



# THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Baltimore City Plan  
Informational Meeting  
August 11, 2016  
Eastside Career Center  
3001 E Madison Street  
Baltimore, Maryland 21205

# Workforce Innovation and Opportunity Act



Signed into Law July 22, 2014

Eligibility and Service Delivery Effective July 1, 2015

Final Regulations Released June 30, 2016

May change when published in the Federal Register

Maryland Statewide Combined Plan Released April, 2016

# Development of the Local Workforce Plan

- Mandated by Federal Law
- Guidelines for Developing the WIOA Plans released by GWIB--April 20, 2016
- Met with partners & Local Board members to seek comment from & develop the plan

# Baltimore City Workforce Plan

## What has Happened to Date

### **Baltimore City Expected Timeframes**

<b>Date</b>	<b>Action</b>
April 6, 2016	Maryland Workforce Investment Network Meeting – State Guidance regarding Regional and Local Plans released
May – June 2016	Baltimore City Local Plan Meetings with Title I, II, III, IV, Jobs for Veterans and Temporary Assistance for Needy Families Program held
May 27, 2016	Local Plan discussion with the Baltimore Workforce Executive Committee
June 1, 2016	Local WIOA work groups submit draft plan sections
June 17, 2016	Local Plan presented to the full board for acceptance
July 1, 2016	Approval of state plan by federal agencies; Planning Regions established

# Baltimore City Workforce Plan Next Steps

August 1 – 30, 2016	Local comment period
August 17, 2016	Mayoral review completed
September 16, 2016	Public comments incorporated into local plan
September 23, 2016	Authorized signatures obtained
September 30, 2016	Local Plan submitted to the Governor's Workforce Development Board (GWDB)
January 1, 2017	Local Plans approved by the state and implemented by the local areas
January 16, 2017	Adult Education competition released by DLLR
March 31, 2017	Regional Plan due to Governor's Workforce Investment Board
June 30, 2017	Regional Plan approved by DLLR
July 1, 2017	Adult Education providers selected by DLLR

# What is the Plan?

- WIOA empowers local workforce boards to develop a four-year plan that describes the strategies, programs, and activities to implement the new law and help residents go to work.
- The 2017-2020 Baltimore City Workforce Development Plan serves as a guide, providing strategic direction for members, committees and the staff. It advances the mission and works towards long-term vision in five areas:
  - building the city's future workforce,
  - increasing the city's labor participation rates,
  - building better connections between and among business and its partners,
  - fostering collaboration and engagement between workforce development areas in the region. and
  - promoting efficiency of the Baltimore City workforce system.

# Local Plan Requirements

Local Plan Requirements .....	
Section 1- Strategic Planning .....	
Section 2- Alignment of the Local Workforce Development System.....	
Section 3 – American Job Center Delivery System .....	
Section 4 – Title I – Adult, Youth and Dislocated Worker Functions.....	
Section 5 – Wagner-Peyser Functions.....	
Section 6 – Title II – Adult Education and Family Literacy Functions.....	
Section 7 – Vocational Rehabilitation Functions.....	
Section 8 – Temporary Assistance for Needy Families Functions .....	
Section 9 – Jobs for Veterans State Grants Functions.....	
Section 10 – Fiscal, Performance and Other Functions.....	

# Section I: Strategic Planning

- Analysis of regional economic conditions including existing and emerging in demand sectors and occupations.
- Meeting the Employment Needs of Local Business
- Analysis of the workforce and workforce development activities in the local area
- Local Boards strategic vision and goals



