



May 22, 2019

Building Skills and Obtaining Employment: Understanding Opportunities and Resources Available Through Local Workforce Systems

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The Urban Institute

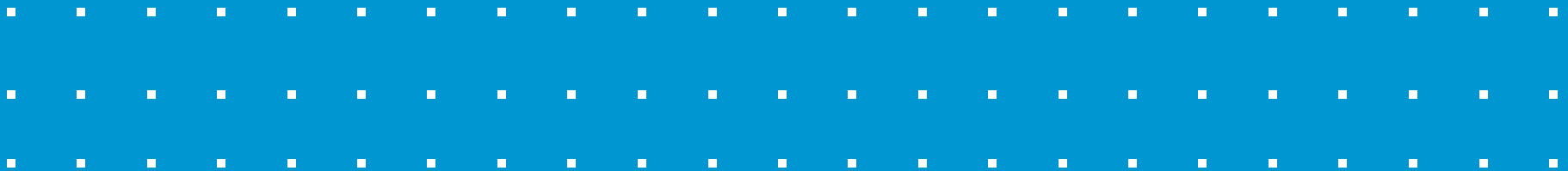


Economic Justice and Workforce Initiatives

Futures Without Violence

May 22, 2019

Webinar



Learning Objectives

- Orientation to the breadth of organizations that make up local workforce systems and who they serve
- Understanding the various functions of local workforce systems, including key strategies and activities
- Knowing how to research workforce system resources that could be useful for clients
- Having enough knowledge to identify potential local workforce system partners to support skill building and employment for clients

What are local workforce systems?

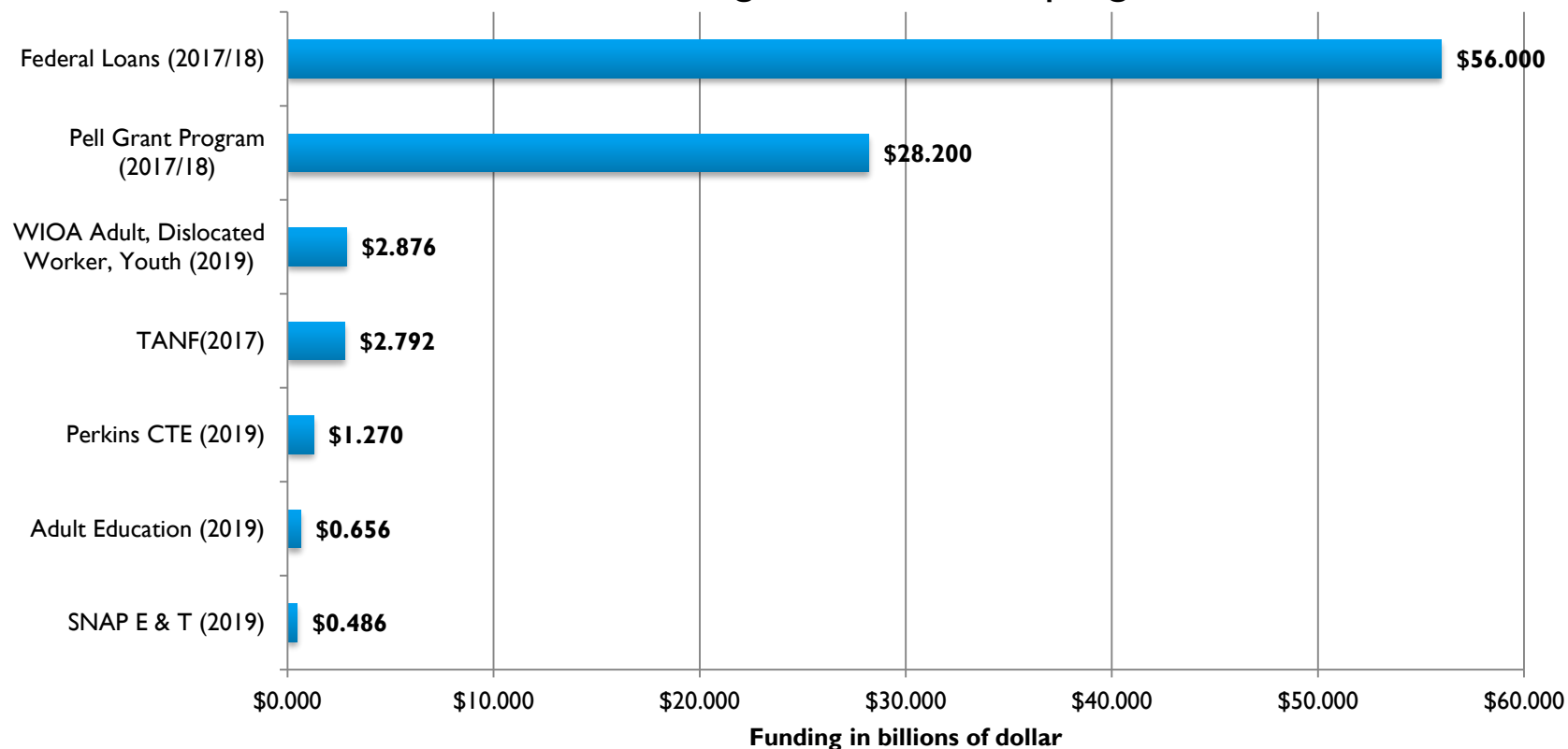
- Local workforce systems are comprised of organizations and activities that prepare people for employment, help workers advance in their careers, and seek to build a skilled workforce to support employers and the local economy.
- The public workforce system is a key system within the broader local workforce system
 - The U.S. Department of Labor defines the public workforce system as a network of federal, state, and local government-funded agencies and programs that provide services to workers, job seekers, and employers “to support economic expansion and develop the talent of our nation’s workforce.”

