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• Required Elements
• State Plan Goals
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• Resources
Planning Process

What’s today all about?

• **What:** Modifying WV’s current Workforce Innovation and Opportunity Act (WIOA) State Plan; change to a WIOA Combined State Plan

• **Who:** Administrators with optimum policy-making authority for WV’s workforce development system’s core and required partner programs, stakeholders, and public

• **When:** Comment period not longer than 30 days; ongoing

• **How:** Through collaboration and stakeholder input

• **Why:** Federal and State requirements; to communicate WV’s vision for the workforce development system
WIOA Background


WIOA is designed to create a more integrated job-driven service delivery system.

A job-driven service delivery system is one that 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. A job-driven service delivery system is quality-focused, employer-driven, customer-centered, and tailored to meet the needs of regional economies.
Overview

WIOA strives for a strategic, holistic, and comprehensive approach to workforce solutions, through broader and deeper partnerships; shared data and intake systems; braided funding; and leveraged services.

These priorities allow the individual agencies to focus on their expertise and the value they bring to the table, while relying on coordination with other partners to fulfill any remaining customer needs.
Workforce Development System

The workforce development system envisioned by WIOA

• Increases access to, and opportunities for, the employment, education, training, and support services that individuals need to succeed in the labor market, particularly those with barriers to employment; and

• Aligns economic development strategies to meet the needs of local and regional employers, and provide a comprehensive, accessible, and high-quality workforce development system.

This vision is accomplished by providing all customers access to high-quality, One-Stop centers that connect them with the full range of services available in their communities, whether they are looking to find jobs, build basic educational or occupational skills, earn a post-secondary certificate or degree, obtain guidance on how to make career choices, or are businesses and employers seeking skilled workers.
Workforce Development System
Why are we doing this?

WIOA requires the Governor of each State to submit a Unified or Combined State Plan that includes a four-year strategy and operational plan for the continuing implementation of the State’s workforce development system, with an update after two years. States must have federally approved State Plans to receive funding under the six core programs [Adult, Dislocated Worker, Youth, Adult Education and Family Literacy Act (AEFLA), Wagner-Peyser, and the Vocational Rehabilitation (VR) programs].

One of WIOA’s principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers.

West Virginia is committed to ensuring WIOA is highly responsive to the needs of both businesses and job seekers. The State’s approach to the formulation of WV’s Unified State Plan in 2020 was one of collaboration and cooperation. WFWV, responsible for the Adult, Dislocated Worker, Youth, and Wagner-Peyser programs, in partnership with the AEFLA and VR programs, developed and submitted a Unified State Plan.
Purpose

The State Plan...

• Describes WV’s workforce strategy, including the implementation of the WIOA principles and policies, through WIOA core and partner programs.

• Is a cross-program collaboration submitted every four years. Currently covers fiscal years 2021-2024 (July 1, 2020-June 30, 2024).
  – Modified at two years.

• Focuses on integrating services across partners to build up a set of shared customers-individuals and employers.

