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Please follow this link (it’s also in the chat) to register your attendance in today’s training:

- [https://forms.office.com/Pages/ResponsePage.aspx?id=8NjBXmLLAECzJ45jsFRwSI3AI BjhIO9Govz0kmAziPBUNjIVMkdBVVVF80RFVUoyRE5aVVMxNDRURi4u](https://forms.office.com/Pages/ResponsePage.aspx?id=8NjBXmLLAECzJ45jsFRwSI3AI BjhIO9Govz0kmAziPBUNjIVMkdBVVVF80RFVUoyRE5aVVMxNDRURi4u)
WELCOME & OPENING REMARKS

Charisse Childers, Ph.D.
Director, Arkansas Division of Workforce Services

Nicholas Lalpuis
Regional Administrator, Dallas and San Francisco Regional Offices, U.S. Department of Labor/Employment and Training Administration
TODAY’S PRESENTERS

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AGENDA

1. Overview of WIOA
2. Workforce System Governance Framework
3. Overview of System Stakeholders: Roles & Responsibilities
4. Questions and Answers
5. Wrap Up and Next Steps
TRAINING OBJECTIVES

- Build understanding of the key stakeholder roles of the state and local workforce system
- Engage in dialogue regarding roles and any challenges to success
ENGAGING WITH US DURING THE SESSION

- Submit questions through slido.do
  - Go to slido.com
  - Enter the event code: #ARGeneral

- Any questions that do not get answered on the call today, we will work with ADWS to get answers to you.
OVERVIEW OF WIOA
WORKFORCE INNOVATION & OPPORTUNITY ACT
WORKFORCE INNOVATION AND OPPORTUNITY ACT

- Signed into law with broad, bi-partisan support on July 22, 2014
- First major workforce development legislation since the Workforce Investment Act of 1998
- Outlines the vision, goals, objectives, and requirements for how the public workforce system is structured and operates
WIOA VISION

Seeks to improve job and career options for our nation’s workers and job seekers through an integrated, job-driven public workforce system that links diverse talent to businesses.

Supports the development of strong regional economies where businesses thrive, and people want to live and work.

Based on idea that public workforce system supports development of a talent pipeline.
A WORLD-CLASS TALENT PIPELINE:
THE TALENT SUPPLY CHAIN VISION

Aggregate Supply
Integrated, Sector-Driven Career Development Solutions
Quantify Sector-Based Demand

Talent Pools (see below)

- K-12 Students & Other Youth
- Dislocated Workers
- Pre-apprentices / Apprentices
- Veterans
- Career-Changers
- Upskillers
- Etc.

Policy and Programs Align to Sector Opportunities

Energy Creation/Transmission
Health Care/Social Assistance
Business Services and Research and Development
Transportation, Distribution and Logistics
Automobile/Aircraft Manufacturing

Crafted by Maher & Maher
WIOA: FIVE KEY PRINCIPLES

- Integrated Service Delivery
- Focus on Strategy
- Regional Economic Development
- High-Quality Services
- Accountability & Transparency
WIOA “HALLMARKS OF EXCELLENCE”

01 Business and job seekers drive workforce solutions

02 Excellent customer service and focus on continuous improvement

03 Strong regional economies and active in community and workforce development
WIOA PRINCIPLES

1. Integrated service delivery
2. Focused on strategy
3. Regional economic development
4. High quality services
5. Accountability and transparency

Of the key principles, the one my local area excels in is...
WHAT QUESTIONS DO YOU HAVE?
GOVERNANCE FRAMEWORK
WIOA TITLE I
GOVERNANCE

US Department of Labor

Governor

Oversight

Appointment Consultation

State Workforce Development Board

Consultation

State Workforce Agency

Consultation

Funding Oversight Policy

Funding

Vision Oversight Guidance

Chief Elected Officials

Appointment Partnership Approvals

Local Workforce Development Board

Joint Oversight

One-Stop Delivery System

ARKANSAS GOVERNANCE TRAINING
LOCAL WORKFORCE SYSTEM OVERSIGHT OPTIONS

Chief Elected Official (CEO)

Selection
Joint Oversight

Local Workforce Development Board (LWDB)

Appointment
Selection & Oversight
Joint Selection & Oversight

Fiscal Agent
Provided by a Separate Entity or Grant Sub-Recipient

Board Staff
Provided by a Separate Entity or Grant Sub-Recipient

Service Providers
(Abdults, Dislocated Workers, Youth)
Option for LWDB to serve in this role with approval from CEO and State Governor, with Youth services provided by a separate entity

One-Stop Operator
Option for LWDB to serve in this role with approval from CEO and State Governor
OVERVIEW OF SYSTEM
STAKEHOLDERS

ROLES AND RESPONSIBILITIES
Federal agency that administers the WIOA Title I program and grants funding to states

Mission: To contribute to more efficient functioning of U.S. labor market by providing high-quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems

National Office and six Regional Offices

  - Federal Project Officers work directly with states to conduct monitoring/oversight and provide technical assistance
GOVERNOR

- Official WIOA grant recipient
- Designates a State Workforce Agency to receive and administer the funding on his/her behalf
- Appoints members to the State Workforce Development Board (SWDB) following criteria outlined in the law
  - Arkansas Workforce Development Board
Arkansas Workforce Development Board (AWDB)

Appointed by the Governor to oversee implementation and continuous improvement of the state workforce system.