Workforce Innovation and Opportunity Act (WIOA)

- Legislation providing federal funding for most major public workforce system programs
- Includes funding for workforce services and limited training for adults, dislocated workers, and youth (“open system”)
- Employers are an equal customer of the public workforce system
- Formula funding to states, distributed to local areas where most of the action happens
- People access services through American Job Centers (formerly “one-stop centers”) in their communities; centers go by different names depending on state or locality
- States and local areas must convene advisory boards called Workforce Development Boards to oversee strategy and services, includes representatives from businesses and education

Federal Funding Streams

Recent funding for selected education, training and workforce programs



Note: SNAP E&T funding includes 100% funding and 50/50 matching funding; Adult education is for state grants and national leadership activities; Perkins CTE is for state formula grants and national activities; TANF Expenditures in FY 2017 for nonassistance activities classified as “work-related activities and services.” programs. WIOA funding is for Adult, Dislocated Worker and Youth program funding only, not the Employment Service, programs for special populations and competitive federal grants; Pell grants and federal loans are used for career focused education as well as liberal arts; Federal loan amount include federal subsidized and unsubsidized loans.

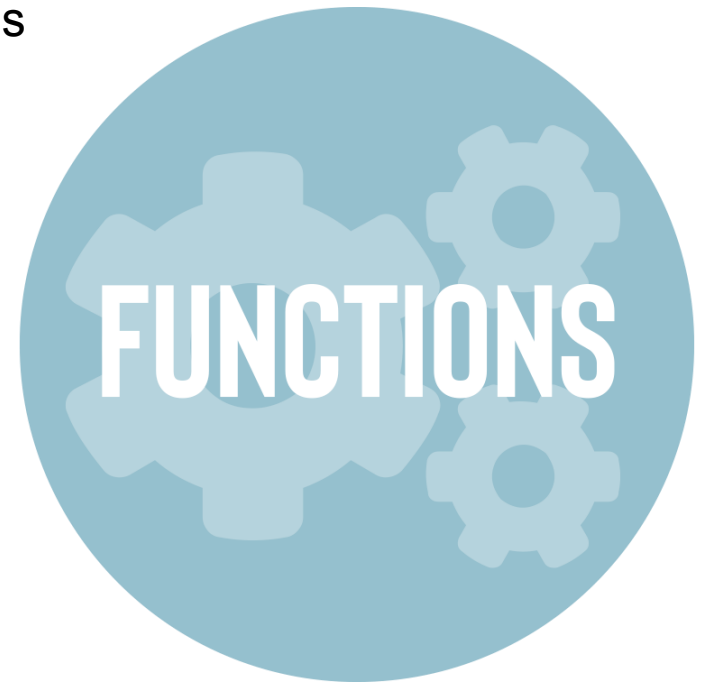
Sources: Baum et al (2019); US Department of Agriculture (2019); US Department of Education (2019); US Department of Health and Human Services (2019); US Department of Labor (2019).

Understanding Local Workforce Systems: [Online Guide Demonstration](#)



What are the functions of local workforce systems?

- Providing employment services
- Providing education and training
- Providing supportive services
- Supporting employers' human resources needs
- Improving job quality and access



Who is served by local workforce systems?

- Unemployed or underemployed workers
- Youth
- Adults with low basic skills
- People with personal challenges to work
- Workers seeking career change or advancement



What organizations are part of local workforce systems?

- Service providers
- Government agencies
- Employers and industry and business groups
- Unions and worker-focused advocacy organizations
- Workforce intermediaries and collaboratives



What key activities help workforce systems run?

- Coordination and systems change
- Identifying and leveraging multiple sources of funding
- Using data in decision making



Identifying Resources and Potential Partners in Your Local Workforce System

- American Job Centers
 - [CareerOneStop website American Job Center finder](#)
 - Example: [Mississippi Win Job Centers](#)
- Community college initiatives
 - Example: [Arkansas Career Pathways Initiative](#)
 - Example: [TN Reconnect](#)
- State department of labor/workforce development/etc. websites
 - Example: [Vermont Department of Labor](#)
 - Example: [Wisconsin Department of Workforce Development](#)
- Community-based organizations
 - Example: [Chicago Wire service provider directory](#)
 - Example: [United Way of Greater Atlanta 211](#)

American Job Centers

- CareerOneStop website American Job Center finder

The screenshot shows the 'American Job Center Finder' page. At the top, there is a header with the title 'American Job Center Finder' and a 'Help Page' link. Below the header, there is a section titled 'aboutthisdata:' which contains text explaining that the data is compiled and maintained by CareerOneStop, with a 'Read more' link. To the right of this section, there is a main content area with the heading 'Search By Location'. It features a search input field with 'Oakland' entered, a dropdown menu showing several location suggestions (e.g., OAKLAND CITY, IN; OAKLAND GARDENS, NY; OAKLAND MILLS, PA; OAKLAND PARK, FL; OAKLAND TWP, MI; OAKLAND, AR; OAKLAND, CA), and a blue 'Search' button with a magnifying glass icon. The text above the search field reads: 'Find an American Job Center in your local area. Nearly 2,500 AJCs nationwide help people search for jobs, find training, and answer other employment related questions. Get started by entering your location below.'

