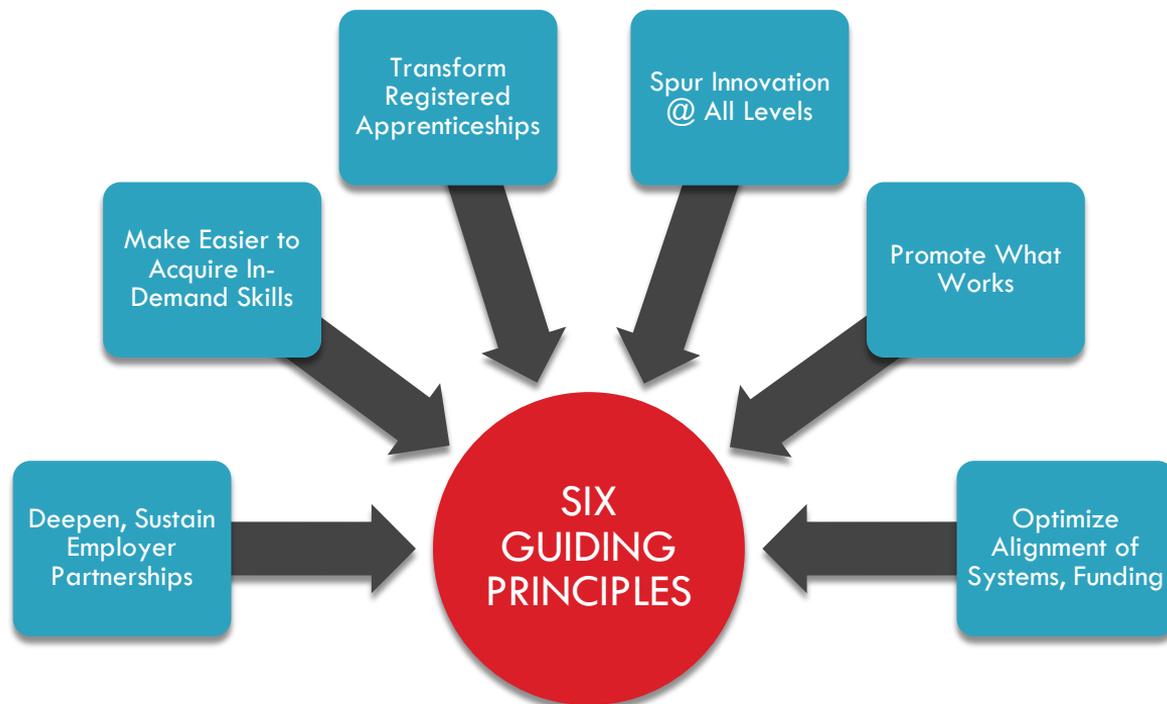


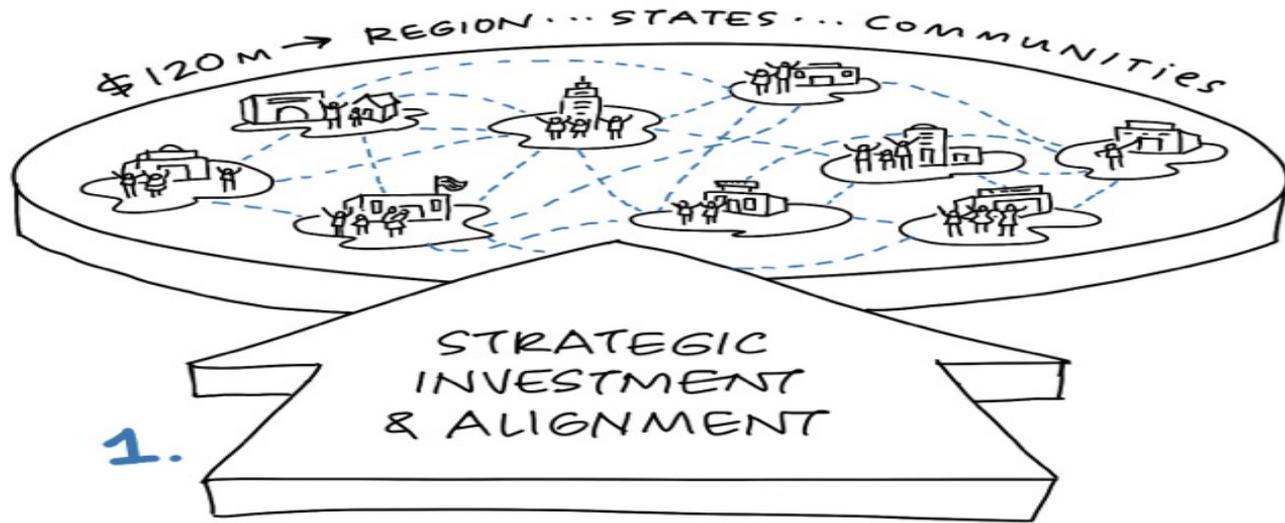
Job-Driven Workforce Solutions



Region 6 Priorities

4 PRIORITIES

for ETA REGION 6



Strategic Investment & Alignment



2. ALIGN our PERFORMANCE MANAGEMENT MEASUREMENTS

Aligned Performance Management Measurements



Customer-Centric Service (Re)Design



4. BUILD the FIELD

Building of the Field

What Works – Synthesis of Evidence

- July 2014 Report
- Synthesis of evidence from Labor, Commerce, Education & HHS
- Compiled to inform government-wide review, *Ready to Work... (July 2014)*
- More evidence and data around adults
- Opportunity to expand evidence base

