

OUR VISION

A strong economy in which employers have an ample supply of skilled labor resources and residents have access to an abundance of quality jobs

YESTERDAY...







**JOBLESS MEN
KEEP GOING
WE CAN'T TAKE CARE OF OUR OWN
CHAMBER OF COMMERCE**



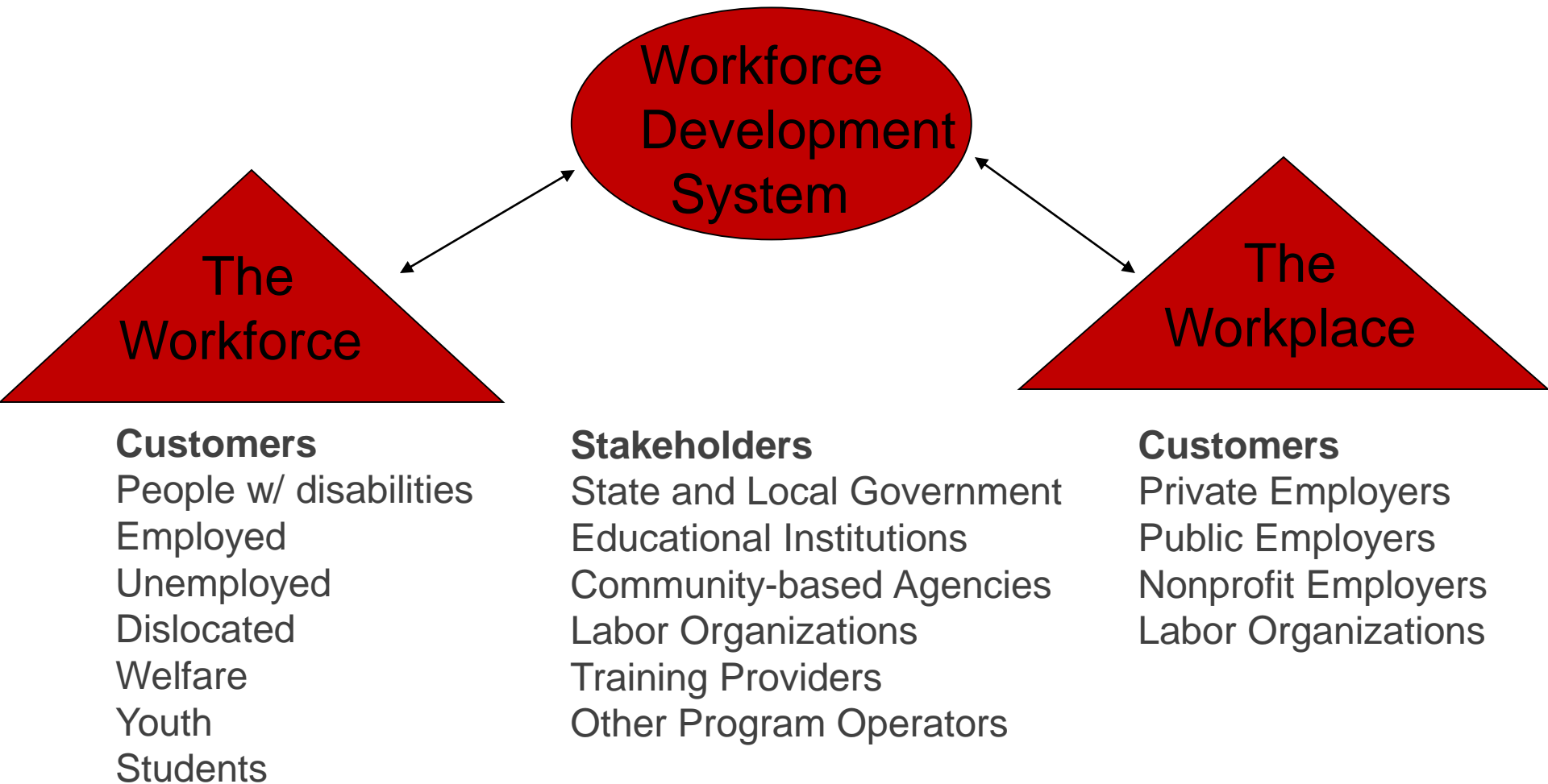
The Workforce Innovation & Opportunity Act