American Job Centers

- CareerOneStop website → “find local help” navigation tab

Explore Careers ▼ Find Training ▼ Job Search ▼ Find Local Help ▼ Toolkit ▼ Resources For ▼

Refugee Assistance Finder

← New Search

Your Search

Search by Location

OAKLAND, CA

Search

Find More Local Help

American Job Centers
[American Job Center Finder](#)

Employment and Training Programs
[Apprenticeship Office Finder](#)

Below is a list of the refugees assistance programs closest to your location. Programs marked RSS (Refugee Social Services) serve all refugees with employment and employability services. Programs marked Career Pathways serve refugees who are skilled workers with information about obtaining U.S. credentials.

Use the phone numbers or websites listed to contact any organization. Search in a different area by typing a new location into the box and clicking “Search.”

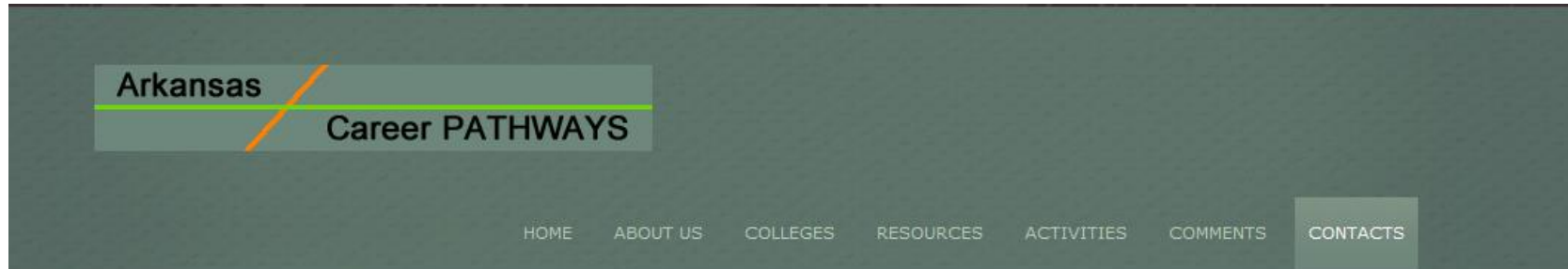
We found **5** Refugee Assistance Services in **OAKLAND, CA**.

Sort by: Distance: Near to Far ▼

| Name | Location | Provider Information |
|------------------------------------|--|---|
| Catholic Charities of the East Bay | 433 Jefferson Street Oakland, CA 94607 Map Directions Distance: 0.7 | Phone: 510-543-4007 Website: http://www.cceb.org/our-services/refugee-employment-services/ Contact Name: Tluang Salai Contact Email: tsalai@cceb.org Last Updated: 01/11/2019 |

Community college initiatives

- Arkansas Career Pathways Initiative website → campus contact forms



Campus Contact Forms

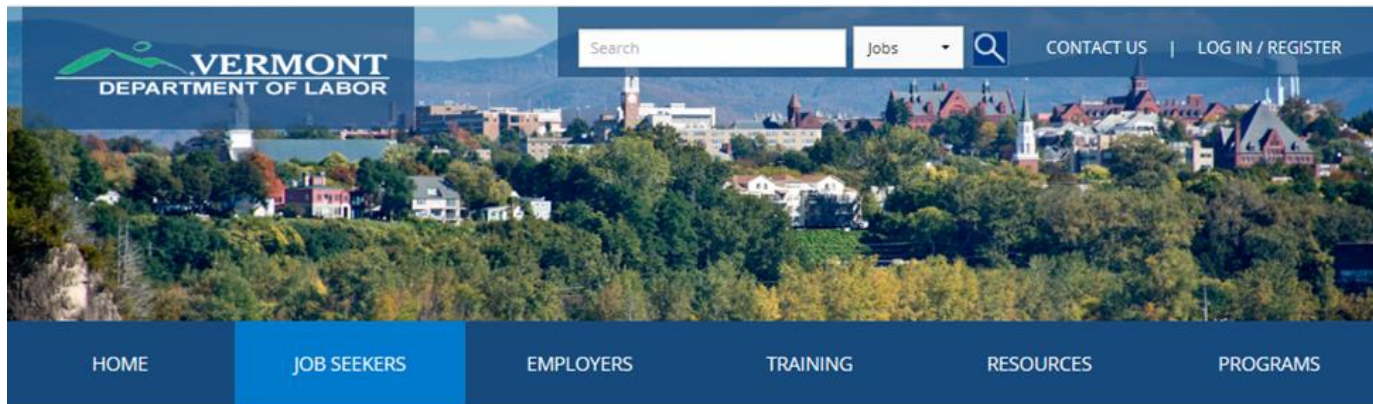
Arkansas Northeastern College - Blytheville
Arkansas State University - Beebe
Arkansas State University - Mountain Home
Arkansas State University - Newport
Arkansas Tech University - Ozark Campus
Black River Technical College - Pocahontas
College of the Ouachitas - Malvern
Cossatot Community College - DeQueen
East Arkansas Community College - Forrest City
Arkansas State University - Mid-South - West Memphis
National Park College - Hot Springs
North Arkansas College - Harrison
Northwest Arkansas Community College - Bentonville