## Educational Attainment by Race and Gender

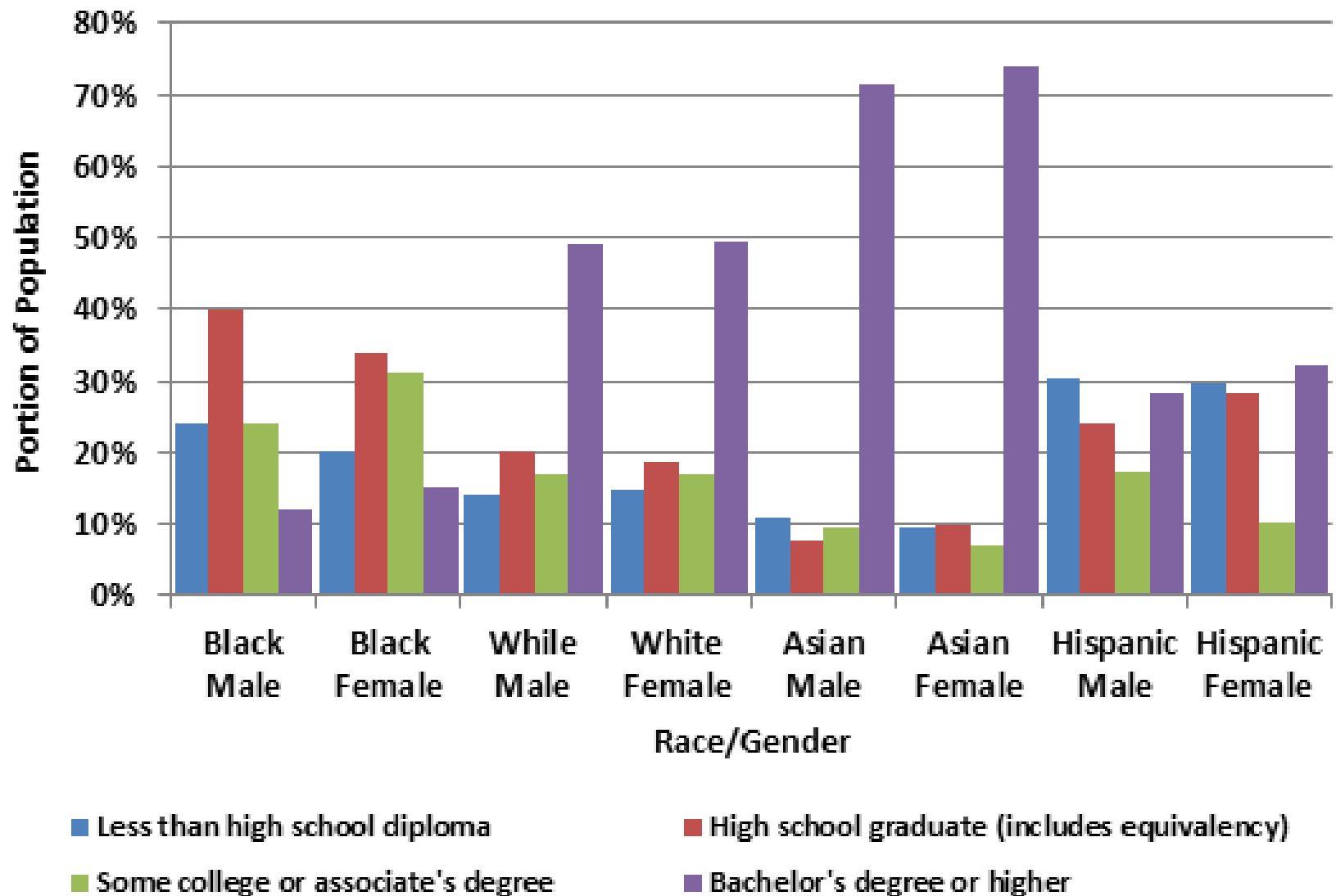


Chart 6: Educational attainment by race and gender for Baltimore City, based on American Community Survey 2015, 5-year estimates

