

Workforce Training & Education Coordinating Board

Who We Are, How We're Funded, and Top Priorities in 2015 and Beyond

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**Workforce Training and
Education Coordinating Board**



Workforce Board: The History

Challenges Faced in 1990:

- Increased Economic Competition.
- Growth of Knowledge-Based Industries.
- Increased Structural Unemployment.
- Changing Demographics of the Workforce.
- An Uncoordinated Hodgepodge of Programs.
- Lack of Research and Performance Evaluation.
- Neglect of Education and Training for Mid-Level Jobs.

1990 Governor's Advisory Council on Investment in Human Capital

Recommendation: Replace four existing boards and councils with a single coordinating board for workforce development:

- An independent agency, not an advisory board under another agency.
- A coordinating board, not a direct service provider.
- Objective evaluator of system performance.
- Customers (employers and workers/jobseekers) 2/3 majority.
- Provide information and policy advice to the Governor and Legislature.
- Advocate for education and training for mid-level jobs.

Workforce Training and Education Coordinating Board – Est. 1991

- Mission: To shape strategies to create and sustain a high skill, high wage economy.
- Consumer lead: Dual customer focus.
 - Employers
 - Workers/job-seekers
- Advocate for middle wage jobs and the talent supply pipeline.
- Ensure that WA's most economically disadvantaged have access to career pathways and economic security.



Workforce Training and Education Coordinating Board

Non-Voting Chair – Cindy Zehnder

Business:

3 voting members

- Gary Chandler
- Creigh Agnew
- Lee Anne Caylor

Labor:

3 voting members

- Jeff Johnson
- Lee Newgent
- Beth Thew

Government:

- Employment Security Department
- Office of Superintendent of Public Instruction
- State Board for Community and Technical Colleges

Non-voting members include local government, Department of Commerce, Department of Social & Health Services, and a representative for customers with barriers.

Core Workforce Board Functions

As directed in state statute (RCW 28C.18.030) for the workforce development system:

- Coordination and Convening
- Strategic Planning
- Research and Evaluation
- Policy Analysis and Advice for the Governor and Legislature
- Consumer Protection, Awareness and Information

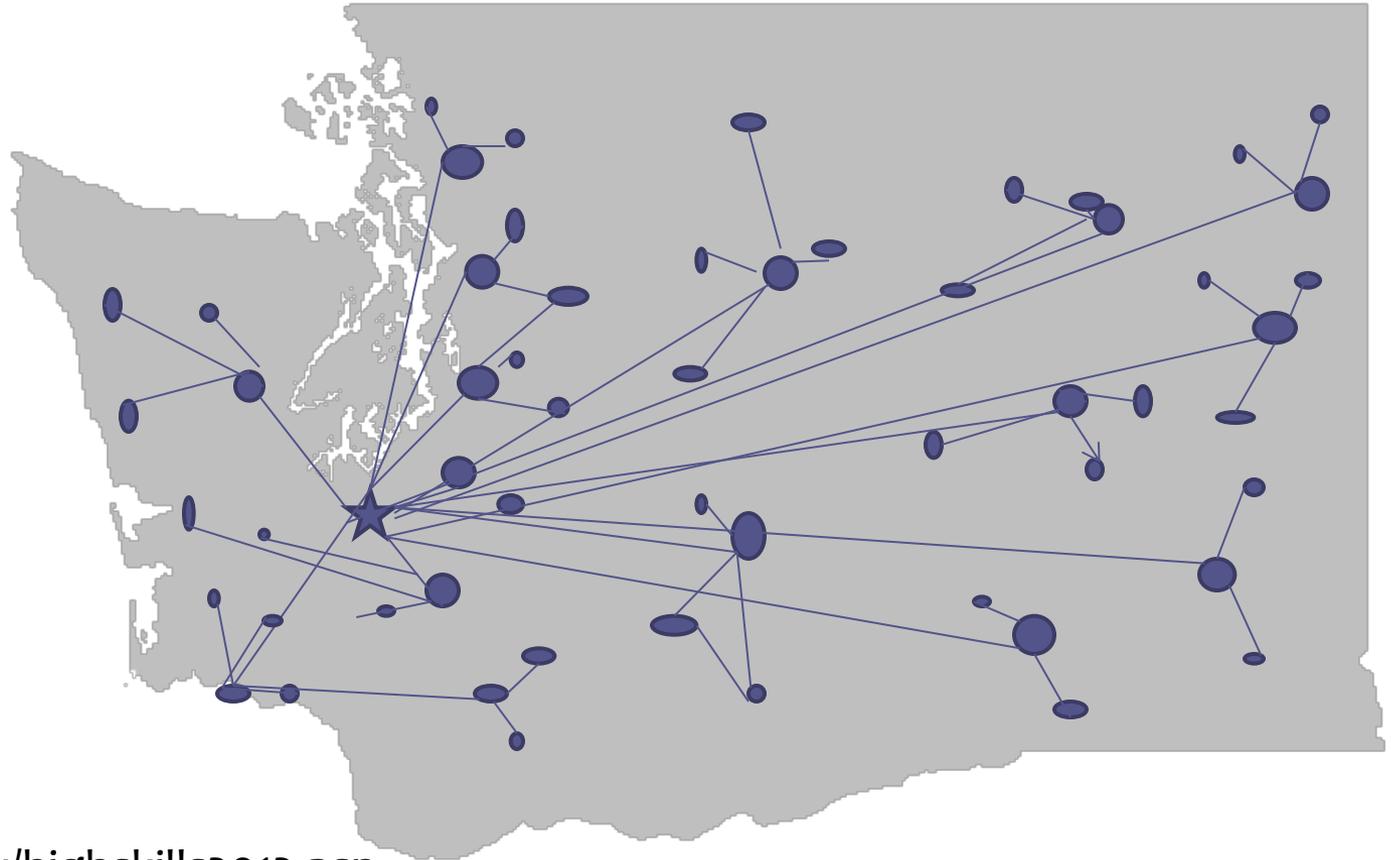
Board serves as:

- State Board for the Workforce Investment Act/WIOA
- State Board for the Carl Perkins Career and Technical Education Act
- License and Regulatory Agency for Private Career Schools and Colleges

What is the Workforce Development System in Washington?

- At any given time, at least 50 programs operating in WA (federal, state, local, private funding).
- By statute the Workforce Board oversees 16 programs administered by seven different agencies, 12 largest receive detailed evaluative scrutiny.
- Workforce Matrix (16 programs and fund streams):
<http://wtb.wa.gov/Documents/WorkforceMatrix2015.pdf>
- Workforce Board website:
<http://wtb.wa.gov/WorkforceDevelopmentDirectory.asp>
- www.CareerBridge.com provides consumer information.

Decentralized System Driven by Common Vision, Strategic Plan (HSHW) 5 Common Outcome Measures:

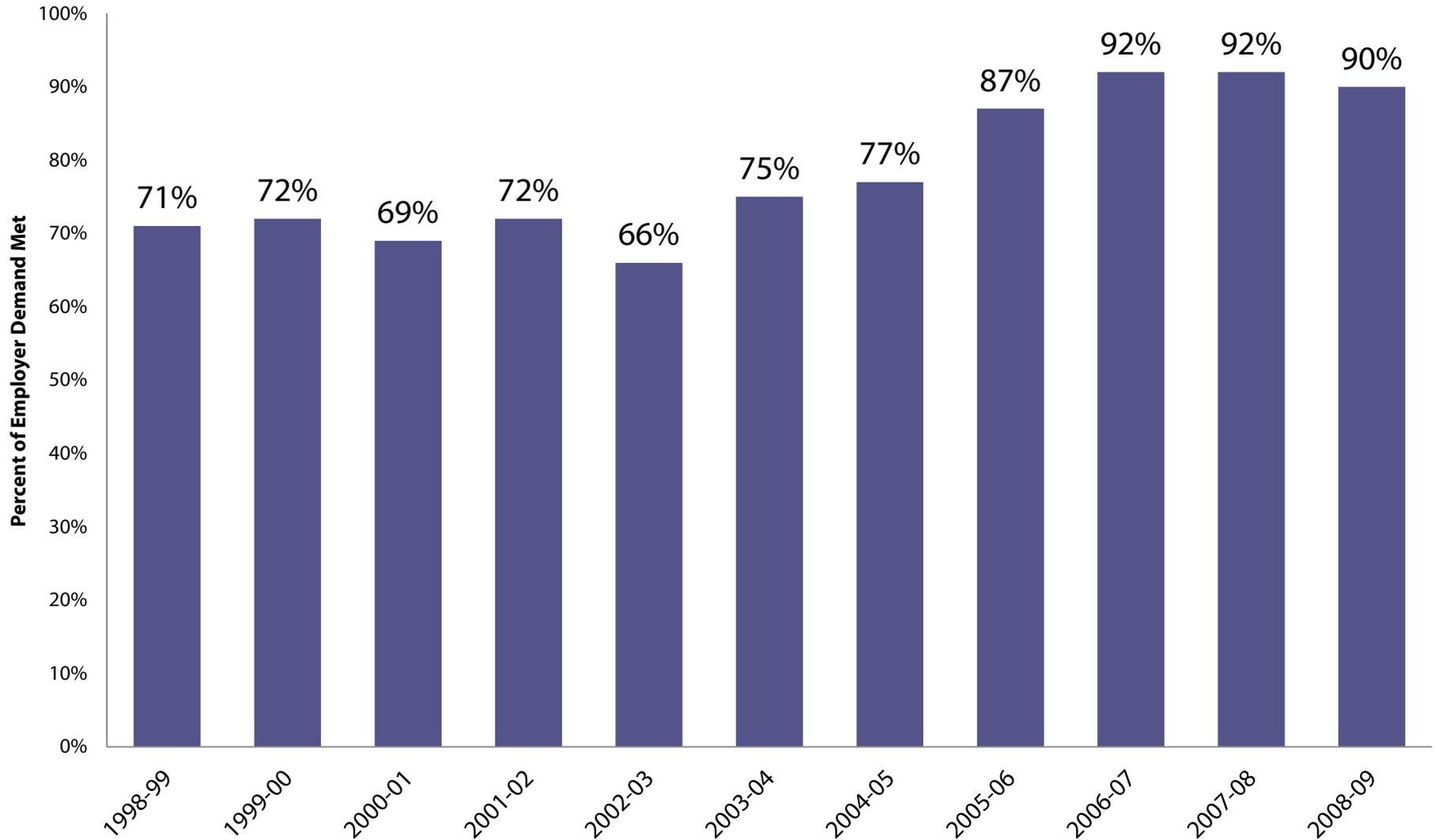


<http://wtb.wa.gov/highskills2012.asp>

Outcome Measures

- Did participants of workforce programs get the skills they needed (to get the job they wanted)?
- After leaving the program, were participants employed?
- How much did they earn (relative to medians)?
- Were program participants and employers satisfied?
