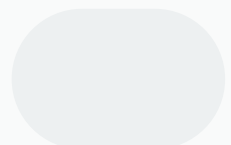




SAN FRANCISCO
OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

WIOA & WISF: FUNCTIONS OF A LOCAL BOARD

January 12, 2021



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1. WHAT IS WIOA?

The intent of WIOA was to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.

2. WHAT DID CONGRESS INTEND TO ACCOMPLISH WHEN DEVELOPING THE LEGISLATION?

Signed into law in 2014, WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

Lawmakers crafted WIOA with the intent to:

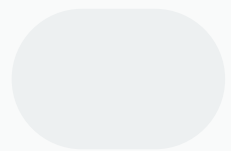
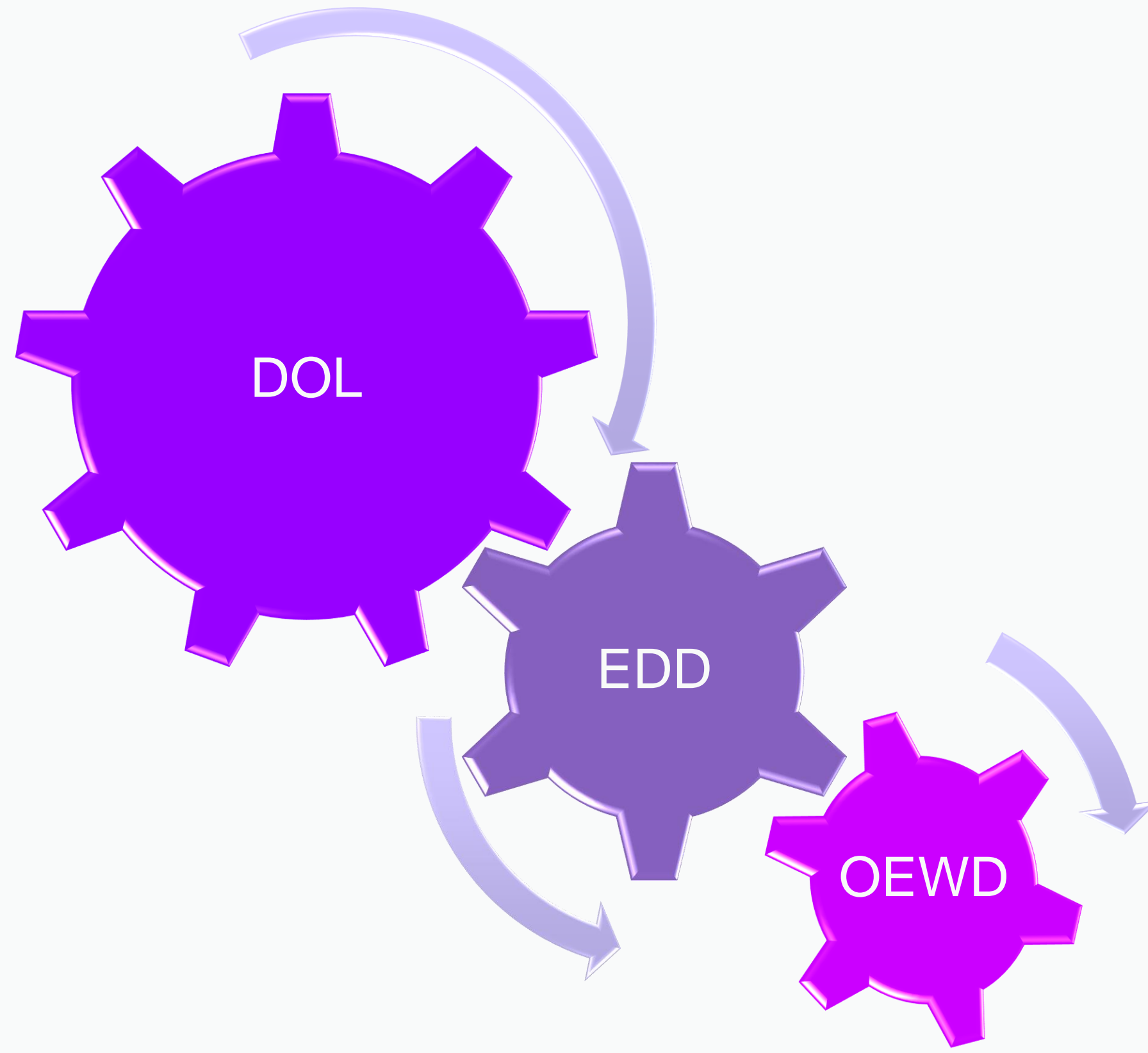
LEGISLATIVE INTENT