## Employment by Age for Baltimore City

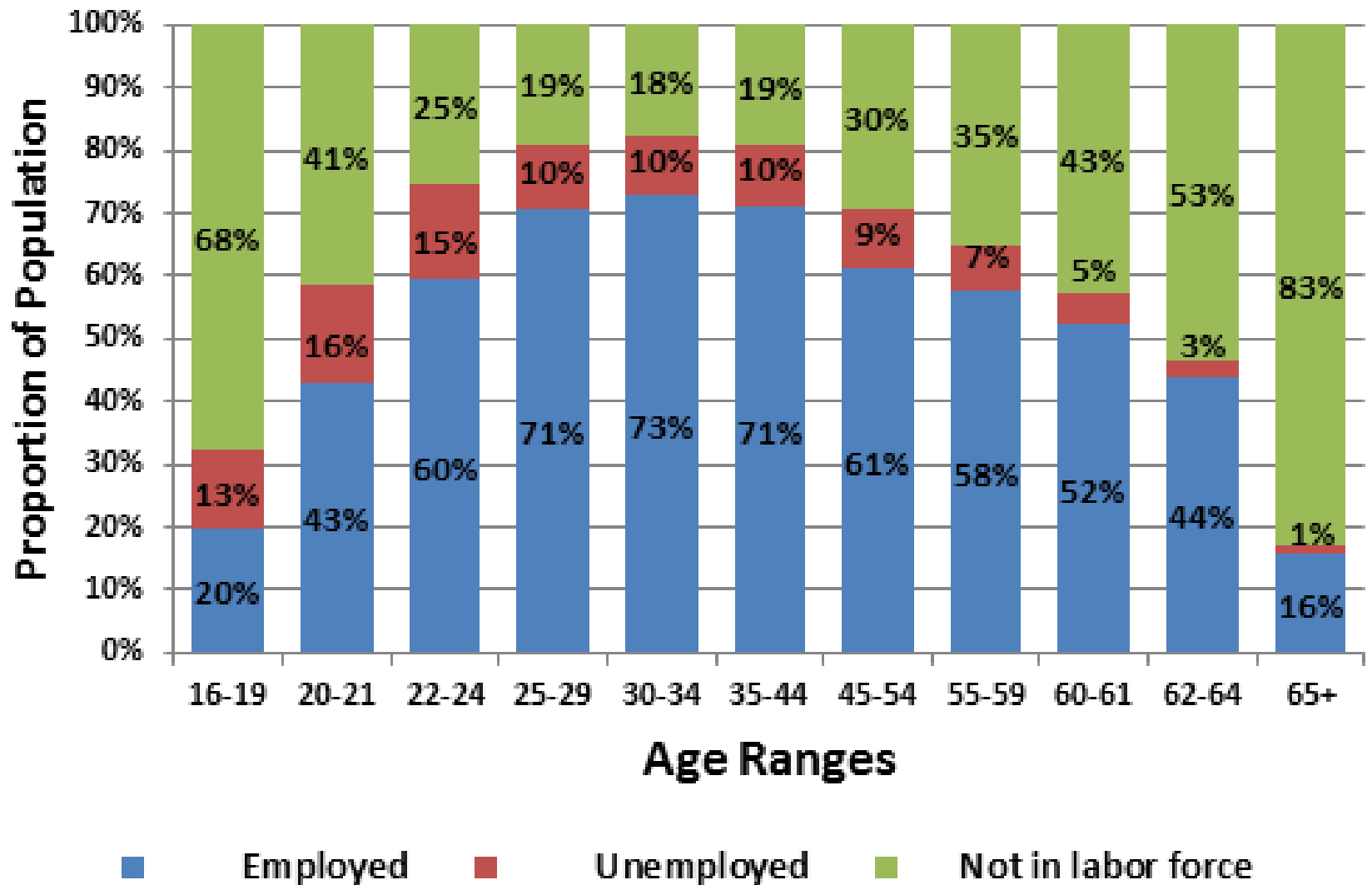


Chart 7: Employment status by age range, Census 2010-2014 5-year American Community Survey

# Targeted Populations

As the State of Maryland has committed to serving the following target populations, MOED will commit to serve the following groups:

<b>Target Populations: Individuals with Barriers to Employment</b>
Displaced Homemakers
Eligible migrant and seasonal farmworkers
Ex-offenders
Homeless individuals
Individuals facing substantial cultural barriers
Individuals with disabilities, including youth with disabilities
Individuals within two years of exhausting lifetime eligibility under Part A of the Social Security Act
Individuals who are English language learners
Individuals who are unemployed, including the long-term unemployed
Individuals who have low levels of literacy
Individuals without a High School Diploma
Low income individuals (including TANF and SNAP recipients)
Native Americans, Alaskan Natives, and Native Hawaiians
Older individuals
Single parents (including single pregnant women and non-custodial parents)
Veterans
Youth who are in or have aged out of the foster care system

## Section 2: Alignment of the Local Workforce Development System

- Partner Programs and services offered
- Involving Partners in the Development of the Local Plan
- Implementation of initiatives to meet the needs of businesses, including training providers
- Coordination of Supportive Services
- Role of Faith Based or Community Based Organizations