Purpose is to convene state, regional and local partners to:

- Enhance the capacity of the system
- Align and improve program outcomes
- Promote economic growth
- Engage businesses and other stakeholders
- Support achievement of the state’s vision and goals
WIOA REQUIRES

- Employment and training services for adults, dislocated workers, and youth (WIOA Title I)
- Adult Education programs (WIOA Title II)
- Wagner-Peyser (WIOA Title III)
- Vocational Rehabilitation (WIOA Title IV)
- Other programs for specific populations:
  - Job Corps, YouthBuild, Indian and Native Americans, and Migrant and Seasonal Farmworkers
Division of Workforce Services (ADWS) is Arkansas’ State Workforce Agency

ADWS:
- Grants local WIOA funding to Chief Elected Officials (or the fiscal agents they designate to receive it on their behalf)
- Provides subject matter expertise to the SWDB (along with other key state partner agencies)
- Develops policy and guidance for the local system
- Monitors implementation of the WIOA program for compliance and effectiveness
- Provides technical assistance and training to support effective implementation
CEO is chief elected executive official of a unit of general local government

Significant responsibility and opportunity to shape the local system and use it as a tool to drive community prosperity

- Can create a nimble and responsive talent pipeline development system
CEO RESPONSIBILITIES

As the WIOA Title I Grant Recipient:

- Accept financial liability for Title I funds
- Determine how to share liability, if applicable
- Select a Chair of the Chief Elected Officials Consortium
- Appoint Local Workforce Development Board members
- Designate a grant sub recipient or fiscal agent
- Act in review/approval mode for key WIOA provisions
- Ensure high-level oversight of system
CEO may opt to designate an entity to be the grant sub-recipient or fiscal agent. This entity would:

- Serve as fiscal agent
- Employ staff to the Local Workforce Development Board

CEO may also opt to have his/her unit of government serve as fiscal agent.
FISCAL AGENT

Appointed by the CEO to act on his/her behalf to assist in the administration of grant funds

- CEO must ensure roles and responsibilities are clearly defined and generally include accounting and funds management functions

Have no independent authority under WIOA beyond what is granted to them by the CEO (and CEO always retains liability for misuse of grant funds)

Not strategic in focus, but can be critical to successful implementation as they allow other system members to focus on strategy and innovation
LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB)

- Appointed by Chief Elected Official
- Serve as the strategic leader and convener of workforce development system stakeholders in the local area
- Majority of members are business reps
- Board Chair must represent business
- Partners with employers and the workforce system to develop local WIOA plan, policies and investments that drive the vision for economic prosperity.
Local workforce areas and regions are designated by the Governor after taking into consideration:

- Local labor markets
- Regional economic developer areas
- Area’s resources and capacity

LWDB publishes a local WIOA Plan outlining vision, goals, strategies and investments for the area.

Regional planning is conducted by CEOs and LWDBs in a designated region to identify and coordinate service strategies across the regional economy.
ONE-STOP OPERATOR (OSO)

Organization (or consortium) procured to coordinate service delivery of partners and service providers. May provide some services or be the primary provider of services. Prohibited from performing certain functions. Does not have a role in developing local plan, but does have a role in operationalizing the vision, policy and strategies defined by the LWDB.
SERVICE PROVIDERS

Deliver front-line services to customers, typically through American Job Centers (AJCs)

Engaged through a contract with the administrative entity to provide services such as:
• Case management
• Assessment
• Job search assistance
• Training referrals

Like the OSO, play a role in implementing the vision, goals and strategy laid out by the LWDB in the local WIOA plan
AMERICAN JOB CENTERS (AJCs)

- Physical centers where job seeker and business customers access employment and training services
  - Arkansas Workforce Centers
  - Formerly referred to as “one-stop” centers
- Designed to provide a full range of assistance under one roof (and virtually)
  - Job seeking customers
  - Business customers
    - Staff may travel to meet at place of businesses but job fairs, applicant screening, sector meetings may also happen at AJCs
- A key place that the CEO/LWDB vision is operationalized
SYSTEM STAKEHOLDERS

1. Arkansas Workforce Development Board
2. Chief Elected Officials
3. State Workforce Agency (ADWS)
4. Local Workforce Development Board
5. Fiscal Agent/ Grant Sub-recipient
6. One Stop Operator
7. Service Providers

Of all the stakeholders, the group I want to learn more about is…
WHAT QUESTIONS DO YOU HAVE? (2)
Please take a minute and give us feedback on the session today (link is also in the chat):

Arkansas General Overview Session Survey

(https://www.surveymonkey.com/r/AR_WIOA_Gov_2-2-21)
CONTACT US!

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Maher & Maher is a specialized change management and talent-development consulting firm focused on advancing the collaboration between workforce, education and economic development.