



IOWA State Workforce
Development Board

Fall 2019

Iowa Chief Elected Officials: System Transformation Training

TODAY'S PRESENTERS



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INTRODUCTIONS

- Tell us your name and the county you represent
- How would you rate your knowledge of the workforce system transformation effort?
 - “I’m in the know.”
 - “I know enough to be dangerous.”
 - “I wish I knew more.”
- What is one burning question that you need answered before you leave here today?



WELCOME AND AGENDA

1. Purpose of today's training
2. Workforce System Deep Dive
3. Roles & Responsibilities of Chief Elected Officials
 - Creating the Local Governance Foundation
 - Action Planning
4. Questions & Answers
5. Next Steps





TODAY'S OBJECTIVES

- ✓ Reinforce concepts and facts introduced on August webinar and provide additional detail regarding WIOA/workforce system structure and provisions
- ✓ Build understanding of the role of the CEO in the workforce system
- ✓ Introduce tools and best practices to help the CEOs develop the local governance structure for the workforce system in Iowa
- ✓ Engage CEOs in discussion regarding their roles as drivers of the local workforce system to understand the challenges and needs to be successful

WIOA Overview

KEY TERMS AND ACRONYMS



- **WIOA:** Workforce Innovation & Opportunity Act
- **CEO:** Chief Elected Official
- **CLEO:** Chief Lead Elected Official
- **SWDB:** State Workforce Development Board or state board
- **LWDB:** Local Workforce Development Board or local board
- **LWDA:** Local Workforce Development Area or local area
- **IWD:** Iowa Workforce Development

KEY TERMS AND ACRONYMS (CONTINUED)



- **One Stop/ American Job Center (AJC):** IOWAWorks centers
- **Core programs:** WIOA Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education, Vocational Rehabilitation

A VISION FOR CHANGE



WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

- Signed into law with broad, bi-partisan support on July 22, 2014
- First major workforce development legislation since the Workforce Investment Act of 1998
- Outlines the vision, goals, objectives, and requirements for how the public workforce system is structured and operates



WIOA: FIVE PRINCIPLES

- Integrated Service Delivery
- Focus on Strategy
- Regional Economic Development
- High Quality Services
- Accounting & Transparency



WIOA “HALLMARKS OF EXCELLENCE”



WIOA REQUIRES

Strategic coordination of all federal programs focused on skills development and training

- Employment and training services for adults, dislocated workers, and youth (WIOA Title I)
- Adult Education programs (WIOA Title II)
- Wagner-Peyser (WIOA Title III)
- Vocational Rehabilitation (WIOA Title IV)
- Other programs for specific populations:
 - Job Corps, YouthBuild, Indian and Native Americans, and Migrant and Seasonal Farmworkers



