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

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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
Recent funding for selected education, training and workforce programs

- Federal Loans (2017/18): $56.000
- Pell Grant Program (2017/18): $28.200
- WIOA Adult, Dislocated Worker, Youth (2019): $2.876
- TANF (2017): $2.792
- Perkins CTE (2019): $1.270
- Adult Education (2019): $0.656
- SNAP E & T (2019): $0.486

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
American Job Centers

- CareerOneStop website → “find local help” navigation tab
Community college initiatives

- Arkansas Career Pathways Initiative website → campus contact forms
State department of labor websites

- Vermont Department of Labor “jobseekers” navigation tab
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
Community-based organizations

- United Way of Greater Atlanta 211 service directory
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
Labor market information and other data

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

**Data and Statistics**

This page is a clearinghouse of all of our Labor Market Information reports and data.

- **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 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
Labor market information and other data

- Illinois Virtual Labor Market Information Website ➔ Occupation Search
Labor market information and other data

- Ohio Governor’s Office of Workforce Transformation website

STATE OF OHIO

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 23% of the population under the age of 19 and 26% 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 state’s poverty rate of 15.6% 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
- % Urban: 77%
- Square Miles: 44,825

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

**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 Council members and city officials.


**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.

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)
Questions?
For more information:

• The Urban Institute *Building America’s Workforce* initiative website
  https://www.urban.org/policy-centers/cross-center-initiatives/building-americas-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


For future questions, please contact:

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