- Require States to Strategically Align Workforce Development Programs
- Promote Accountability and Transparency
- Foster Regional Collaboration
- Improve the American Job Center (AJC) System
- Improve Services to Employers and Promotes Work-Based Training
- Provide Access to High-Quality Training

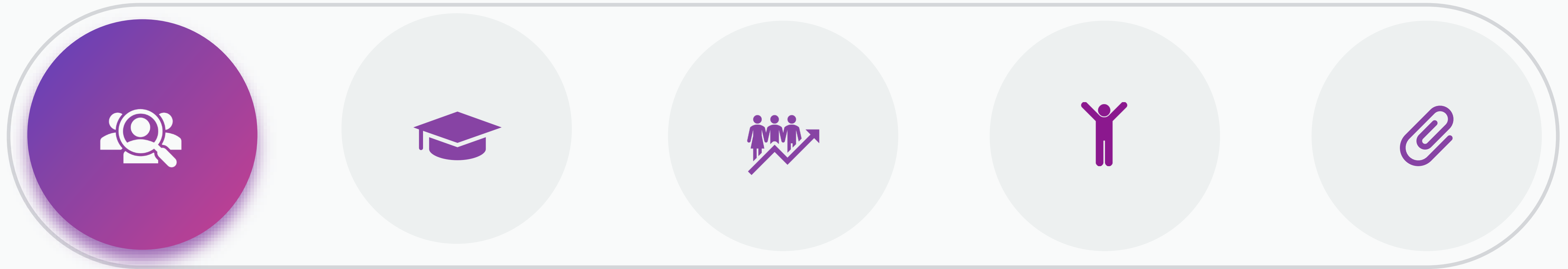
- Enhance Workforce Services for the Unemployed and Other Job Seekers
- Improve Services to Individuals with Disabilities
- Make Key Investments in Serving Disconnected Youth and Other Vulnerable Populations
- Streamline and Strengthen the Strategic Roles of Workforce Development Boards

3. WHAT IS THE STRUCTURE OF FEDERALLY MANDATED WORKFORCE SYSTEM AND HOW ARE FUNDS ALLOCATED?

WIOA operates as a federal, state and local partnership, with counties delivering workforce services directly to local residents via WIOA's workforce development boards and American Job Centers (AJCs).



WIOA'S FIVE TITLES



**TITLE I:
WORKFORCE
DEVELOPMENT
ACTIVITIES**

**TITLE II: ADULT
EDUCATION
AND LITERACY**

**TITLE III:
AMENDMENTS
TO THE
WAGNER-
PEYSER ACT**

**TITLE IV:
VOCATIONAL
REHABILITATIVE
SERVICES**

**TITLE V:
GENERAL
PROVISIONS**



WIOA FUNDING FLOWS FROM THE FEDERAL LEVEL TO STATES AND COUNTIES

FEDERAL FUNDING

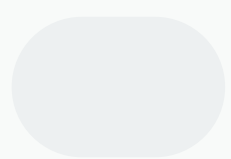
Competitive grants and emergency funding: WIOA is a mandated formula grant program that is noncompetitively awarded to state and local agencies, which often operate as Workforce Development Boards (WDBs) or state or local labor departments.

Other federal funds target **disaster recovery efforts and economically-distressed regions.**

STATES, REGIONS & COUNTIES

From the state level, funding is allocated to **state labor or workforce departments.** These departments then distribute funds to local WDBs.

The **funding formula** is based on factors such as the state's total population, unemployment rate, poverty level and the WIOA program resources required to serve residents.