Iowa *WORKS*

A proud partner of the **AmericanJobCenter**® network



THRIVING Communities

vision and goals

Economic Development

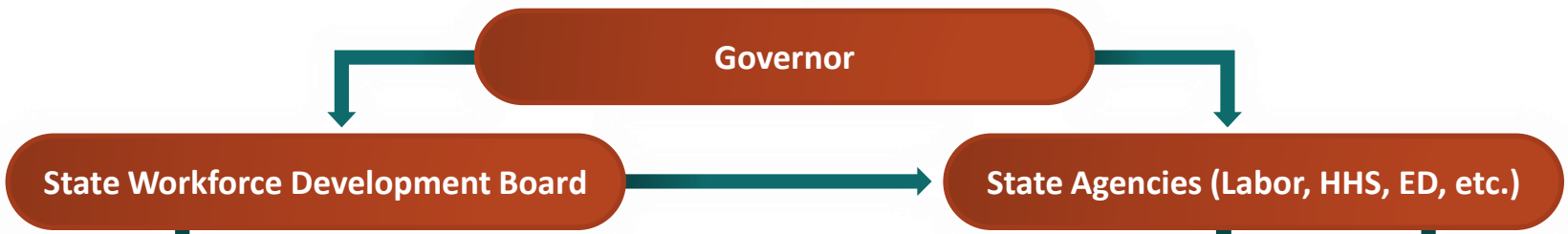
Education

Workforce Development

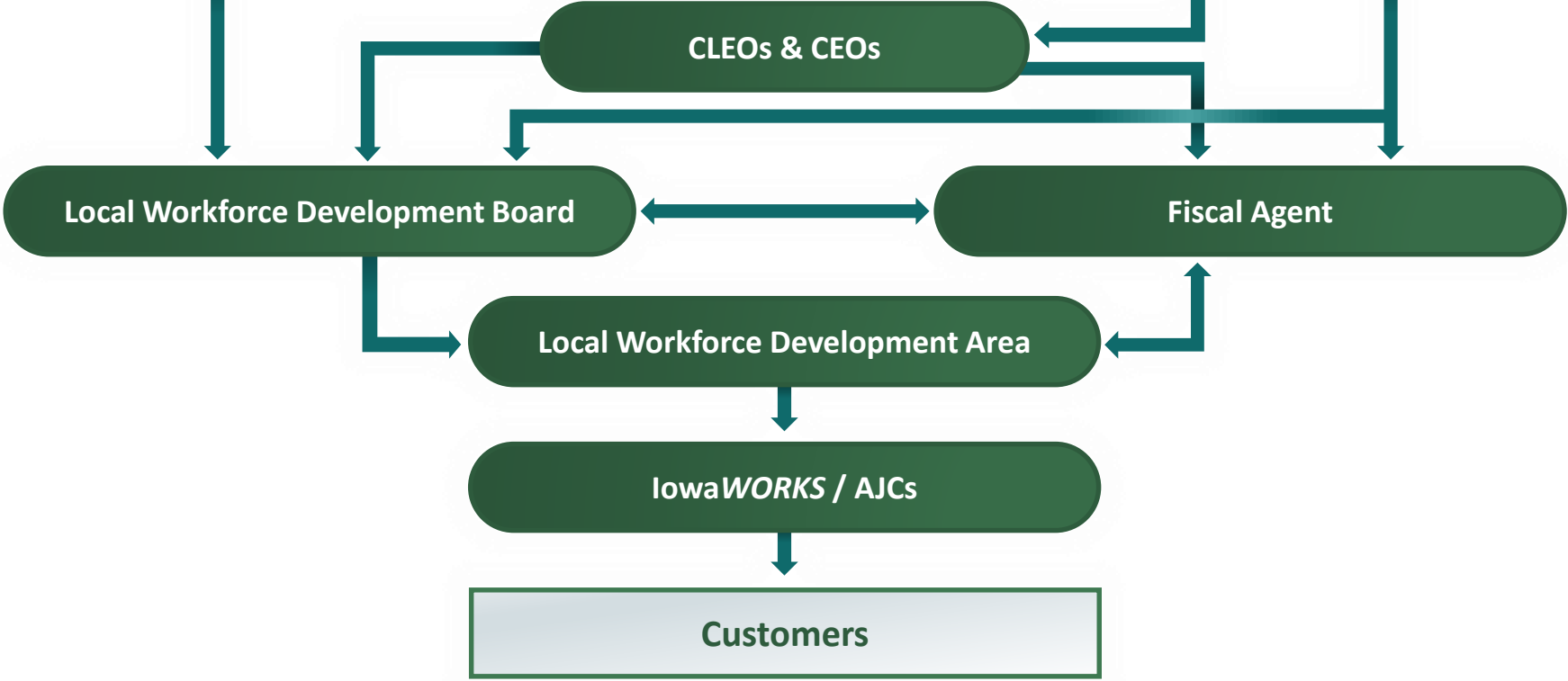
FED

U.S. Department of Labor

STATE



LOCAL



THE IOWA CHALLENGE



- Iowa *WORKS* is currently not compliant with the principles or key provisions of WIOA.
 - WIOA passed in 2014 and Iowa never established the required governance structure.
- The U.S. Department of Labor’s Employment and Training Administration (ETA) cited this as a “finding” in an official monitoring report in 2017.
- ETA has stated that continued lack of compliance with WIOA will likely result in a stop of federal WIOA funding to Iowa

THE FACTS

ABOUT COMPLIANCE

To be compliant, Iowa must ensure that:

- Chief Elected Officials (CEOs) understand their financial liability for WIOA funds
- CEOs agree how their liability will be shared and put this in writing
- CEOs designate an entity to administer the WIOA funds and put this in writing
- CEOs appoint Local Workforce Development Board members
- Local Workforce Development Boards set vision for the local workforce system
- LWDBs perform the more than one dozen WIOA required functions
- Every local area has a competitively procured One Stop Operator

THE BENEFITS OF COMPLIANCE

- Assurance of vital federal funding to support Iowa job seekers and employers which allows services to continue
- The WIOA governance structure is designed to:
 - Promote accountability, transparency and high-quality services
 - Support the role of the workforce development system as a regional economic development tool
 - State and local areas align workforce programs with regional economic development; create unified plans
 - Align programs and services to reduce costs and streamline service delivery
 - Empower local boards to drive a strategic vision for talent development in their communities

QUESTIONS



SYSTEM TRANSFORMATION

The Steps

Workforce System Transformation

SYSTEM TRANSFORMATION TIMELINE

February 2019

- SWDB Vote on Realignment Committee Recommendation

January 2020

- Execute CEO Agreements

April 2020

- LWDBs develop Local WIOA Plan

December 2020

- Certify One-Stops

September 2019

- SWDB Vote on Administrative and Governance Policies
- Training for SWDB and CEOs

February 2020

- CLEOs Appoint new Local Workforce Development Boards
- Training for Local Workforce Development Boards – Beginning