Ozarka College - Melbourne
Phillips Community College - Helena
Pulaski Technical College - North Little Rock
Rich Mountain Community College - Mena
South Arkansas Community College - El Dorado
Southeast Arkansas College - Pine Bluff
Southern Arkansas University Tech - Camden
University of Arkansas Community College - Batesville
University of Arkansas Community College - Hope
University of Arkansas Community College - Morrilton
University of Arkansas at Monticello College of Technology - Crossett
University of Arkansas at Monticello College of Technology - McGehee

Help Needed

State department of labor websites

- Vermont Department of Labor “jobseekers” navigation tab



Job Seekers

Quick Job Search

Keywords

Location

Radius

Create a Profile

With a Job Seeker account you can:

- Perform advanced job searches
- Create and post resumes
- Save your job searches
- Receive job alerts by email or text
- Many more benefits - all free

[Create a Job Seeker Account](#)

State department of labor websites

- Vermont Department of Labor “training” navigation tab

Training and Education

Search For Training and Education Providers

Keywords

Example: Computer or Accounting

School type

Please Select ▾

Search

Advanced Search

Search for WIOA Eligible Youth Providers

Training Provider Login

The Federal Workforce Innovation and Opportunity Act (WIOA) of 2014 mandates states to maintain a list of training providers approved to provide training to individuals who are eligible to receive federal funds. The Eligible Training Provider List (ETPL) is comprised of approved eligible training providers and training programs that are approved by the Local Workforce Development Areas (LWDAs) and the State to provide training services to eligible WIOA participants. The State Eligible Training Provider List (ETPL) and the related eligibility procedures ensure the accountability, quality and labor-market relevance of programs of training services provided to eligible WIOA participants. Before requesting a user account, contact your local American Job Center for more information about becoming a training provider.

Community-based organizations

- Chicago Workforce Information and Resource Exchange (WIRE) service provider directory

The screenshot displays the WIRE website interface. At the top left is the WIRE logo with the text "Workforce Information and Resource Exchange". At the top right is the Chicago Jobs Council logo with the text "An initiative of the Chicago Jobs Council". Below the logos is a search bar with a magnifying glass icon and the word "Search". A dark navigation bar contains the following links: Home, Workforce Development Funding, Provider Directory, Related Data, Publications, Additional Resources, and Ventra Report. The main content area is titled "Directory" and includes a description: "This is a directory of employment training and other workforce service providers in Illinois. Search for job training and education programs using the filters below, zip code search, or by clicking directly on the map. Follow these instructions for updating your organizational information." To the right of the description are two buttons: "Download List of Organizations" and "Submit New Organization". Below the description is a "Filter" section with several dropdown menus: "Name" (containing "domestic violence"), "Services Provided" (1 selected), "Populations Served" (4 selected), "Zip Code" (empty), "Radius" (5 miles), "Community Areas" (2 selected), and "Organization Types" (1 selected). A red message states "Zip code filtering is currently not available". There are "Filter" and "Start Over" buttons. Below the filters is a map showing a geographic area with labels for "Crystal Lake" and "Waukegan". To the right of the map is a "Results (215)" section with a card for "A Safe Haven Foundation" and buttons for "More Information", "Zoom to Location", and "Website".

Community-based organizations

- United Way of Greater Atlanta 211 service directory

[HOME](#) [ABOUT 2-1-1](#) [SERVICES](#) [SERVICE PROVIDERS](#) [UNITEDWAY OF GREATER ATLANTA](#) [CONTACT US](#)

DIRECTORIES

Monday, May 20, 2019
4,106,814 visits to date

To find or give help, enter the information about the person needing services, wanting to donate, or volunteer.

Enter ZIP Code or select city [\(reset\)](#)





Your ZIP Code is required to continue.

Age Gender Female Male

Select a language for the service provider

If not English, select the language for the service provider.

Click on a category to browse

| | | | |
|--|---|--|--|
|  Business/ Consumer/ Environmental Services |  Clothing/ Food/ Personal Goods/ Services |  Counseling/ Crisis Services/ Human Trafficking |  Education/ Training |
|--|---|--|--|

What's New?

Human Trafficking Help
If you are a victim or are concern about someone, text UCAN to 898211. Get local information about human trafficking resources.