- Did the participant and public get a good return on investment?

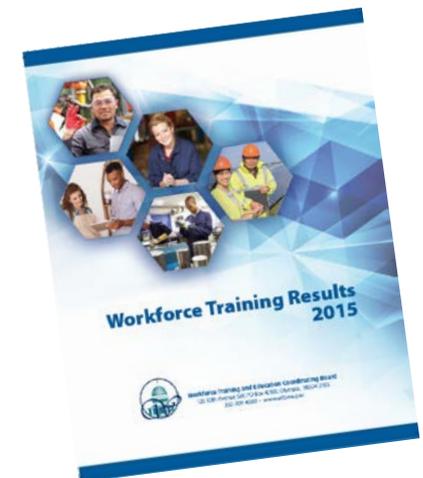
Skill Gap: Percent of Projected Employer Demand met for Workers Trained at the Sub-Baccalaureate Level



Workforce Board

Research and Evaluation Products

- Workforce Training Results
- A Skilled and Educated Workforce (with WSAC and SBCTC)
- Washington Employer's Workforce Training Needs and Practices
- Aerospace Manufacturing Skills (joint with SBCTC)
- Health Workforce Council Report and Recommendations
- Young Adult Unemployment Report
- Workforce Investment Act Annual Report
- Carl Perkins Annual Report
- CareerBridge.wa.gov



Workforce Board Accomplishments

- For Youth:
 - Initial investor and advocate for the Navigation 101 Comprehensive Guidance System.
 - Developed the Dropout Prevention and Intervention and Building Bridges Programs.
 - Created CareerBridge.wa.gov – web-based career guidance for youth and adults.
- For Adults:
 - Research that supported the creation of the Worker Retraining and Training Benefits Programs.
 - Research that supported the creation of I-BEST (Integrated Basic Education and Skills Training).
 - Piloted Lifelong Learning Accounts (LiLAs).

