



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