# Mandated Partners

- Workforce Development Activities
- Adult Education & Literacy/ Voc Ed
- Wagner- Peyser/ Trade /Vet Services/ UI
- Vocational Rehabilitation Services
- Senior Community Service Employment Programs
- Temporary Assistance to Needy Families
- Community Service Block Grant
- Housing and Community Development

# Training Initiatives

- Apprenticeship
- Customized Training
- On the Job Training (OJT)
- Industry and Sector Strategies
- Integrated Basic Education and Skills Training (I-BEST)
- Career Pathways

# Section 3 – American Job Delivery System

- American Job Centers – Comprehensive and satellite centers, one stop operator role, and the customer flow within the centers
- Ensure Meaningful access for customers
- Continuous improvement of eligible training providers
- How will the centers/ partners comply with the Americans with Disabilities Act of 1990

# Section 3 – American Job Delivery System

- Who are the partners within the centers and what are their roles
- Use of Individual Training Accounts to meet needs of businesses
- Priority of Service to low income adults and Veterans
- Incumbent Worker Training
- Excellent Customer Service





## Section 4 – Title I Adult, Youth and Dislocated Workers

- Type and Availability of Services
- Coordination with secondary and post secondary educational programs
- Provision of transportation
- Meeting the Youth Financial Constraints
- Youth Service Providers and Selection

# Section 4 – Title I Adult, Youth and Dislocated Workers

- Defining:
  - “self sufficiency”,
  - “unlikely to return to previous industry”,
  - “requires additional assistance to complete an educational program or to secure and hold employment”,
  - “need for training”.

# Career Services for Adults and Dislocated Workers

- Basic Career Services
  - Individualized Career Services
  - Training Services
  - Follow-Up Services
- 
- No more tiers of service delivery

# 14 Youth Service Elements

- Tutoring and Study Skills
- Alternative Secondary School Services
- Work Experience
- Occupational Training
- Education with workforce prep activities
- Leadership Development
- Support Services

# 14 Youth Service Elements

- Adult Mentoring
- Follow-Up Services
- Comprehensive Guidance and Counseling
- Financial Literacy Education
- Entrepreneurship Skills Training
- Labor Market and Employment Information
- Transition to Post Secondary Ed and/or Training

# Section 5 – Wagner-Peyser Functions

- Maximizing the Coordination with Wagner-Peyser State Staff
- Services to Unemployment Insurance Claimants
  - Reemployment Workshops
  - Rapid Response Services

# Coordination with Partners

- Section 6- Adult Education and Family Literacy Functions
  - Coordination of services for basic education, Pre-GED, GED, and English as a second language classes
- Section 7- Vocational Rehabilitation Functions
  - Appropriate referrals
  - Physical Accessibility
  - Technology and Materials

# Coordination with Partners

- Section 8 - Temporary Assistance for Needy Families
  - DHR, will use a phased in approach over a four year period of Maryland's WIOA Combined Plan in all 12 Workforce Development Areas Statewide. This will allow for strategic and thoughtful roll-out, flexibility based on crucial local needs and input, evaluation and ability to change course as needed.
  - Baltimore City is scheduled for year 2



# Coordination with Partners

## Section 9 – Jobs for Veterans

- Service delivery
- Priority of Service
- Linkages to Businesses
  - MOED will ensure that eligible veterans and eligible spouses are identified at the point of entry, are aware of their entitlement of priority of service and are given an opportunity to take full advantage of priority of service and the full array of employment, training and placement services, consistent with requirements outlined in Training and Employment Guidance Letter 10-09 and Veterans' Program Letter 07-09.

# Section 10 - Administration

- Fiscal Accountability and Procurement
- Competitive Process to award sub grants and contracts & Monitoring
- Performance Accountability
- Transparency
- Use of the Maryland Workforce Exchange
- Confidentiality of Records
- Equal Employment Opportunity
- Americans with Disabilities Compliance
- Conflicts of Interest

# What's Next

- Plan Comments should be sent to [WIOAPlan@oedworks.com](mailto:WIOAPlan@oedworks.com)
- Comment Period – August 1 - August 30
- Thank you for coming.