Accomplishments (continued)

- For Industry and Economic Development:
 - Initiated state focus on strategic industry clusters.
 - Requested legislation codifying Centers of Excellence.
 - Initial advocate for state focus on High Demand Programs of Study.
 - Pioneered Industry Skill Panels.
- For Performance Accountability:
 - Consistent state core performance measures.
 - careerbridge.wa.gov consumer reports on performance.
 - Return on investment evaluations.

Workforce Innovation and Opportunity Act (WIOA) - Passed July 22, 2014

- Single state plan – Unified or Combined
- Single performance accountability system
- Horizontal Integration of Services
- State vision, goals, establish conditions for local effectiveness
- Local/regional governance
- Industry sector strategy
- New:
 - Incumbent worker training allowance
 - 75% of funds for Out-of-School Youth, focus on career-connected learning

Plan Options: Unified, Combined, with HSHW Lens

UNIFIED	COMBINED		Additional HSHW
Adult	Postsecondary Carl Perkins		Secondary Career and Technical Education
Dislocated Worker	TANF	WorkFirst	
Youth	Trade Act		Job Skills Program
Adult Education	Veterans Employment and Training		Customized Training Program
Vocational Rehabilitation	Unemployment Insurance Services		Worker Retraining Program
Wagner-Peyser	Food Stamp Employment & Training		Training Benefits Program
	Senior Community Services Employment		Apprenticeship
	Community Development Block Grant		Private Vocational Schools
	Community Services Block Grant		
	Second Chance Act (offender re-entry)		

Included in HSHW

WIOA Planning Process

- Lead by Workforce Board: Commitment to an open and inclusive process for all interested stakeholders
- Steering Committee and three Subcommittees:
 - Local Governance and Sector Strategies
 - Accountability and Consumer Information
 - Education Pathways & Integrated Service Delivery
- Plan timeline:
 - Goals, preliminary strategies, relevant data analysis by late spring/early summer 2015
 - Stakeholder review, community forums summer, fall 2015
 - Final draft posted by December 31, 2015
 - Public comment period thru Feb 15, 2016
 - Submission deadline: March 4, 2016

Maintaining the Workforce Board's Dual Customer Focus:

Business & Labor Co-Chair Steering Committee
(and each subcommittee)

