Agenda

• Purpose
• Collaboration
• Overview
• Timeline
• Partner Responsibilities
• Summary
• Next Steps
• Resources
• Q/A
What’s today all about?

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

• **What:** Modifying WV’s current WIOA State Plan; change to a WIOA Combined State Plan

• **When:** Immediate need is now until March 15, 2022; ongoing

• **How:** Through collaboration

• **Why:** Federal and State requirements; to communicate WV’s vision for the workforce development system
Purpose (cont’d)

The State Plan...

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

• Is a cross-program collaboration submitted every four years.
  – Modified at two years.

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

• Development is the responsibility of the State Workforce Development Board.

• Currently covers fiscal years 2021-2024 (July 1, 2020-June 30, 2024).
Collaboration

**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.
What’s changed?

For PYs 2022 and 2023, the Governor intends for WV to submit its first-ever Combined State Plan.

When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program. When included, Combined State Plan partner programs are subject to the “common planning elements” where specified, as well as the program-specific requirements for that program where such planning requirements exist separately for the program.
Collaboration (cont’d)
## Collaboration (cont’d)

<table>
<thead>
<tr>
<th>Public Workforce Development Program</th>
<th>Program Service Overview</th>
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</thead>
<tbody>
<tr>
<td>Wagner-Peyser Act Employment Service (WP)</td>
<td>Administered by WorkForce West Virginia, Wagner-Peyser Act Employment Service (WP) provides universal access to all workers, job seekers, and businesses. The program focuses on providing a variety of employment-related services, including but not limited to job search assistance, job referral, and placement assistance for job seekers, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services are provided in one of three modes of delivery approaches: self and information-only service, basic career service, and individualized career service.</td>
</tr>
<tr>
<td>WIOA Adult</td>
<td>Administered by WorkForce West Virginia, WIOA Adult program helps prepare adult job seekers, particularly those with low incomes or low skill levels, for good jobs by providing basic career services, individualized career services, and training services—tailored to meet individual needs most effectively. The program is also designed to assist employer customers in meeting their needs for skilled workers.</td>
</tr>
<tr>
<td>WIOA Dislocated Worker</td>
<td>Administered by WorkForce West Virginia, WIOA Dislocated Worker program funds services to support the reemployment of laid-off workers, especially those impacted by plant closings, mass layoffs, or job losses due to natural disasters or military base realignment and closures. The program allows for grantees to reserve up to 25 percent of their Dislocated Worker funds for Rapid Response activities designed to avert a layoff or closure or minimize its impact by helping workers get back into good jobs quickly.</td>
</tr>
<tr>
<td>WIOA Youth</td>
<td>Administered by WorkForce West Virginia, the WIOA Youth program provides employment and education services to eligible in-school youth, ages 14 to 21, and eligible out-of-school youth, ages 16 to 24, who face barriers to employment. The program focuses primarily on out-of-school youth, serving high school dropouts, foster youth, homeless youth, offenders, youth with disabilities, youth with low literacy rates, as well as others who may require additional assistance to complete an educational program and acquire an industry-recognized credential or enter employment.</td>
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<tr>
<td>Trade Adjustment Assistance (TAA)</td>
<td>Administered by WorkForce West Virginia, the Trade Adjustment Assistance (TAA) Program provides federal assistance to workers who are adversely affected by foreign trade. TAA includes resources and opportunities to obtain the skills, credentials, and support necessary for successful reemployment in today’s economy. Any member of a worker group certified by DOL as trade-affected is potentially eligible to receive TAA Program benefits and services such as employment and case management, training, income support in the form of Trade Readjustment Allowances (TRA), job search allowances, and relocation allowances. The Reemployment TAA (RTAA) benefit is also available and provides wage supplements for eligible reemployed workers, age 50 and over, whose reemployment resulted in lower wages than those earned in their trade-affected employment.</td>
</tr>
<tr>
<td>Jobs for Veterans State Grants (JVSG)</td>
<td>Administered by WorkForce West Virginia, the Jobs for Veterans State Grants program funds dedicated staff who provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to assist employers fill their workforce needs with job-seeking veterans.</td>
</tr>
<tr>
<td>Unemployment Insurance (UI)</td>
<td>Administered by WorkForce West Virginia, Unemployment Insurance (UI) benefits provide temporary financial assistance to workers unemployed through no fault of their own that meet West Virginia’s eligibility requirements. In order to qualify for this benefit program, you must have West Virginia wages during the past 12 to 18 months and have earned at least a minimum amount of wages as determined by West Virginia’s guidelines. You must also be able to work and available for work each week that you are collecting benefits. Eligibility for unemployment compensation will be determined during the process of filing a claim.</td>
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### Collaboration (cont’d)