Suicide Help
If you or someone you know needs help, please call the National Suicide Prevention hotline at 1.800.273.8255

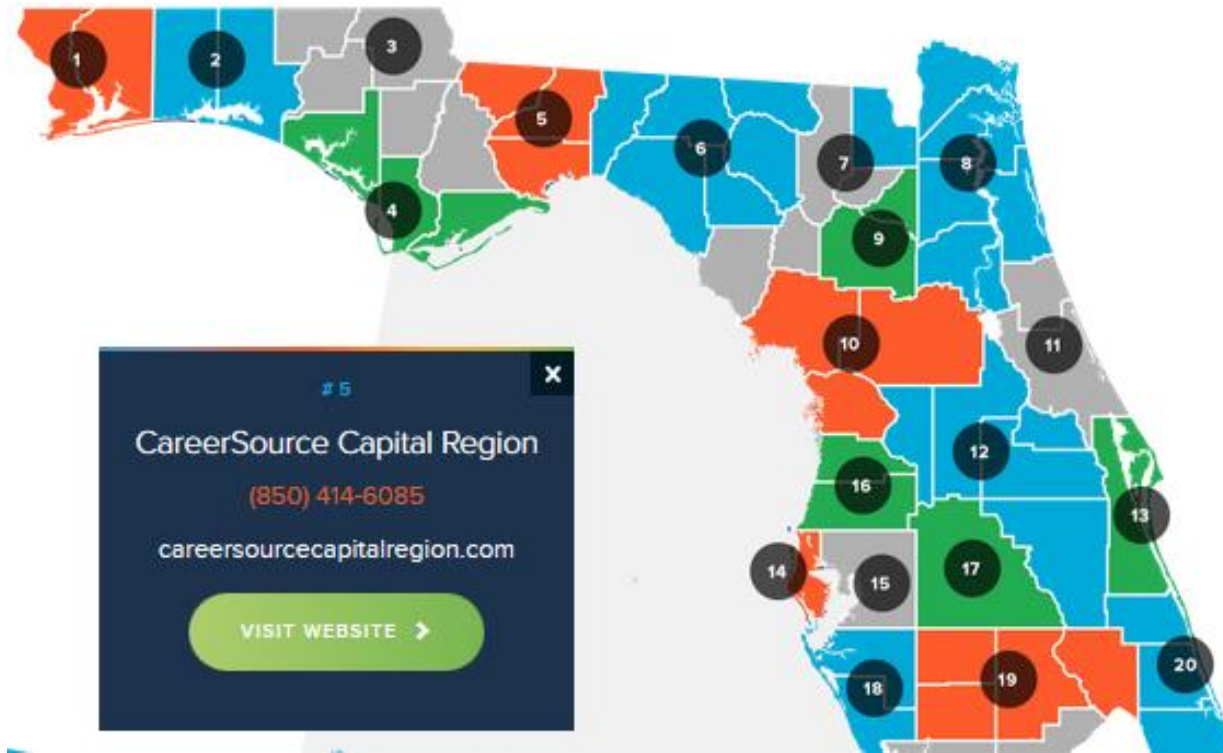
More All of the 211 Services on 04/20/19

Identifying Resources and Potential Partners in Your Local Workforce System

- Local or regional workforce development boards
 - Example: [Texas Workforce Solutions](#)
 - Example: [CareerSource Florida](#)
- Labor market information and other data
 - Example: [Illinois Department of Employment Security](#)
 - Example: [Ohio Governor's Office of Workforce Transformation](#)
- Business or trade organizations (advocacy projects)
 - Example: [Los Angeles Area Chamber of Commerce](#)
 - Example: [DC Chamber of Commerce](#)

Local or regional workforce development boards

- CareerSource Florida website → click to identify local workforce development board website



Local or regional workforce development boards

- CareerSource Capital Region Website “Calendar” Navigation Tab displays calendar of events for the region

June 2019

today week month < >

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|--|---|---|--|---|-----|
| 26 | 27 | 28 | 29 | 30 | 31 | 1 ^ |
| | 8a Office is Closed 8a Office Is Closed | 9a Job Club 11a Time to Get M +4 more | 9a Executive Cente 12p Get Prep'd: D 4:30p Resume Fee | 9a Job Club 9:30a How to Get +4 more | 9a Veterans Conni 9:54a Personalizec 10a Federal Bondii | |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | | | 11a Board Meetin | | |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | 9:30a 2019 Caree 9:30a 2019 Caree | | |

[View a Specific Calendar](#)

For Career Seekers:

Main Events

Locations:

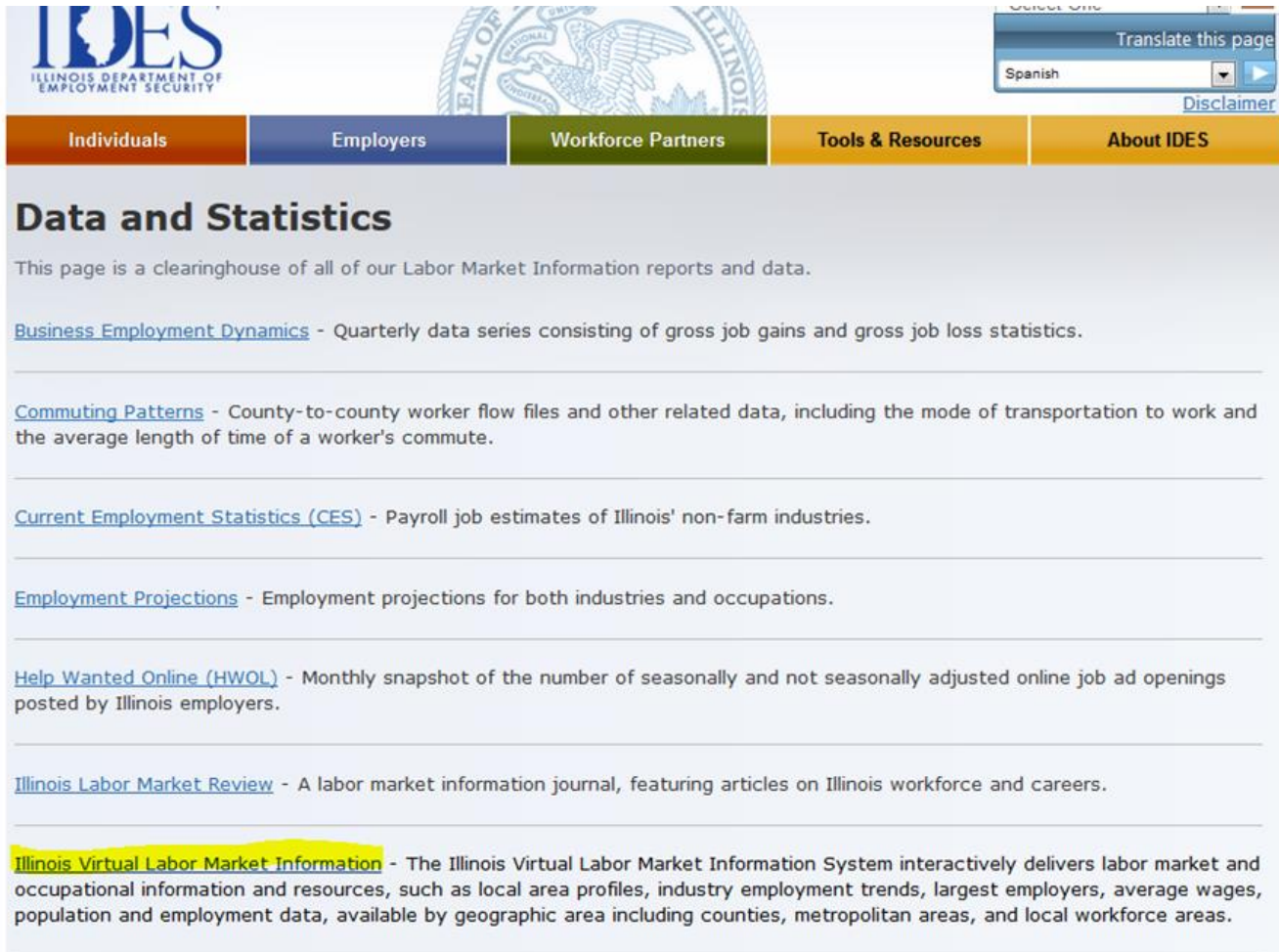
- Executive Center
- Gadsden Career Center
- Leon Career Center
- Wakulla Career Center

Board of Directors:

Board

Labor market information and other data

- Illinois Department of Employment Security → Illinois Virtual Labor Market Information Website



The screenshot shows the website for the Illinois Department of Employment Security (IDES). The header includes the IDES logo, the state seal of Illinois, and a navigation menu with categories: Individuals, Employers, Workforce Partners, Tools & Resources, and About IDES. A 'Translate this page' widget is visible in the top right corner, set to Spanish. The main content area is titled 'Data and Statistics' and describes it as a clearinghouse for labor market information reports and data. It lists several data series and reports:

- [Business Employment Dynamics](#) - Quarterly data series consisting of gross job gains and gross job loss statistics.
- [Commuting Patterns](#) - County-to-county worker flow files and other related data, including the mode of transportation to work and the average length of time of a worker's commute.
- [Current Employment Statistics \(CES\)](#) - Payroll job estimates of Illinois' non-farm industries.
- [Employment Projections](#) - Employment projections for both industries and occupations.
- [Help Wanted Online \(HWOL\)](#) - Monthly snapshot of the number of seasonally and not seasonally adjusted online job ad openings posted by Illinois employers.
- [Illinois Labor Market Review](#) - A labor market information journal, featuring articles on Illinois workforce and careers.
- [Illinois Virtual Labor Market Information](#) - The Illinois Virtual Labor Market Information System interactively delivers labor market and occupational information and resources, such as local area profiles, industry employment trends, largest employers, average wages, population and employment data, available by geographic area including counties, metropolitan areas, and local workforce areas.

Labor market information and other data

- Illinois Virtual Labor Market Information Website → Occupation Profile

The screenshot displays the website's navigation menu on the left, with 'Occupation Profile' highlighted. The main content area shows a dropdown menu for 'Occupation Profile' with options: Occupation Summary, Occupational Comparison, Description, Supply and Demand, Skills, Education and Work Experience, Employment and Wages, Nature of the Work, Job Requirements, and Other Information. The 'Occupation Summary' option is selected, leading to a page titled 'Number of Employees by Industry' for the first quarter of 2018, showing a total of 5,868,416 employees. A second widget shows 'Current Employment Statistics (CES)' for April 2019, listing various industry titles and their employment counts.

| Industry | Employment |
|--------------------------------------|------------|
| Trade, Transportation, and Utilities | 1,213,200 |
| Professional and Business Services | 957,900 |
| Education and Health Services | 954,000 |
| Total Government | 836,700 |
| Leisure and Hospitality | 625,900 |

| Title | Employment |
|--------------------------------------|------------|
| Trade, Transportation, and Utilities | 1,213,200 |
| Professional and Business Services | 957,900 |
| Education and Health Services | 954,000 |
| Total Government | 836,700 |
| Leisure and Hospitality | 625,900 |