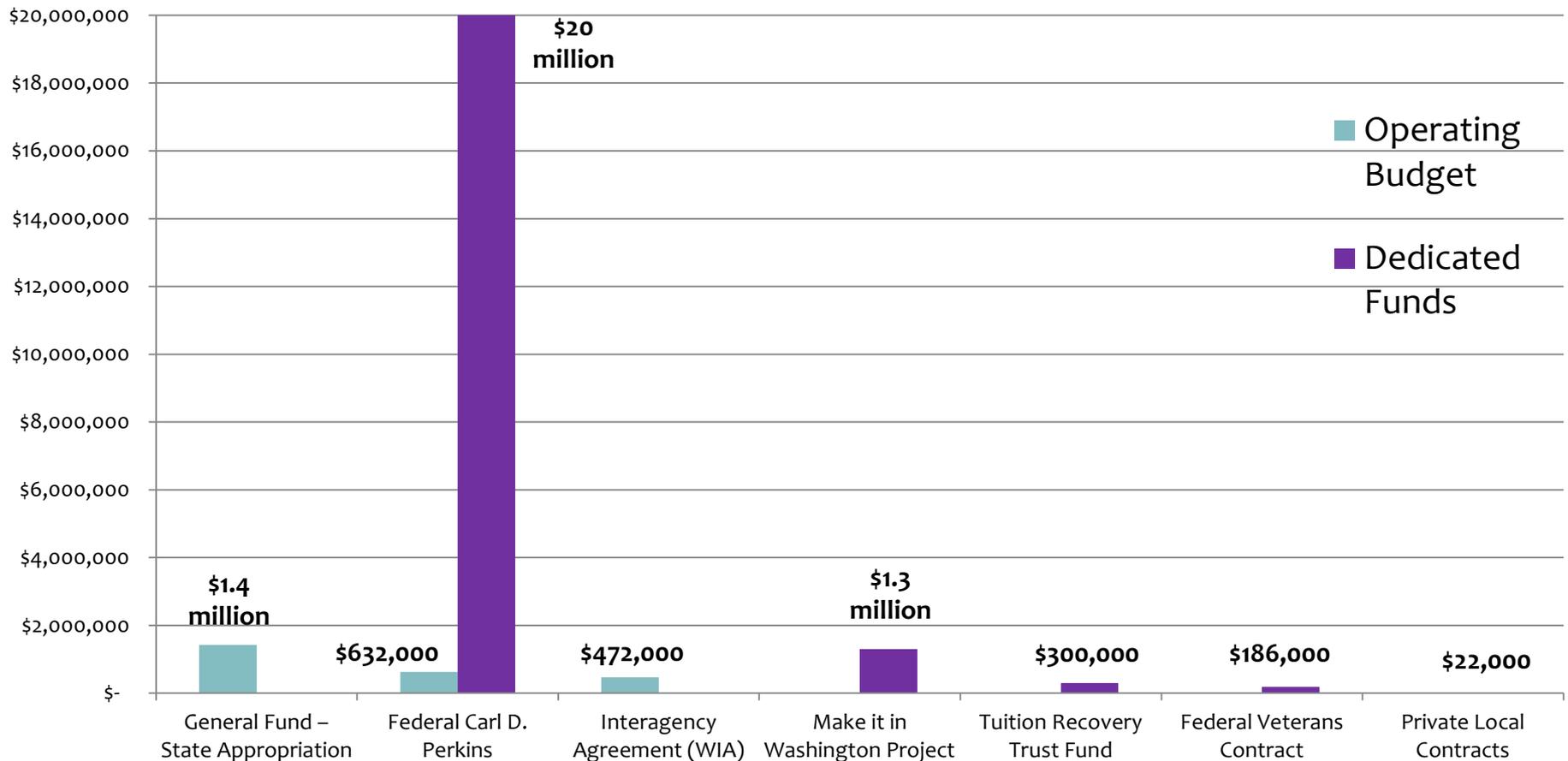
WIOA Steering committee co-chairs

- Jeff Johnson, Washington State Labor Council
- Gary Chandler, Association of Washington Business

More info at: <http://wtb.wa.gov/WIOA.asp>

Funding

- Agency operating budget about \$2.5 million.
- Overall budget (including pass-through) about \$24 million.
 - Some 87% of funds pass through the Workforce Board for distribution.
 - Workforce Board staff = 25 FTE.



Higher Education Priorities for 2015 and Beyond

- Access to multiple pathways for postsecondary education (including earn and learn, stackable credentials, PLA).
- Equal opportunities for veterans.
- Equal opportunities for people with disabilities.
- Improve job search/ placement services for low-wage, unemployed, and underemployed job-seekers/workers.
- Promote economic development by strengthening connection between workforce development and job creation.
- Consumer protection & viable education pathways for private career school students.

Licensing and Monitoring Private Career Schools

- Workforce Board licenses and monitors private career schools.
- Approximately 17,000 Washington residents enroll each year in private career schools and colleges.
- Number of schools growing fast.
 - Workforce Board currently oversees over 330 schools, and approx. 30,000 students annually.
 - Enrollment in private career schools has grown nearly 30 percent in the past five years.

Licensing & Monitoring Work

- License required for schools providing vocational training.
 - Focus on programs that lead to certificates and diplomas (below the degree level).
- Monitor schools for policies or actions that would constitute unfair business practices (RCW 28C.10.110).
- Investigate student complaints.
- Administer a fund that reimburses students impacted by a school closure.
- Provide technical support to schools.
- Make on-site visits on a regular basis.

Budget Request for Private Career School Monitoring

- Workforce Board has requested an additional FTE to support increased compliance and monitoring work.
 - Number of schools, students has increased.
 - FTE has not kept pace.
 - Just **2.4 FTE** monitoring approximately 330 schools and nearly 30,000 students annually.
 - Would increase ability to find more schools operating without a license.
 - Preliminary investigation shows 45 – 70 programs may require licensing.
 - Agency could generate enough additional revenue to balance cost of the new position in two and a half years.

Questions?

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