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<tr>
<td><strong>Senior Community Service Employment Program (SCSEP)</strong></td>
<td>Administered by West Virginia Bureau of Senior Services, the Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Americans. Authorized by the Older Americans Act, the program provides training for low-income, unemployed seniors. Participants also have access to employment assistance through American Job Centers. SCSEP participants gain work experience in a variety of community service activities at non-profit and public facilities, including schools, hospitals, day-care centers, and senior centers. This training serves as a bridge to unsubsidized employment opportunities for participants.</td>
</tr>
<tr>
<td><strong>Supplemental Nutrition Assistance Program (SNAP)</strong></td>
<td>Administered by West Virginia Division of Health and Human Resources (DHHR), the Supplemental Nutrition Assistance Program (SNAP) is governed by federal law and regulations of the US Department of Agriculture, Food Nutrition Services. SNAP provides monthly benefits to help eligible households buy food. Eligibility to receive benefits is based on household size, income, assets, and some household expenses as determined by the federal government. SNAP benefits may only be used to purchase food for human consumption and seeds/plants to grow food at home. Food Stamp benefits cannot be used for: household items, grooming products, tobacco, alcohol products, pet food, etc.</td>
</tr>
<tr>
<td><strong>Temporary Assistance for Needy Families (TANF)</strong></td>
<td>Administered by West Virginia Division of Health and Human Resources (DHHR), the State of West Virginia's Temporary Assistance for Needy Families (TANF) program, called WV WORKS, is family focused and based on the two overarching goals of assisting economically dependent and at-risk families in their efforts to become self-supporting and enhancing the well-being of children. It will also assist families near the poverty level to remain self-sufficient.</td>
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<td>Vocational Rehabilitation (Voc. Rehab)</td>
<td>Administered by Department of Education, Office of Special Education and Rehabilitation Services, Rehabilitation Services Administration. The West Virginia Division of Rehabilitation Services (DRS) is a state agency that serves West Virginians with disabilities. The mission of DRS is to enable and empower individuals with disabilities to work and live independently by providing individualized services to consumers and employers. The Vocational Rehabilitation Program helps eligible individuals improve their ability to succeed in employment. DRS has specially trained rehabilitation counselors who assist clients with evaluating their skills and interests to obtain vocational success. Rehabilitation counselors work one-on-one with clients to develop a plan for employment that is based on their interests, needs and abilities.</td>
</tr>
<tr>
<td>Community Service Block Grant (CSBG)</td>
<td>Administered by the Community Advancement and Development office of the WV Department of Economic Development. Community Service Block Grant (CSBG) is funded by the U.S. Department of Health and Human Services (HHS) – Administration for Children and Families (ACF) and administered by the Office of Community Services ACF-OCS. CSBG is not a competitive grant. Eligible applicants are Community Action Agencies that are designated by the Governor of West Virginia to administer the Community Services Block Grant. CSBG does not directly fund individuals but provides funding to Community Action Agencies throughout the state. The purpose in West Virginia is to aid a network of 16 Community Action Agencies (CAAs) and other statewide organizations in the reduction of poverty, revitalization of low-income communities, and to provide economic opportunities for low-income families.</td>
</tr>
<tr>
<td>Housing and Urban Development (HUD)</td>
<td>The Department of Housing and Urban Development is the Federal agency responsible for national policy and programs that address America’s housing needs, that improve and develop the Nation’s communities, and enforce fair housing laws. The primary programs administered by HUD include: Mortgage and loan insurance through the Federal Housing Administration; Community Development Block Grants (CDBG) to help communities with economic development, job opportunities and housing rehabilitation; HOME Investment Partnership Act block grants to develop and support affordable housing for low-income residents; rental assistance in the form of Section 8 certificates or vouchers for low-income households; public or subsidized housing for low-income individuals and families; homeless assistance provided through local communities and faith-based and other nonprofit organizations; and fair housing public education and enforcement.</td>
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Collaboration (cont’d)