Bruce Wilson,
NLWIB Director



Context for Change

A truly universal, world class system serving the current and future workforce and all workplace entities



Benefits of a Strong Board



- Increased resources in the community to address workforce needs
- Increased business productivity
- Influence over public policy
- Influence on local economic development activities

Benefits to the Community



- Business - skilled, reliable, work-ready employees
- Education - knowledge of the skills that employers need today and tomorrow
- Service providers - jobs for their clients
- Economic vitality - a labor force that will attract and keep good businesses.
- Public officials - a high return on the public's investment

History of the Workforce Investment Act



- Passed in 1998
- Replaced the Job Training Partnership Act (JTPA)
- Required business participation in the local delivery of workforce services and activities
- Has not been significantly updated in over 15 years



Vice President Biden's "Ready to Work" Report

Under President Obama's direction, Vice President Biden issued the "Ready to Work" report with the following guidance for America's job training programs:

- **Engage employers** to develop responsive, demand-driven training programs
- Offer work-based learning opportunities – **"Earn and learn"**
- Measure and evaluate **outcomes**
- Promote educational **stepping stones**
- Open doors and **break down barriers** with job supports and guidance
- Create **regional partnerships**

California's Slingshot Initiative



The California Workforce Investment Board recently launched SlingShot, an initiative that aims to **accelerate income mobility through regional collaboration.**

Regions should not be defined by political jurisdictions and should reflect:

- The way industry sectors operate
- How companies in key sectors recruit
- How workers seek and commute to jobs

New Federal Legislation



On July 23, 2014, President Obama signed the Workforce Innovation and Opportunity Act (WIOA)

System Improvements



**Virginia
Hamilton,**
DOL
Administrator,
Western Region

WIOA codifies **four key improvements** to the public/private workforce system:

- More sophisticated implementation of **sector strategies**
- Greater **accountability** of workforce programs, outside of the WIB-funded system
- **Workforce Boards** as conveners, community leaders, and venture capitalists
- Opportunity to redesign public systems with the **customer in the center**



Key Changes

WIOA differs from WIA in the following ways :

- Reduces the number of members on the Workforce Boards; Board should be “nimble”
- Emphasizes a regional approach and alignment with economic development goals
- Enhances performance accountability with common measures across core programs
- Requires system plans at the State and Local levels
- Diversifies training programs to close the skills gap



Role of the Board

- **Oversight** – of WIA/WIOA services, such as those provided through WorkforceNAPA and WorkforceLAKE
- **Convener** – Bring together business, labor, education, and economic development to focus on workforce issues
- **Workforce Analyst** – Developing, disseminating and understanding current labor market and economic trends
- **Broker** – Forge agreements between employers, intermediaries, government agencies and workers that solve common problems
- **Community Voice** – Advocating for the importance of workforce policy, providing perspective about the need for skilled workers
- **Capacity Builder** – Enhancing the region's ability to meet the workforce needs of local employers



Direction from the State

- Secretary of the Labor & Workforce Agency will coordinate the transition among State level agencies: DOR, EDD, HHS
- State will issue task list and further guidance in February or March 2015
- **Chief Local Elected Official** must commit to specific actions and obligations related to transition
- Activities and strategies related to Slingshot and WIOA should be aligned
- Employers who are “driving regional employment” are critical to the process

Things We Think We Know



- Local Workforce Investment Areas (LWIA) should see WIOA as an opportunity
- The intent is “system change” – not doing what we’ve been doing with a new name
- LWIAs must take into account regional economies
- Designation may be a two step process – Regional and then Local
- DOL will strongly discourage WIBs from operating programs and One-Stops
- DOL may allow “Year of Innovation” as the States work through implementation

Transition Milestones



January 2015

USDOL will release proposed regulations;
State will follow with specific guidelines

July 1, 2015

WIOA takes effect;
Workforce Development Board (WDB) is seated

July 1, 2016

New delivery system rolls out

Modernizing the Local System



- Workforce development is a community priority
- The Board of Supervisors in Napa & Lake are engaged in workforce development and economic vitality
- County leadership understands that a business driven workforce development system can have profound social benefits.
- Continuous improvement is a core philosophy of current County leadership as well as WIOA
- County Supervisors have a legislatively mandated role to play in the transition to the WIOA system