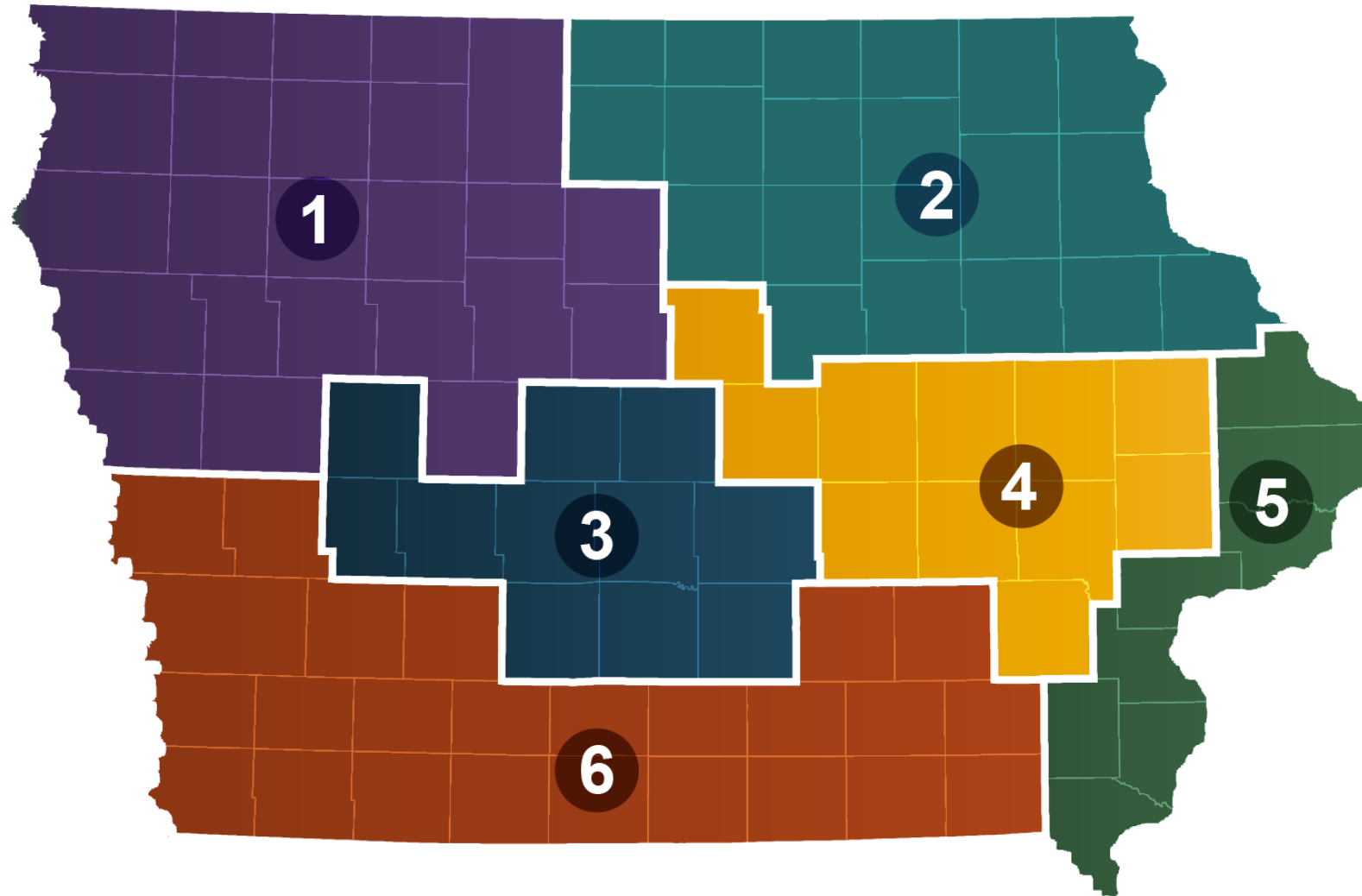
June 2020

- Execute Funding Agreements w/CLEOs

STEP 1: REALIGNMENT

- Recognizing the need to maximize limited funding, the State Workforce Development Board approved a new configuration – or what some of you may think of as a realignment – which reduces the local workforce development areas in Iowa from fifteen to six.
- This change will create much needed cost efficiencies and maximize funding for career counseling, training, supportive services for job seekers and services to business to meet their talent needs.

LWDA REALIGNMENT



LWDA REALIGNMENT APPEALS

- USDOL has received one or more appeals regarding the process used to identify the new LWDA configuration
- Per the established federal appeals process, USDOL requested information and documentation from Iowa regarding the process
- Iowa has supplied that information and documentation and is awaiting response from USDOL
- The realignment continues during the appeals process

STEP 2: SYSTEM TRANSFORMATION FRAMEWORK

- A Framework or plan to serve as a roadmap for all engaged in the system transformation effort
 - Begins with identification of new LWDAs and runs through certification of local Iowa *WORKS* centers/American Job Centers (2019 – 2020)
- Includes steps for key stakeholders:
 - Chief Elected Officials
 - State Workforce Board
 - Local Workforce Development Boards
 - WIOA Core Partner Agencies