• Can be one of two types: Unified or Combined.
## Agencies Involved

### What state agencies are represented?

<table>
<thead>
<tr>
<th>Partner/Agency</th>
<th>Abbreviation/Reference</th>
<th>Partner/Program</th>
<th>Abbreviation/Reference</th>
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<tbody>
<tr>
<td>WorkForce West Virginia</td>
<td>WFWV</td>
<td>Adult program (Title I of WIOA)</td>
<td>Adult</td>
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<td>Dislocated Worker program (Title I)</td>
<td>DW</td>
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<td>Jobs for Veterans State Grants Program</td>
<td>JVSG</td>
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<td>Trade Adjustment Assistance for Workers programs</td>
<td>TAA</td>
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<td>Unemployment Insurance programs</td>
<td>UI</td>
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<td>Wagner-Peyser Act Employment Service program (Title III)</td>
<td>WP</td>
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<td>Youth program (Title I)</td>
<td>Youth</td>
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<tr>
<td>WV Bureau of Senior Services</td>
<td>WVoBSS</td>
<td>Senior Community Service Employment Program</td>
<td>SCSEP</td>
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<td>WV Community &amp; Technical College System/WV</td>
<td>CTCS/HEPC</td>
<td>Strengthening Career and Technical Education for the 21st Century Act Career and Technical Education programs</td>
<td>Perkins V</td>
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<td>Higher Education Policy Commission</td>
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<tr>
<td>WV Department of Education</td>
<td>Adult Ed</td>
<td>Adult Education and Family Literacy Act program (Title II)</td>
<td>AEFLA</td>
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<td>WV Department of Health and Human Resources</td>
<td>DHHR</td>
<td>Supplemental Nutrition Assistance Program Employment and Training programs</td>
<td>SNAP</td>
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<td>Temporary Assistance for Needy Families program</td>
<td>TANF</td>
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<td>WV Development Office</td>
<td>WVDO</td>
<td>Community Services Block Grant</td>
<td>CSBG</td>
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<tr>
<td>WV Division of Rehabilitation Services</td>
<td>DRS</td>
<td>Rehabilitation Act/Vocational Rehabilitation program (Title IV)</td>
<td>VR</td>
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</table>
Contributions

Adult program
Adult Ed
Business Services
CSBG
Dislocated Worker program
DRS
Jobs & Hope WV
JVSG
LMI (Labor Market Information)
NFJP (National Farmworker Jobs Program)
Perkins V
Rapid Response
RESEA (Reemployment Services and Eligibility Assessment grants)
SCSEP
SNAP
TAA
TANF
UI
Wagner-Peyser
Youth program/initiative
Planning Priorities

What are the planning priorities...what should the State consider while modifying their State Plan?

• Reassess economic data/LMI and adjust strategies for what may now be a different set of growing and declining industries, occupations, and skills

• Facilitate the reemployment of unemployed individuals and the improved employment of underemployed individuals

• Utilize LMI to examine which population groups have higher unemployment and lower earnings than the overall population
Planning Priorities

• Develop education, training, and career service strategies that better address and promote equity in recruitment, service design, implementation, and support services that aim to provide equitable access and outcomes to all communities seeking access to state services.

• Consider providing assistance with/enhance access to transportation, referrals to physical and mental health assistance, housing assistance, child and dependent care, and income supports such as UI and TANF.
Required Elements

ICR-Required Elements for Submission of the Unified or Combined State Plan and Plan Modifications under WIOA

Overview
State Plan Contents
   I. WIOA State Plan Type
   II. Strategic Elements
       Economic, Workforce, and Workforce Development Activities Analysis
       State Strategic Vision and Goals
       State Strategy
   III. Operational Planning Elements
       State Strategy Implementation
       State Operating Systems and Policies
   IV. Coordination with Combined State Plan Programs
   V. Common Assurances
   VI. Program-Specific State Plan Requirements for Core Programs
       Adult, Dislocated Worker, and Youth Programs Activities and Assurances
       Wagner-Peyser Act Program and Agricultural Outreach Plan (AOP)
       Adult Education and Family Literacy Program Activities and Assurances
       Vocational Rehabilitation Program Activities and Assurances
       Appendix 1: Performance Goals for the Core Programs
   VII. Program-Specific Requirements for Combined State Plan Partner Programs
## State Plan Goals

<table>
<thead>
<tr>
<th>State Plan 2020-2024</th>
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<tr>
<td><strong>Goal 1:</strong> Maximize Efficiency of the <strong>Workforce Development System</strong></td>
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<td><strong>Goal 2:</strong> Strengthen Relationships with <strong>Employers</strong></td>
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<td><strong>Goal 3:</strong> Overcome Employment Barriers of <strong>Individuals</strong></td>
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<td><strong>Goal 4:</strong> Promote <strong>Career Pathways</strong></td>
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<td><strong>Goal 5:</strong> Identify and Maximize Postsecondary and Employment <strong>Opportunities for Youth</strong></td>
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<td><strong>Goal 6:</strong> <strong>Align WV’s Labor Force Participation Rate with the National Labor Force Participation Rate</strong></td>
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Strategies/Blueprint

• The 2020 Unified State Plan outlined strategies to support and achieve WV’s six State Goals. During 2022’s modification process, strategies were reviewed and updated/summarized.