4. WHO DOES WIOA FUNDED PROGRAMING SERVE AND HOW DOES IT DO SO?

WIOA requires states to administer six core programs in partnership with local authorities. States and counties can tailor these programs to meet jobseekers' and employers' needs.



ADULT SERVICES

Provides training, job search aid and other assistance for workers that are about to be laid off or have been laid off.



DISLOCATED WORKERS

Provides training, job search aid and other assistance for workers that are about to be laid off or have been laid off.



YOUTH SERVICES

Provides training and education to individuals between the ages of 14 and 24, focusing primarily on youth who are out of school and face barriers to employment.

Title 1 Workforce Development Services



ADULT EDUCATION AND LITERACY

Provides training, job search aid and other assistance for workers that are about to be laid off or have been laid off.



REHABILITATION SERVICES

Provides counseling, medical services and job training to individuals with physical or mental disabilities. State funding is determined based on population size.

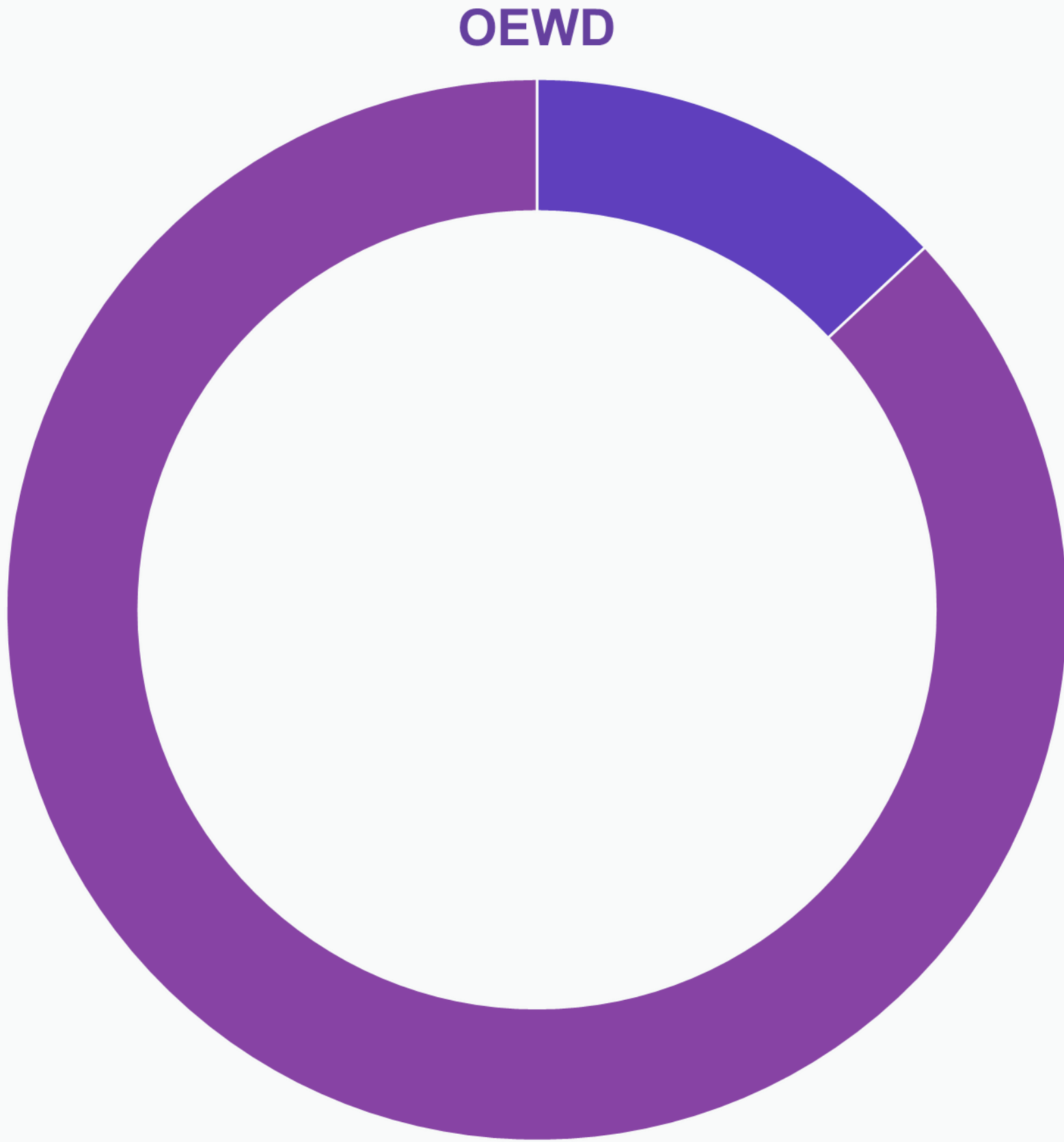
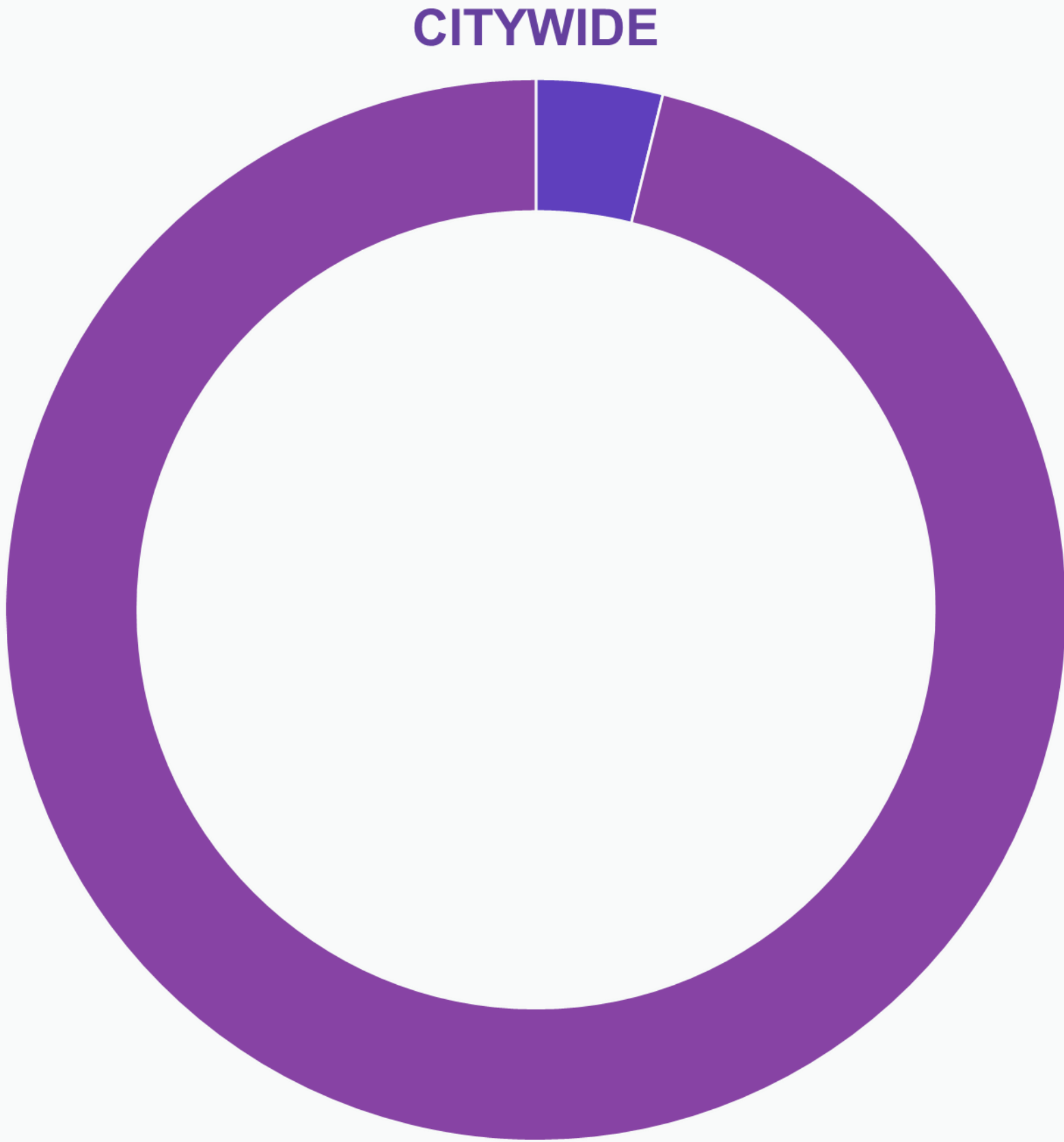