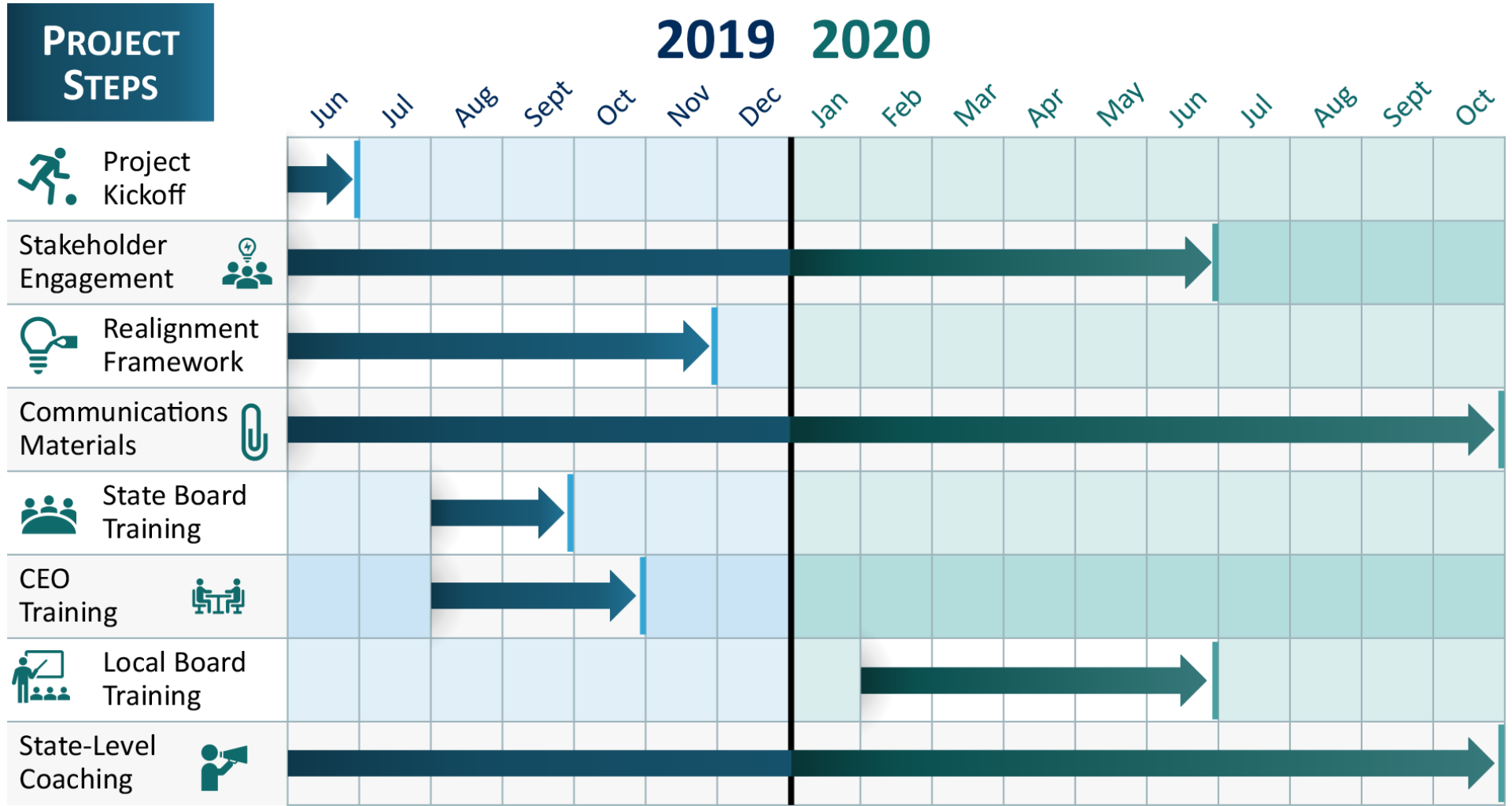


STEP 3: SYSTEM TRANSFORMATION FRAMEWORK IMPLEMENTATION

Key activities are underway

- Stakeholder education
 - SWDB webinar
 - August 27, 2019
 - CEO webinar
 - August 28, 2019
 - CEO Training
 - September – October 2019
 - SWDB Training
 - October 4, 2019
- Establishment of Core Partner Working Group
- Issuance of policies by IWD
- Development of WIOA State Plan

PROJECT TIMELINE



SYSTEM TRANSFORMATION KEY STEPS

Foundation Building Steps	Timeline
CEOs develop and executive CEO Shared Liability Agreements	October 2019-January 2020
CEOs select a CLEO and notify IWD	October 2019-November 2019
CLEO designates fiscal agent	October 2019 – February 2020
CLEO appoints members to WIOA compliant LWDBs in six local areas	October 2019 – January 2020

CEO SYSTEM TRANSFORMATION KEY TALKING POINTS

This effort is about transforming the Iowa*WORKS* system to effectively build a talent pipeline that helps our state grow and prosper. To do that we must:

- Reduce the # of LWDAs from 15 to 6 to have the funding to support the governance structure that WIOA requires and our system needs to succeed.
- Empower Chief Elected Officials and Local Workforce Development Boards to oversee and drive the local workforce system
- Partner across all levels and programs to ensure a customer-driven, integrated system.