• On February 18th, 2022, Press Release issued: Gov. Justice’s Blue Ribbon Task Force makes final recommendations for creating a clearer path to jobs for West Virginians. The 2022 modification incorporated/reinforced the Task Force recommendations (aka ‘Blueprint’ for the Combined State Plan). Basically, the Combined State Plan partners will:
  – Make it Easier for Citizens to be Successful
  – Get State Agencies on the Same Page
  – Eliminate Duplication
  – Outreach to Business and Industry
Modification Process

• **Existing Core Partners**
  – Reviewed current state plan to:
    • Update LMI
    • Ensure existing information is still appropriate
    • Update with new information
    • Remove outdated information
    • Consider new/updated information provided by core and combined partner programs
    • Make sure there isn’t duplicative or confusing information included (summarize)
  – Updated program specific requirements

• **Added Combined Partners**
  – Reviewed current state plan to:
    • Provide meaningful input to common planning elements
  – Added program specific requirements

• **LWDBs**
  – Will align Local Plan with the State Plan

• **Workforce Development System**
  – Base contributions on Blue Ribbon Commission’s Task Force recommendations
Public Access

• State Workforce Development Boards (SWDB) are responsible for assisting the Governor in the development, implementation, and modification of the plan and for convening all relevant programs, required partners, and stakeholders to contribute to the State Plan.

• The modification of the State Plan and planning process must be made available to the public through electronic and accessible means and by holding regularly occurring open meetings in accordance with state law prior to the submission of the State Plan.

• The State must make available copies of the proposed State Plan to the public for a period that is no more than 30 days.
Proposed State Plan Access

Access to the proposed combined state plan will be available March 4th, 2022 on the https://workforcewv.org homepage under ‘Announcements and Events’. Comments can be submitted to WIOA@wv.gov and must be received before 4:00p.m. EST on March 11, 2022.

When possible, comments submitted should identify the location of the content being referenced. Please provide the page number and section when providing feedback. It would be helpful to also suggest how you would like to see the content modified/clarified.
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<tr>
<th>Week #</th>
<th>Dates</th>
<th>Benchmarks</th>
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| Week 1 | January 31, 2021-February 4, 2022 | • Disseminate information  
• Establish process |
| Week 2 | February 7, 2022-February 11, 2022 | • State Staff Portal access designated  
• Partner agency teams and internal processes established  
• Draft common planning elements |
| Week 3 | February 14, 2022-February 18, 2022 | • Submit common planning elements to WFWV/within portal |
| Week 4 | February 21, 2022-February 25, 2022 | • Enter program specific elements into portal |
| Week 5 | February 28, 2022-March 4, 2022 | • Make draft available for SWDB/partners  
• Make draft available for public comment |
| Week 6 | March 7, 2022-March 11, 2022 | • Resolve outstanding issues |
| Week 7 | March 14, 2022 | Final Review/Anticipated Submission |
| **Deadline** | March 15, 2022 | Due Date/Continued Collaboration |
Next Steps

**Week 6**

- Assess proposed Combined State Plan
- Review proposed Combined State Plan comments
- Confirm State Plan Portal entries are up to date and saved

**After Submission**

- Continued collaboration
- Continued evaluation of policies and processes
- Continued improvements to the workforce development system
- Ensure the Combined State Plan isn’t just a plan on paper; it’s a plan of action
There comes a time when...

We need to stop just pulling people out of the river.

We need to go upstream and find out why they're falling in.

- Desmond Tutu
Resources (cont’d)

• WIOA State Plan Portal: https://wioaplans.ed.gov/
• ICR WIOA Unified and Combined State Plan Requirements: https://www.dol.gov/sites/dolgov/files/ETA/wioa/pdfs/State-Plan-ICR.pdf
• WFWV Partner Services: https://workforcewv.org/about-us/partner-services
• WV LMI: http://lmi.workforcewv.org/
• DOL Training Provider Results Resource: https://www.trainingproviderresults.gov/#!/
• Blue Ribbon Commission Task Force Information:
  – https://wvctcs.org/

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