

TAP Plan Review and Re-approval Process

PRESENTER NAME: Eric Wolf

BOARD MEETING DATE: 10/26/2017

BOARD MEMBER SPONSOR NAME: n/a

TIME ALLOTTED: 45 min

<p>ISSUE/SITUATION: Be concise- 1 or 2 sentences that get to the heart of the situation, problem or opportunity being addressed.</p>	<p>THE ISSUE/OPPORTUNITY IS:</p> <p><i>Talent and Prosperity for All</i> (TAP) will be up for federal review and re-approval during spring 2018, anticipating a resubmission date in spring 2018.</p> <p>This discussion is an opportunity for the Board to reassess whether the goals set in the first iteration of TAP are appropriately aligned to the Board's work and recent policy focuses, especially business engagement. Secondly, the Board will begin discussing what a process to reapprove local area plans may look like in the wake of the TAP update.</p> <p>For an overview of this topic, please review this video developed for the October 26th Board Briefing https://www.youtube.com/watch?v=oPN0B11nMFY</p>
<p>TAP STRATEGIC PRIORITY: Which TAP strategic priority or priorities does this recommendation support? Can you tie to specific goals and objectives in TAP? Briefly describe these connections. If the connection is unclear, describe why this is of consequence to the Workforce Board and/or workforce system.</p>	<p>SUPPORTS TAP STRATEGIC PRIORITY:</p> <p>This presentation is relevant to all of TAP's strategic priorities.</p>
<p>POTENTIAL IMPACT: Effect on people, businesses, communities. What is better or different from other existing strategies?</p>	<p>IT IS SIGNIFICANT BECAUSE:</p> <p>TAP's two-year anniversary is an occasion to examine progress on the goals stated in the first edition of TAP, refine the system's goals if warranted, and recommit to the plan's overarching mission, goals, and objectives.</p>
<p>OPTIMAL NEXT STEPS: What do you really want to happen as a result of this discussion with the Workforce Board?</p>	<p>MY IDEAL OUTCOME OF THIS DISCUSSION IS: Board will take action to direct staff to undertake a review process, with a few key questions for exploration.</p>
<p>BACKGROUND: Short history of how this recommendation came to be. What has been tried, to what result? What evidence exists to support this recommendation?</p>	<p>RELEVANT BACKGROUND INFORMATION:</p> <p><u>TAP Plan History</u> Shortly after Governor Inslee charged the Board with coordinating WIOA implementation statewide in October 2014, the Board established a Steering Committee co-chaired by Gary Chandler and Jeff Johnson that coordinated the process of developing the state's strategic plan for workforce development, <i>Talent and Prosperity for All</i>.</p>



The Steering Committee chartered three sub-committees (Sector Strategies & Business Engagement, Performance Accountability, and Education Pathways Through Integrated Service Delivery) co-chaired by leaders from the business community and organized labor. Each committee brought together policymakers, subject-matter experts, and service providers to develop recommendations that would transform our workforce system, resulting in TAP's four strategic priorities:

- Strengthening business engagement;
- Ensuring accessibility for all;
- Streamlining the customer experience; and
- Building a next-generation performance accountability system.

In March 2016, the Board submitted the plan to the relevant federal agencies. TAP was approved by the federal agencies during summer 2016. Since approval, the Board has coordinated a network of six implementation committees charged with accomplishing goals assigned from the plan.

Reviewing and Revising the TAP Plan at the 2 Year Mark

WIOA sets a four-year life cycle for state plans, with an exception that the first WIOA state plan be reviewed and reapproved by the state at the two-year mark. This two-year review and re-approval mark is an opportunity for states to assess what worked and what did not during their first few years of implementation, and to make adjustments to the first iteration of their state plan. States are not expected to draft an entirely new strategic plan with different goals and initiatives.

The TAP plan will be up for review and re-approval during fall 2017 and winter 2018, anticipating a resubmission date in spring 2018. Staff anticipates that a redrafting team will be convened at the beginning of December and work through the first of the year to draft any revision required pursuant to federal guidance. The Board will have an opportunity to review and approve the TAP before any resubmission occurs.

The Board received a staff briefing via video before the October special meeting on a proposed timeline for plan revision and reapproval that also detailed some overarching questions and considerations the Board should be aware of as they discuss a revision process. Link to Video Briefing

<https://www.youtube.com/watch?v=oPN0B11nMFY>

At the October meeting, the Board expressed confidence that TAP's goals were largely aligned with their current vision for the workforce system and directed staff to return in November with a timeline and process for reviewing and reapproving the plan. Additionally, staff were asked to propose a set of general review questions to guide any necessary redrafting in the plan.