QUESTIONS TO YOU

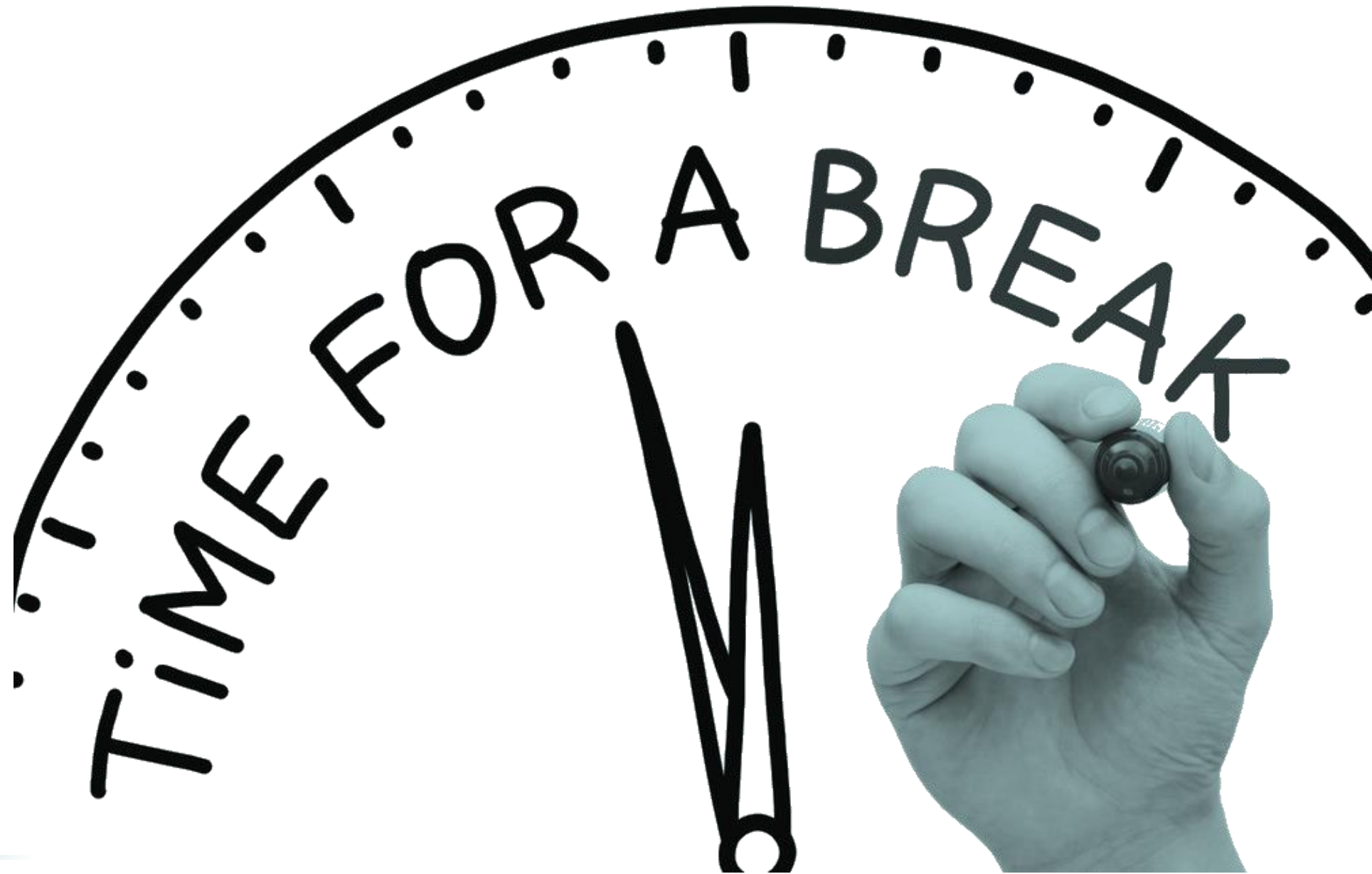
- Given what you now know, what do you think are the greatest opportunities and challenges around the system transformation?
- Does anything that you just heard have the potential to keep you up at night?
 - If so, what kind of resources/ assistance would help ease your concerns and support implementation in your local area?



ANY QUESTIONS?






TAKE A BREAK



Roles & Responsibilities of the Chief Elected Officials

CEO ORIENTATION AND TRAINING GUIDE

- The remainder of training will be spent working through the training guide.




IOWA CHIEF ELECTED OFFICIALS (CEO) ORIENTATION AND TRAINING GUIDE

System Transformation

Submitted To:
Iowa Workforce Development

Submitted By:
Maher & Maher

Date: September and October 2019



This guide was developed to provide a foundational understanding of the role, responsibilities, tools and resources you have as a CEO to achieve your vision for a talent development system that drives community prosperity.