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<tr>
<td>Carl D. Perkins Career and Technical Education Act (Perkins)</td>
<td>Administered by West Virginia Council for Community and Technical College Education, a coordinated, nonduplicative sequence of academic and technical content at the secondary and postsecondary level that incorporates challenging State academic standards; addresses both academic and technical knowledge and skills, including employability skills; is aligned with the needs of industries in the economy of the State, region, or local area; progresses in specificity (beginning with all aspects of an industry or career cluster and leading to more occupation-specific instruction); has multiple entry and exit points that incorporate credentialing; and culminates in the attainment of a recognized postsecondary credential. A CTE program of study must demonstrate a complete career pathway into post-secondary or workforce as determined within the Consortia Planning District.</td>
</tr>
<tr>
<td>Adult Education and Family Literacy Act program (AE)</td>
<td>Administered by West Virginia Department of Education, Adult Education provides programs to help adult learners be literate, productive, and successful in the workplace, home, and community. Students typically enroll in adult education programs to gain skills needed to obtain a job, advance in their current job, or enter a new career field. The core academics include reading, mathematics, English, and computer skills. Services include High School Equivalency Diploma (Formerly GED/TASC), West Virginia uses the High School Equivalency Assessment (HSEA) to demonstrate the attainment of skills equivalent to those at the high school completion level and Career and College Exploration Headed2 Career Simulator is an online system to explore occupations and career pathways that best fit your interests, skills, and work preferences for your future college and career planning.</td>
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Collaboration (cont’d)
Collaboration (cont’d)

Did you know?

• WFWV has a division dedicated to labor market analysis which supports data-informed decisions?

• There’s over 20 priority populations identified under WIOA?

• WIOA offers eight types of work-based learning opportunities...
  – And, that work-based learning is just one of seven training services offered by WIOA?

• WFWV has the largest online database of job seekers and job openings in the state?

• WV’s entire workforce development system...
  – Works with individuals who need something,
  – Benefits employers directly/indirectly, and
  – Should be fluent in the available services across all partner agencies?
Collaboration (cont’d)
Collaboration (cont’d)

Region 1
WFVV
Wagner Peyser
WIOA
Unemployment
TAA
Rapid Response
Business Services
JVSG
ALC/MSFW
LMI

Region 2
Region 3
Region 4
Region 5
Region 6
Region 7

2/10/2022
16
Overview

Objectives

– Provide an outline of the vision, goals, and strategies contained in the State Plan that impacts WV’s workforce development system

– Provide an overview of the timeline for final product and submission of WV’s WIOA Combined State Plan

– Foster better alignment of federal investments across job training and education programs in order to align service delivery across programs among shared customers

– Improve efficiency in service delivery

– Ensure that the workforce development system matches skilled individuals with high-quality job opportunities and employers
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.
Overview (cont’d)

Background

WIOA, signed into law on July 22, 2014, supersedes the Workforce Investment Act (WIA) of 1998 and amends the Wagner-Peyser Act, the Rehabilitation Act of 1973, and the Adult Education and the Family Literacy Act. 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 (cont’d)

WIOA Funding
Congress allocates funding to the U.S. DOL, which in turn disburses to the States based on their share of the workforce and relative unemployment rates. In each of the States, State and Local Workforce Development Boards (WDB) set the funding priorities for their areas. WDBs are required by WIOA legislation to have representatives from the business community, community colleges, and elected officials to ensure that funding is directed towards those programs that address the needs of the local economy.