What Works – Synthesis of Evidence

ADULTS

- A post-secondary education, particularly a degree or industry-recognized credential
- Flexible and innovative training and postsecondary education approaches
- The more closely training is related to a job or occupation, the better the results
- Employer engagement strategies may improve training alignment to needs
- Access to good LMI aids in good decision making and allows for individuality
- Coordinated strategies and supports seem to benefit lower-skilled individuals

Job Driven Checklist – Element 1



EMPLOYER ENGAGEMENT

- ✓ Work up-front with employers, industry associations, labor unions
- ✓ Determine local or regional hiring needs
- ✓ Design responsive training programs
- ✓ Seek employer commitments to programs through
 - Work-based learning opportunities
 - Commitments to hire program graduates

Job Driven Checklist – Element 2



WORK-BASED LEARNING

- ✓ Offer work-based learning employment paths through employers
 - OJT, internships, job shadowing
 - Pre-apprenticeship training/registered apprenticeships for “earn/learn”
 - Incumbent worker advancements, transitional jobs, career academies
- ✓ Maximize hands-on experiences for quicker outcomes
- ✓ Opp. to gain or enhance skills while working

Job Driven Checklist – Element 3



SMART DECISIONS

- ✓ Make better use of data to drive accountability
- ✓ Influence/Inform what programs are offered and what is taught
- ✓ User-friendly information for job seekers to
- ✓ Better understand current and projected labor markets with range of info
- ✓ Publicly available and easily accessible by job seekers.

Job Driven Checklist – Element 4



MEASUREMENT MATTERS

- ✓ Known results is essential for job seekers to choose training wisely
- ✓ Programs can only continuously improve with such real-time data
- ✓ Disaggregate measurement data to look at how well ppl are served
- ✓ Evaluate programs and inform stakeholders of results

Job Driven Checklist – Element 5



STEPPING STONES

- ✓ Promote seamless progression between educational stepping stones
- ✓ ...and Across work-based training and education
- ✓ Ensure opportunity to progress through access to new training and credentials
- ✓ Consider breadth of strategies such as
 - Career pathways sequences, articulation agreements
 - Sector-specific training to HS students, prior learning for apprenticeships

Job Driven Checklist – Element 6



OPENING DOORS

- ✓ Break down barriers to access, include job supports and relevant guidance
- ✓ Career counseling and job coaching
- ✓ Supportive services
- ✓ Assistance for persons with disabilities, including supported employment
- ✓ Workplace flexibility strategies that tie to multiple barriers

Job Driven Checklist – Element 7



REGIONAL PARTNERSHIPS

- ✓ Look across AJCs, education, labor and nonprofit partners
- ✓ Leverage resources to expand reach
- ✓ Workforce system partners are numerous and diverse
- ✓ Coordinate wrap-around services with diversity of resources
- ✓ Align programs with other public and private resources

Job Driven Agenda - Deployment

- ✓ Guides WIOA Implementation
- ✓ Incorporate into competitive grant solicitations
- ✓ Incorporate into future state plans
- ✓ Tie to state waiver requests
- ✓ Integrate into econ dev CEDS plans

WIOA and Job-Driven Agendas

JOB-DRIVEN ELEMENTS WILL HELP GUIDE WIOA IMPLEMENTATION

- ✓ System convenes and leads industry-driven partnerships
- ✓ Employers and econ dev partners guide in strategy development
- ✓ Customers have skills, credentials needed
- ✓ Investments are strategically and operationally aligned

WIOA: Workforce Innovation and Opportunity Act



WIOA Implementation - Readiness

- Governance
- Performance Accountability
- One-Stop Systems
- ETPL
- Adult/Dislocated Workers Programs
- Youth Program
- O-S Partners
- Waivers

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Innovation and Opportunity...

Let's Design and Prototype our Future

Key WIOA Program Areas

What changes will be required?

What practices or actions will lead to success?

What T.A. will you need?

Any local or state policy changes to note?

How might the partners in Arizona's workforce system position for their expanded business services and employer engagement roles?

How might we build and leverage our partnerships to best position services and strategies to job seekers that align to opportunities and needs?

How might we build and shift our youth strategies to ensure our ability to serve the levels of out of school youth and also implement work-based training activity?