CEO KEY FACTS, ROLES AND RESPONSIBILITIES

- Key Facts
- Roles and Responsibilities
- Role in the System Transformation



CHIEF ELECTED OFFICIAL (CEO)

Key Facts

- County Board of Supervisors Chairs (or their designee from within the Board of Supervisors) have been designated as the Chief Elected Officials in Iowa
- CEOs are grouped together based on Local Workforce Development Area county boundaries
- Role- to set the foundation for the LWDB to be strategic by ensuring fiscal integrity and ensuring the local area is represented by committed and suitable LWDB members

CHIEF LEAD ELECTED OFFICIAL



CLEO

Chief Lead Elected Official or
CLEO-

- Selected from among the CEOs
- Represents the CEOs and makes decisions on their behalf
- Designated signatory
 - The CLEO position is similar to the Chairperson of the LWDB

CEO ROLES AND RESPONSIBILITIES

Four Categories



1. Appointment/ Selection



2. Review and Approve



3. High Level Oversight



4. Strategic Planning

APPOINTMENT/ SELECTION ROLES

- Select a Chief Lead Elected Official (CLEO)
- Appoint LWDB members
- Appoint a fiscal agent (optional)
- Select the one stop operator through a competitive procurement process*
 - *In conjunction with the local board



REVIEW & APPROVE ROLES

- Create initial bylaws for local board
- Approve local board budget*
- Approval of non-mandatory one stop partners*
- Comment on state plan*
- Negotiate performance measures*



HIGH LEVEL OVERSIGHT ROLES

- Enter into a CEO/ Shared Liability Agreement
 - Serve as grant sub-recipient and hold fiscal responsibility
 - May serve as member of state workforce development board
 - Report to SWDB and Governor when MOU negotiations with one stop partners have reached an impasse
 - Request local area designation and consult during the decision-making process
 - Consult with Governor on the transfer of funds between programs
- Consult with Governor in event of local board reorganization