Labor market information and other data

- Illinois Virtual Labor Market Information Website → Occupation Search

Occupations by Keyword [Occupations by Group](#) [Occupation Listing](#) [Occupations by Education Program](#) [Occupations by Military Specialty](#) [Occupations by Occupation Code](#) [Occupations by License](#)

Area (click to change): [Illinois](#)

- Display only occupations with a Bright Outlook Display Green occupations only

Search for an occupation by keyword(s)

Type a job title or occupational keywords in the box and click the *Search* button. (e.g. Accountant)

Search

Labor market information and other data

- Ohio Governor's Office of Workforce Transformation website

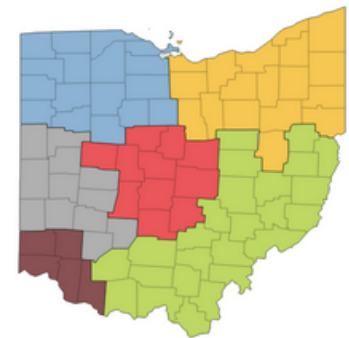
STATE OF OHIO

Quick Links:

[Workforce Programs](#)

[State Statistics](#)

Ohio is the 7th most populous state in the country with over 11.6 million residents. 77% of Ohioans reside in urban areas dominated by the large urban centers of Cincinnati, Cleveland and Columbus. The state is relatively young with about 25% of the population under the age of 19 and 59% in the working ages between 20 and 64. Ohio lags in terms of diversity with only 18% of Ohioans categorized as nonwhite compared to 26% for the entire United States population. The states poverty rate of 15.8% is in line with the national average of 15.5%. Industry in Ohio is dominated by educational services, healthcare, manufacturing, and retail which collectively employ 51% of the working population.

 ▼

Population

11,658,609



Largest State by Population:
California - 38,332,521

% Urban

77%



Square Miles

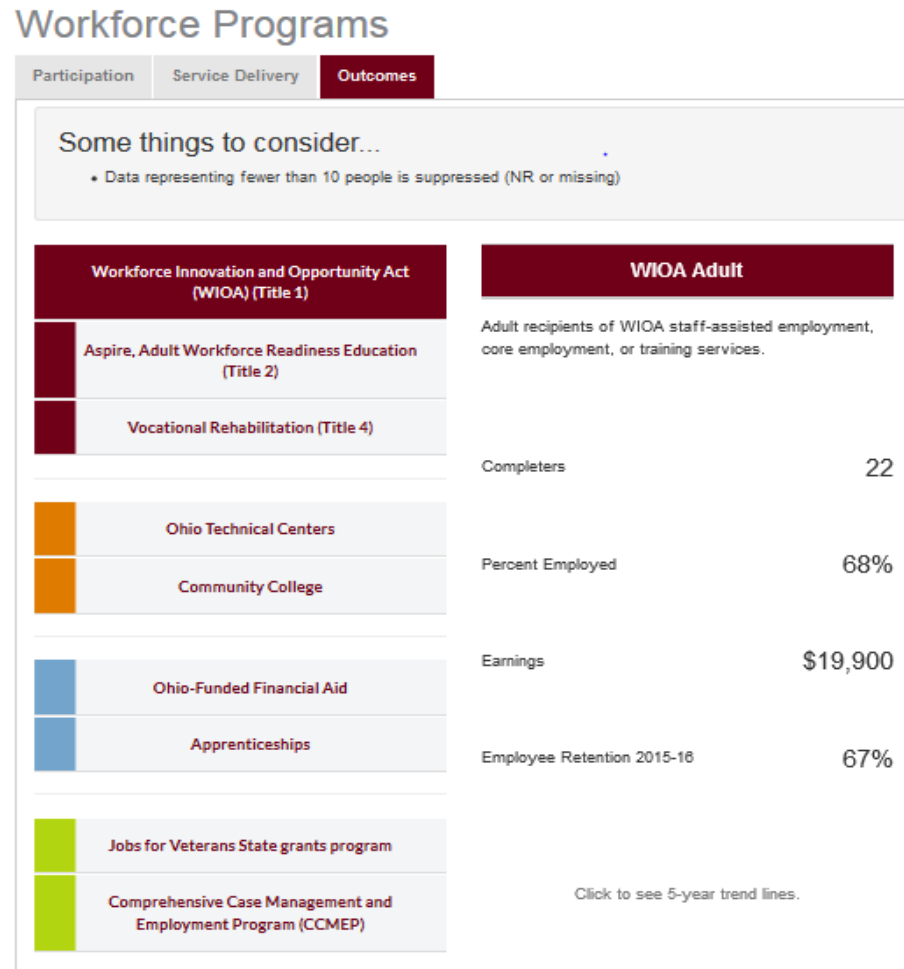
44,825



Largest State:
Alaska - 571,951 mi²

Labor market information and other data

- Ohio Governor’s Office of Workforce Transformation website “Workforce Programs Outcomes” Navigation Tab (available by county)



Business or trade organizations (advocacy projects)

- Los Angeles Area Chamber of Commerce website “Advocacy” navigation tab

JOIN MEMBERSHIP CENTERS OF IMPACT **ADVOCACY** WHAT'S HAPPENING CALENDAR SIGNATURE EVENTS ABOUT

Centers of Impact

+ Center for Small Business Success

- Center for Business Advocacy

ACCESS Advocacy Trips

Policy Councils

+ Center for Education Excellence & Talent Development

+ Center for Innovation & Technology

+ Center for Global Trade & Foreign Investment

+ Center for Leadership

Patrons

Supporters

ADVOCACY TRIPS

The Chamber's ACCESS events are the region's premier annual advocacy trips to L.A. City Hall, Sacramento and Washington, D.C. Each year, ACCESS events connect businesses with policymakers and elected officials on the issues that matter most.