WAGNER-PEYSER/LABOR EXCHANGE PROGRAM:

Provides services to job seekers and employer free of charge to find jobs and new employees respectively.

5. WHAT ARE THE MANDATED ROLES AND DUTIES OF A LOCAL BOARD?

WIOA COMPRISES A SMALL PORTION OF SF WORKFORCE DEVELOPMENT INVESTMENT



ROLE #1

STRATEGIC PLANNING

WIOA requires that Local Boards:

Develop and Submit Local Plans

- Consistent and supports State Plan
- 4-year plan – Modified after 2 years

Develop and Submit Regional Plan

- Regional service strategies
- Sector Initiatives
- Regional Labor Market Information
- Coordination with Economic Development

OEWD submitted the WIOA Local and Regional Strategic Plans for FY 2017-2020 for the provision of workforce development services, early in 2017.

- Approved by the California Workforce Development Board and the Governor later that year.
- 2 Year Updates approved in mid-2019.

ROLE #2

RESEARCH AND LABOR MARKET ANALYSIS

WIOA requires that Local Boards:

Analyze Regional Economic Conditions

- Skills and Knowledge of the Labor Force
- Workforce Development Activity
- Job Growth and Labor Trends

OEWD leverages a variety of publicly available and proprietary datasets to help workforce system actors and policymakers make informed service delivery decisions.

We examine the local labor force, industry and occupation growth trends and projections, wages, related needs/gaps, and other indicators.

ROLE #3

CONVENING, BROKERING, LEVERAGING SYSTEM STAKEHOLDERS:

WIOA requires that Local Boards:

- Convene stakeholders to assist in developing local plan
- Leverage outside resources and expertise

OEWD uses a number of channels to leverage stakeholder experience and expertise to inform not only the Local Plan, but every aspect of workforce development programming. Some of these channels include:

- WISF and subcommittees such as the Information and Communication Technology Sector Committee
- Chapter 30 Alignment Committee
- Workforce Community Advisory Committee
- Employer Roundtables
- Capacity Building Workshops
- Multi-Channel RFP Development and Community Needs Engagement

ROLE #4

EMPLOYER ENGAGEMENT

WIOA requires that Local Boards:

Lead efforts to engage employers by:

- Promoting Representation on Local Board
- Developing linkages (intermediaries) to support utilization
- Meeting employer needs (enhancing communication, coordination, collaboration) with service providers and economic development
- Promoting Industry Sector Partnerships

OEWD prioritizes engaging employers whose employment opportunities reflect existing and emerging employment opportunities.

We provide a host of business services that treat the employer as a customer. This includes Rapid Response services, host recruitment events, and serve as a go-to for convening stakeholders.

Our employer partners help develop curriculum, identify skill-gaps, volunteer as instructors, and contribute resources and intellectual capital.

Our staff also facilitates employers ability to participate in work-based learning models and help employers integrate best practices into their business models.

ROLE #5

CAREER PATHWAY DEVELOPMENT

WIOA requires that Local Boards:

- Develop Career Pathways by aligning employment, training, education and support services
- Provide services to individuals with barriers to employment

OEWD uses Sector Strategies to integrate career pathways into the design of Sector Academies, Sector Incumbent Worker Training to upskill existing workforce, all of which target sectors that offer tangible career pathways.

ROLE #6

PROVEN AND PROMISING PRACTICES

WIOA requires that Local Boards:

Identify and promote proven and effective practices in serving:

- Employers and Job Seekers
- Those with barriers to employment
- Programmatic and physical access

OEWD employs a dual-customer approach to prioritize the needs of industry employers and local communities.