Phased Approach



Phase 1: Infrastructure

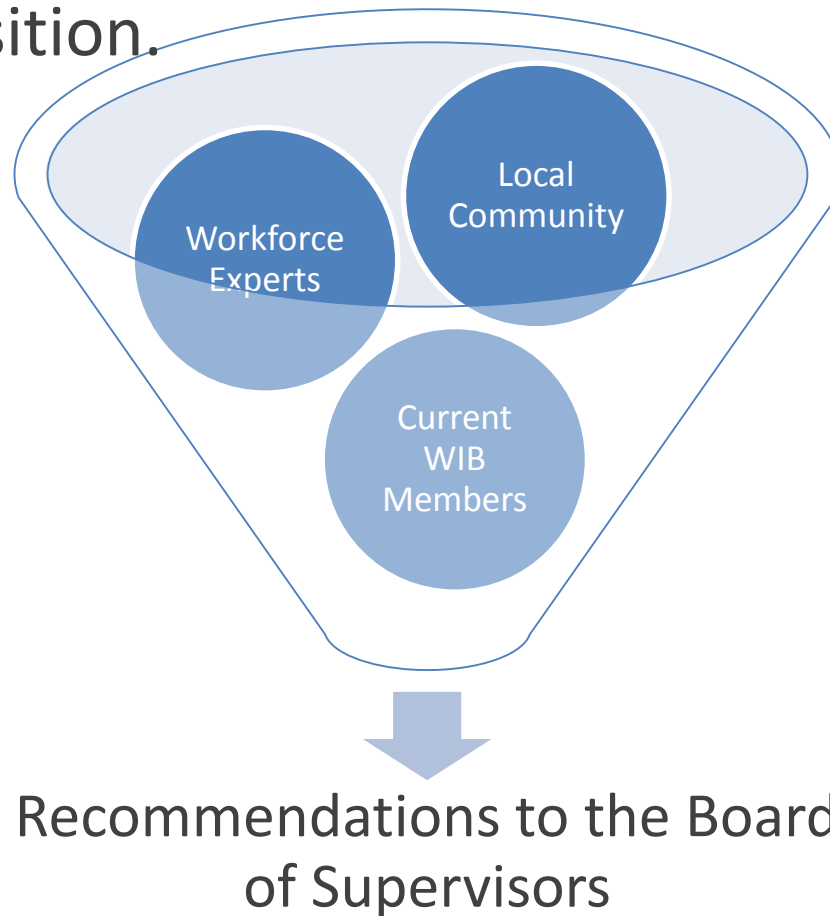
- County Board of Supervisors in its capacity as the CLEO will co-lead.
- Responsible for:
 - Submitting application to the state as grant recipient and for local area designation
 - Endorsing and adopting the Local Workforce Development Plan
- Completed by June 30, 2016?

Phase 2: Policy & Oversight

- Workforce Development Board will co-lead
- Responsible for:
 - Re-inventing itself
 - Developing and fine-tuning the delivery system
 - Writing the local workforce development system plan
 - Selecting One-Stop Operator(s) and Adult, Dislocated Worker and Youth Program Operator(s)
- Phase two will take place over one year (July 1, 2015 to June 30, 2016)
- New delivery system will roll out July 1, 2016

Informed Approach

Workforce board members and staff will consult with various groups and develop a set of recommendations for the transition.



Opportunity for Improvement



The transition to WIOA represents an opportunity to **update and improve the existing system** by:

- Applying best practices from other areas.
- Expanding partnerships and collaborations.
- Prioritizing research and data driven decisions.

Desired Result: A system that is comprehensive, coordinated, and achieves common goals and objectives.

Current NLWIB Strategic Plan Goals



1. Meet the workforce needs of high demand sectors of the local and regional economy
2. Support system alignment, service integration and continuous improvement using data to support evidence-based policymaking
3. Increase the number of Napa and Lake residents, including underrepresented, who complete at least one year of postsecondary education with a marketable credential/degree, with a special emphasis on veterans and at-risk populations
4. Increase the number of high school students, including underrepresented, who graduate prepared for postsecondary education and/or a career