ACCESS L.A. City Hall

Business leaders from throughout the region join the Chamber for a networking breakfast and a special City Council meeting on issues vital to L.A.'s businesses. Topics include job creation, prioritizing essential city services, pension reform, fixing the budget deficit and lowering L.A.'s business tax. ACCESS L.A. City Hall includes special speakers such as the mayor, L.A. City Councilmembers and city officials.

Advocacy Agendas: [2018](#) [2017](#) [2016](#) [2015](#) [2014](#) [2013](#) [2012](#) [2011](#) [2010](#) [2009](#) [2008](#)

ACCESS Sacramento

ACCESS Sacramento brings more than 150 Chamber members to Sacramento to meet with dozens of lawmakers on issues including health care reform, education and more private sector opportunities to rebuild our state's infrastructure.

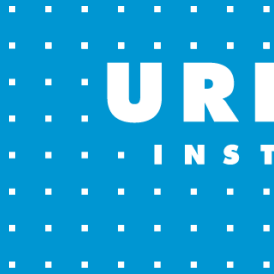
Advocacy Agendas: [2019](#) [2018](#) [2017](#) [2016](#) [2015](#) [2014](#) [2013](#) [2012](#) [2011](#) [2010](#) [2009](#) [2008](#)

Considering Evidence of Effective Strategies When Exploring Resources and Partnerships

- Programs that engage and build partnerships with employers have the strongest evidence of success (Barnow and Spaulding 2015)
 - Training designed to meet employer needs
 - Opportunities to earn credentials with labor market value
 - Connections to employers for helping people get jobs
- Work-based learning, where people learn skills on the job, is a key strategy for aligning with employer needs (Reed et al. 2011)
 - Registered apprenticeship has the strongest impacts
 - There is more to learn about the impacts of other forms of WBL

Considering Evidence of Effective Strategies When Exploring Resources and Partnerships

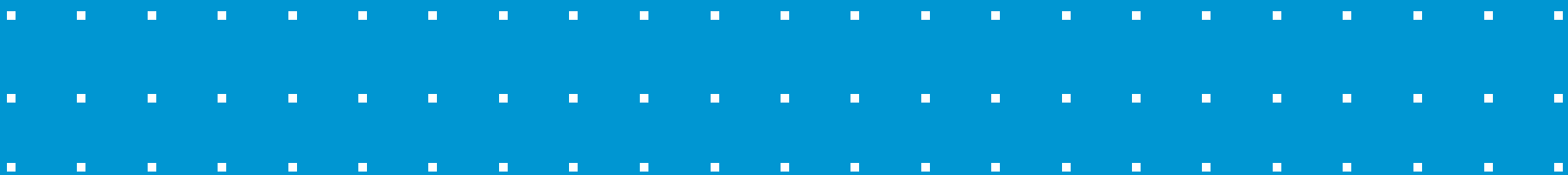
- For people with challenges to work, comprehensive models that include intensive training, relationships with employers, and robust work supports, have shown strong impacts (Maguire et al. 2010; Scrivener et al. 2015)
 - Career pathways programs support progress and advancement along career paths (Eyster and Gebrekristos 2018)
 - Supportive services (often provided through partnerships) are critical for facilitating positive employment outcomes (Forston et al. 2017)



URBAN

INSTITUTE · ELEVATE · THE · DEBATE

Questions?



For more information:

- The Urban Institute *Building America's Workforce* initiative website
<https://www.urban.org/policy-centers/cross-center-initiatives/building-america-workforce>
- *Local Workforce System Guide*
<https://workforce.urban.org/>
- *Understanding Local Workforce Systems*
<https://www.urban.org/research/publication/understanding-local-workforce-systems>

Note: The Local Workforce System Guide and the brief on Understanding Local Workforce Systems were created by the Urban Institute with funding from JPMorgan Chase and Co. as part of the [New Skills at Work Initiative](#)

References

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- Reed, Debbie, Albert Yung-Hsu Liu, Rebecca Kleinman, Annalisa Mastri, Davin Reed, Samina Sattar, and Jessica Ziegler. 2011. “An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States.” Oakland, CA: Mathematica Policy Research Associates.
- Scrivener, Susan, Michael J. Weiss, Alyssa Ratledge, Timothy Rudd, Colleen Sommo, and Hannah Fresques. 2015. “Doubling Graduation Rates: Three-Year Effects and CUNY’s Accelerated Study in Associate Programs (ASAP) for Developmental Education Students.” New York, NY: MDRC.



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