STRATEGIC PLANNING ROLES

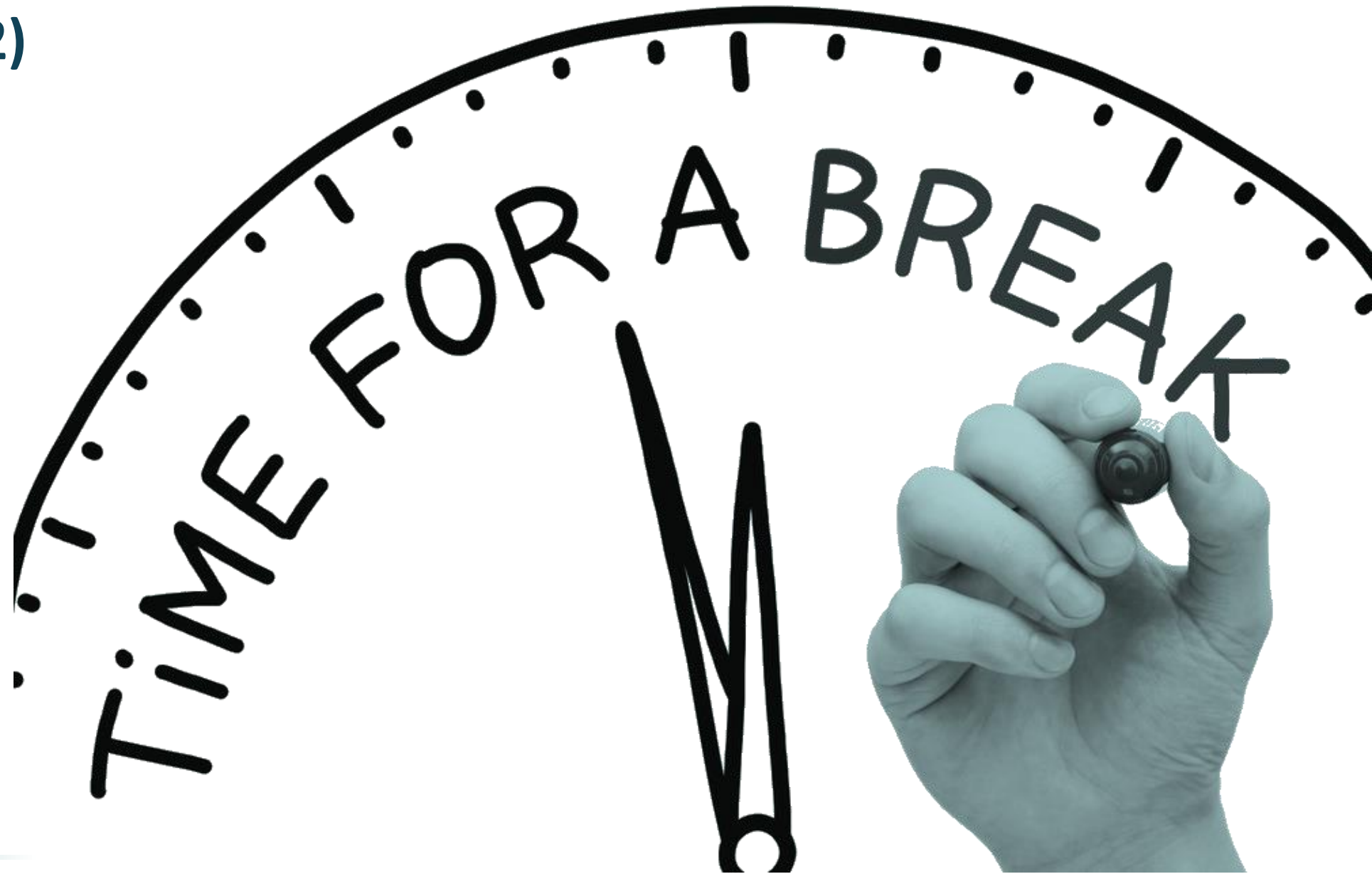
- Set and communicate a vision for the local workforce system to the board, board staff, and the public*
- Conduct regional planning*
- Establish and review policies that respond to changes in the local economy*



ANY QUESTIONS?



TAKE A BREAK (2)



KEY TASKS AND DEADLINES

Task	Deadline
CLEO selected	11/1/2019
Fiscal Agent designated	1/22/2020
CEO Shared Liability Agreement executed	1/24/2020
LWDB appointed	2/3/2020
Memorandum of Agreement with LWDB and Fiscal Agent	5/1/2020
Partnership Agreement with LWDB	5/1/2020

TECHNICAL ASSISTANCE CONTACTS

LWDA	Counties	IWD Contact Person
1	Buena Vista, Calhoun, Cherokee, Clay, Crawford, Dickinson, Emmet, Greene, Hamilton, Humboldt, Ida, Kossuth, Lyon, Monona, O'Brien, Osceola, Palo Alto, Plymouth, Pocahontas, Sac, Sioux, Webster, Woodbury, Wright	Ronee.slagle@iwd.iowa.gov
2	Allamakee, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock, Howard, Mitchell, Winnebago, Winneshiek, Worth	Michael.witt@iwd.iowa.gov
3	Audubon, Boone, Carroll, Dallas, Guthrie, Jasper, Madison, Marion, Polk, Story, Warren	Michael.witt@iwd.iowa.gov
4	Benton, Cedar, Hardin, Iowa, Johnson, Jones, Linn, Marshall, Poweshiek, Tama, Washington	Ronee.slagle@iwd.iowa.gov
5	Clinton, Des Moines, Henry, Jackson, Lee, Louisa, Muscatine, Scott	Linda.rouse@iwd.iowa.gov
6	Adair, Adams, Appanoose, Cass, Clarke, Davis, Decatur, Fremont, Harrison, Jefferson, Keokuk, Lucas, Mahaska, Mills, Monroe, Montgomery, Page, Pottawattamie, Ringgold, Shelby, Taylor, Union, Van Buren, Wapello, Wayne	Linda.rouse@iwd.iowa.gov

QUESTION TO YOU

- What is the best way to support you moving forward with these tasks?



QUESTIONS?



CONTACT



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THANK YOU!