Moving Forward with the First Review and Reapproval of TAP

Timeline

October's meeting set in motion the process of reviewing the plan. At the November meeting, staff anticipates the Board will act to specify review questions that will guide the review of TAP's goals, which an interagency drafting team will take up in December and January. As federal guidance is received, Board staff will work with policy staff from individual partner agencies to update program-specific portions of the Operational Plan as required.

Additionally, plan review should consider any economic or other significant changes that might impact either the plan or our ability to fully implement the plan. We expect to receive guidance asking that the economic and demographic data sections of the plan be updated. Board staff will coordinate with ESD and other partners to update



	<p>these sections for the Board's next meeting.</p> <p>A full draft plan would be made available for the Board to review and potentially approve for public comment before the end of February. We expect a special Board meeting to be called for this purpose. This allows the plan to enter a public comment period during March 2018 before the Board formally approves the plan in late March, for anticipated submission April 1.</p> <p><i>Review Questions</i> Staff is proposing the following review questions that focusing the review back on Governor Inslee's initial three goals for TAP Implementation:</p> <ol style="list-style-type: none"> 1. Help more people find jobs that lead to economic self-sufficiency, with a focus on disadvantaged populations. <p><i>-To what extent do the goals and objectives in TAP need revision to ensure more Washingtonians get jobs, including those in focus communities?</i> <i>(Board members may choose to focus specifically on the 15 targeted subpopulations in TAP, additional underserved populations, or the universe of jobseekers).</i></p> <ol style="list-style-type: none"> 2. Close skill gaps for employers, with a focus on in-demand industry sectors and occupations, including apprenticeships. <p><i>-Are the goals and objectives in TAP sufficient to address the Board's focus on an integrated system approach to employer engagement and service?</i></p> <p><i>-Can/should goals and objectives be adjusted to include learning from Upskill-Backfill Initiative?</i></p> <p><i>-Are current goals and objectives sufficient to achieve scalability of high quality career connected learning?</i></p> <ol style="list-style-type: none"> 3. Work together across programs and funding silos as a single, seamless team to make this happen. <p><i>-Do the goals and objectives in TAP support integration of services in the workforce system to the benefit of jobseekers <u>and</u> employers?</i></p>
<p>STAKEHOLDER ENGAGEMENT, PROS AND CONS: Which stakeholders have been engaged in the development of this recommendation? What are the pros and cons of this recommendation? According to whom (which stakeholder groups)? Are there viable alternatives to consider?</p>	<p>STAKEHOLDERS HAVE PROVIDED INPUT AND THEY THINK:</p> <p>The Board was engaged in a preliminary conversation on the timeline and parameters of a plan review and renewal process at their October 2017 special meeting. Members of four of TAP implementation teams and the Interagency Committee have also discussed this, and hope the Board reaffirms support for and commitment to the current mission and goals of TAP, and keeps the review process narrow.</p>



<p>FINANCIAL ANALYSIS AND IMPACT: What will it cost to enact this recommendation? What resources will be used? Are new resources required? How much? Where will existing or new resources come from? Are there savings to be gained from this investment? Over what period? Are there other returns on investment to consider?</p>	<p>THE COST AND RESOURCE NEEDS OF THIS RECOMMENDATION ARE:</p> <p>Significant policy staff time at the Board will be spent coordinating and accomplishing any necessary plan revisions. The Board Research Team will devote time in December to completing necessary economic or workforce data updates in the plan. Policy staff from partner agencies throughout the workforce system may be called upon to update their respective portions of the TAP Operational Plan as guidance is received from federal agencies.</p> <p>There are no new resources for this efforts. Depending on Board’s chosen process, resources will be redeployed from other sources.</p>
<p>RECOMMENDATION AND NEXT STEPS: What specific result do you want from the Board? Is this recommendation for discussion or action? If for discussion, will action be required at a later date? What next steps are expected after this discussion?</p>	<p>THE RECOMMENDATION AND/OR REQUESTED ACTION IS:</p> <ul style="list-style-type: none"> • The Board approves the timeline and process for TAP review and reapproval. • The Board discusses, identifies desired edits, and approves a set of review questions for staff reviewing the plan.

PROPOSED TAP PLAN REVIEW AND REAPPROVAL TIMELINE