ROLE #7

TECHNOLOGY

WIOA requires that Local Boards:

Ensure maximization of accessibility and effectiveness

- Access to services – remote locations
- Increasing digital literacy skills
- Increase services to individuals with barriers to employment

OEWD is currently developing Workforce Link for both Employers and Job Seekers and incorporates numerous programs/initiatives such as First Source, Cannabis, etc.

The use of CalJOBS API with OEWD's third party system (WFC) to streamline collection of data and alignment of other systems and various sources of funding to augment Sector Initiatives and Specialized Access Points AND leveraging Job Readiness Programs into our exiting workforce development system for individuals with barriers to employment

Digital Literacy is embedded in Job Readiness programming at NAP/SAPs and is vocational and career ladder based with regard to Sector Initiatives.

ROLE #8

PROGRAM OVERSIGHT

WIOA requires that Local Boards:

- Ensure appropriate use and management of funds
- Make investments that maximize performance outcomes

OEWD conducts quarterly and annual performance reviews and oversight of service providers to ensure compliance with all fiscal and programmatic requirements. This includes monitoring compliance with expenditure requirements and accessibility.

San Francisco's general fund investments and industry/sector partnership approach allow us to maximize training and program performance outcomes.

ROLE #9

NEGOTIATIONS OF LOCAL PERFORMANCE MEASURES

WIOA requires that Local Boards:

- In partnership with Chief Local Elected Officials, negotiate performance measures with EDD and Regional Partners

OEWD is given the opportunity to negotiate programmatic goals with EDD.

Measures are set at the portfolio level. While varying between the Adult, Dislocated Worker, and Youth portfolios, measures generally include:

- Employment Rates at the 2nd and 4th quarters after exiting programming;
- Median Earnings;
- Credential Attainment; and
- Measurable Skill Gains.

ROLE #10

SELECTION OF OPERATORS AND PROVIDERS

WIOA requires that Local Boards:

- Selection of One-Stop Operators and Service Providers
- Selection of Youth Providers

OEWD uses its procurement process to articulate a vision for the workforce system.

We identify target populations and strategic priorities aligned along a common workforce development framework that is grounded in best practices.

In alignment with the Mayor, San Francisco integrates policies, funding, and delivery systems into a coordinated community-wide effort to support businesses and workers to full employment.

ROLE #11

COORDINATION WITH EDUCATION PROVIDERS

WIOA requires that Local Boards:

- With all training providers in area including: Adult Ed, Community College CTE, Vocational Rehabilitation Training

OEWD manages and maintains the California Eligible Training Provider List (ETPL) for the San Francisco Region which provides customer-focused employment training resources for adults and dislocated workers. The statewide list includes qualified training providers who offer a wide range of educational programs, including classroom, correspondence, online, and apprenticeship programs.

ROLE #12

BUDGET AND ADMINISTRATION

WIOA requires that Local Boards:

- Grant recipient is Chief Local Elected Official, whom always maintains liability
- Grant recipient shall disburse funds under the direction of local boards
- Boards can solicit and secure grant funding

OEWD prepares recommendations for each program year upon the annual release of an EDD Information Notice setting the Title 1 formula fund allocations.

Our finance staff then recommend an allocation based upon anticipated staffing, administration, and service delivery costs. This is largely constrained by federal and state requirements such as the required percentages of in-school/out-of-school youth and paid work-experience within a portfolio

Programmatic staff then design proposed program budgets, augmented by general fund dollars, that thoughtfully maximize the impact of this restrictive and relatively small funding stream.

ROLE #13

ACCESSIBILITY FOR INDIVIDUALS WITH DISABILITIES

WIOA requires that Local Boards:

- Annually assess programmatic and physical accessibility of One-Stop Centers

OEWD conducts annual on-site physical and programmatic accessibility reviews as part of providers programmatic compliance monitoring reviews.

Among other considerations, OEWD ensures program participants are informed of their rights and responsibilities, nondiscrimination policies, and procedures for resolving grievances and complaints.

**6. WHAT ADDITIONAL DUTIES
ARISE OUT OF THE UNIQUE SAN
FRANCISCO CONTEXT?**