While the majority of the funds disbursed to states is used for training and employment programs, up to 15% of the funds can be used at each state governor’s discretion. These funds are known as the “governor’s reserve”.
Overview (cont’d)

WIOA Priorities
Overview (cont’d)

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.
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
Overview (cont’d)

• 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.
### Overview (cont’d)

**What are the current State Plan goals?**

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

**Strategies**

Strategies were identified to support and achieve WV’s six State Goals.
Overview (cont’d)

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

Note: Requirements for Combined State Plan partner programs are available in a separate supplemental document
Public Access

• State WDBs 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.
Overview (cont’d)

WFWV’s website has a section dedicated to ‘Announcements and Events’
<table>
<thead>
<tr>
<th>Week #</th>
<th>Dates</th>
<th>Benchmarks</th>
</tr>
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</table>
| 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/Submission |
| **Deadline** | March 15, 2022 | Celebrate |
Partner Responsibilities

What do I *partner* need to do?

✓ Request State Plan Portal User Accounts for Editors and Directors.
✓ Establish teams within agency. Delegate state plan elements to appropriate team members for input.
✓ Establish internal processes as necessary to meet timeline requirements.
✓ Draft common planning elements and submit to WFWV/within portal timely.
✓ Enter program specific elements into portal timely.
Partner Responsibilities: WFWV

Responsibility: Establish teams.
• Jobs for Veterans State Grants Programs
• Trade Adjustment Assistance for Workers Program
• Unemployment Insurance Program
• Wagner-Peyser Act
• Adult, Dislocated Worker, and Youth Activities

Responsibility: Delegate.
• Convene teams.
• Present information.
• Assign common planning and program specific elements.

Responsibility: Establish internal processes to meet timeline requirements.
• Provide word documents and/or state plan portal access so that planning elements can be reviewed and updated.
• Draft common planning elements and submit within portal timely.
• Enter program specific elements into portal timely.
Partner Responsibilities: WFWV

- Provide technical assistance to Combined State Plan Partners
- Provide access to a shared Google Drive Folder
- Create a working document so partners can provide common planning element input
- Involve State and Local WDBs in planning process
- Schedule weekly State Plan Team meetings
Summary

• WV is submitting a Combined State Plan modification. Includes all WIOA identified Combined State Plan Partners

• State Staff Editors and Directors must request access to the State Plan Portal

• The Combined State Plan communicates WV’s intent for core and required partners to provide a seamless workforce development system to individuals and employers

• The Combined State Plan will be submitted by March 15th, 2022.
The good news is...

✓ WV currently has an approved plan for PYs 2020-2023
✓ Workforce delivery system experts are at the table
✓ We all have something in common—we assist individuals and employers in need
✓ We have access to lots of data to inform decision-making
✓ The Combined State Plan Team will maintain regular contact moving forward
Next Steps

Week 2

• Submit/update/approve State Staff Editors and Directors Portal Access
• Establish Partner agency (internal) teams
• Establish internal processes
• Teams begin review and document their agency contributions for common planning elements
• Inform WFWV who key state staff will be
• Reconvene key state staff on/before February 11th
Resources

Have other State’s submitted Combined Plans?

Delaware: Perkins, TAA, JVSG

Indiana: Perkins, TANF, SNAP, TAA, JVSG, UI, SCSEP

Kansas: TAA, JVSG, SCSEP

Minnesota: Perkins, TANF, SNAP, TAA, JVSG, SCSEP

Mississippi: TANF, JVSG, UI, SCSEP

New Hampshire: TAA, JVSG, UI, SCSEP

Ohio: Perkins, JVSG, SCSEP

Pennsylvania: Perkins, TANF, TAA, JVSG, SCSEP, CSBG

Tennessee: TANF, SNAP, JVSG, UI, SCSEP, CSBG

Virginia: Perkins, TANF, SNAP, TAA, JVSG, UI
Resources (cont’d)

Keep in mind
❖ Each agency represented has experience with State Plan development
❖ The essence of two-year modifications are in the narratives. The portal allows users to display WV’s previous plan’s content and current revisions side-by-side to make comparisons easier.
❖ The plan’s common planning elements should represent ‘one-voice’. Be mindful of tense, dates, and consistency.
❖ Think-
  ❖ How
  ❖ Valued added
  ❖ Data driven
  ❖ Streamline/minimize duplication/ease of access
  ❖ Impact/performance
  ❖ Coordination/alignment/leveraging
Resources (cont’d)

- Access to State Plan Team Google Drive Folder (coming soon)
- 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/#!/

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