IDAHO
DEPARTMENT OF LABOR
C.L. "BUTCH" OTTER, GOVERNOR
ROGER B. MADSEN, DIRECTOR

TRANSMITTAL # 8

MEMORANDUM

April 8, 2009

TO: Workforce Development Council

FROM: Roger B. Madsen, Director Roger B Madsen

SUBJECT: American Recovery and Reinvestment Act of 2009 - Principles and Key Requirements

ACTION REQUESTED: No Action, Information Only

BACKGROUND:

The American Recovery and Reinvestment Act (ARRA) was signed by President Obama on February 17, 2009 and is intended to preserve and create jobs, promote economic recovery and assist those most impacted by the recession. The workforce system is expected to play a critical role in helping the economy recover. At the same time, the expectation is that the workforce system will continue transformations that have begun with the investment of funds for regional innovation. The implementation of the ARRA is expected to be transparent, effective, expeditious, and to strengthen individuals with skills for high growth jobs and the system in its ability to help those who need the services most. This transmittal gives a summary of federal expectations and strategies states are to employ in designing the Workforce Investment Act, Wagner-Peyser Employment Service and Reemployment Services programs. Individual transmittals follow and discuss strategies for each program.

Attachment

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Attachment

American Recovery and Reinvestment Act of 2009

Vision

- The implementation will yield increased services and training for workers in need, and an invigorated, more innovative and better integrated workforce system capable of helping enable future economic growth and advancing shared prosperity.
- Adults, both under skilled and displaced workers, will be able to move seamlessly between work and further education and training to move up to jobs that are aligned with economic and community development and provide access to the middle class.
- Disconnected youth will reconnect through multiple pathways to education and training that enable them to enter and advance in the workforce.
- Sector strategies for renewable energy, broadband and telecommunications, health care, advanced manufacturing, and high demand industries identified regionally should become an integral part of comprehensive approaches to workforce development and regional growth.

Policy Framework

- Existing legislative and regulatory requirements will apply with the exception of youth expanded age to 24.
- The majority of spending should occur during the first year although funds are authorized for obligation through September 30, 2010 and expenditure through June 30, 2011.
- The number of individuals served and levels of service, particularly intensive (ES) and training services should be substantially increased.
- To facilitate expansion of capacity, states must be prepared to hire workforce professionals to carry out the responsibilities of the act.
- Funds are to supplement, not supplant existing investments.
- Workforce and economic information are critical to successful implementation and should serve as the basis for strategy development; funds should be used to enhance availability and use of information.
- Training should be increased and limited funds can be used to contract with higher education, provided it does not duplicate or limit choice, is short term and tied to training needs of participants (it is not capacity building).
- Emphasis is on serving low-income, displaced and under-skilled adults and disconnected youth (particular attention to low income).
- Reemployment services are expected to add to, not replace unemployment insurance services.
- Green jobs should be a significant area of focus.
- Connections to other stimulus funded programs are encouraged to provide access to job seekers via the One Stop job listing system.
- Open planning, careful monitoring and regular reporting are expected to ensure accountability and transparency.

Adult WIA Program

- Substantial increase in numbers and numbers in training to support entry and reentry into jobs.
- Priority is for low income with states encouraged to provide training to this group.
- Supportive services and other needs related payments are encouraged to allow entry into training and encourage participation in longer term/higher skill training.
- Programs should be integrated with Reemployment Services, Trade, ES, UI and partner programs and aligned with state and regional recovery plans.
- Support registered apprenticeship.
- Veterans' priority applies.
- Sequence of service can be managed through assessment and development of an individual employment plan.

Dislocated Worker Program

- Assessment and data driven career counseling should be integrated into service strategies.
- Utilize full flexibility of rapid response including lay-off aversion, development of data, etc.
- Assist dislocated workers adapt skills to new and emerging industries via assessment and skills mapping.
- Coordinate with expanded Pell grants, unemployment insurance, reemployment services, trade and partner programs to expand numbers served and training intensity.
- Align with regional recover plans.
- Veterans' priority applies.
- Sequence of service can be managed through assessment and development of an individual employment plan.
- Six methods of training are encouraged: ITAs, customized training, OJT, contracts with higher education or community based organizations, and registered apprenticeship.

Wagner-Peyser Act – Employment Services

- Purpose is to assist people secure employment and workforce information by providing a variety of services, including job search assistance, skills assessment, and labor market information to job seekers and to employers.
- Services to employers and job seekers are expected to be provided within the One Stop Centers.
- Services to job seekers include: assessment of skill levels, abilities and aptitudes, career guidance as appropriate, job search workshops, and referral to employers.
- Employer services include referral of job seekers to openings, matching worker skills with job requirements, helping with specialized recruitments, assisting with job restructuring and helping employers.
- Key One Stop services include a computerized career information system including a job bank, information on training, and development and dissemination of state and local workforce information that allows individuals and organizations to obtain information about job opportunities, regional vacancies, labor supply, labor market and workforce trends and information specific to industries.

- Governor's 10 percent funds can be used to provide services to individuals with special needs such as individuals with disabilities, veterans, Native Americans, migrant and seasonal farmworkers, ex-offenders, youth and older workers. Funds can also be used to provide costs of exemplary models such as job clubs, career fairs, and other model programs. Navigators are specifically mentioned as an option. Funds can also be used to award performance incentives. This has not been done for some time in Idaho.
- Veterans' priority applies.
- Seamless service integration with WIA, UI, and One Stop is encouraged.
- Support for assessment and career guidance is encouraged.
- Development and dissemination of enhanced workforce and economic information is encouraged and viewed as critical to business and individuals in recovery.

Reemployment Services

- Funds are distributed to supplement existing UI RES services to claimants and to integrate ES and UI technology.
- Services are intended for UI claimants only with priority established by profiling or other processes designed to identify claimants most likely to exhaust.
- Services may include in-person staff assisted services, initial claimant reemployment assessments, career guidance and counseling (group and individual) and materials and other means to assist job seekers in making a decision, provision of labor market and workforce skills information; referral to job banks, portals and openings, referral to employers for apprenticeship openings, referral to training, and referral to WIA.
- Current technology should be evaluated and improved.
- Collaboration among other ARRA (UI, ES, WIA, and Trade) and partner programs is encouraged.
- States are to ensure enhanced levels of service to UI claimants through a comprehensive delivery model that includes such activities as one-on-one guidance, skills assessment and testing techniques, labor market and workforce skills assessments to identify transferrable skills, development or reemployment plans and soft skills training such as keyboarding and computer skills training.
- All UI applicants should be referred to other services in the One Stop system.
- Funds may be used to upgrade technology for profiling, ES/UI/WIA integration, implementing O*Net-SOC Auto Coder in UI claims taking processes, integrating labor market data into strategic decision-making systems, infrastructure upgrades to administrative systems, case management and internet access to improve efficiency.

WIA Youth Programs

- WIA youth requirements apply except that the age is extended to 24 and for youth enrolled only in summer youth, only the workforce readiness performance measure will apply.
- Additional flexibility is offered in that this is in addition to the formula program:
    - 10 elements are optional
    - 12 month follow-up is optional for summer only (May 1 through September 30)
    - Assessment process and ISS are flexible for summer only

    - Ties to academic learning are based on appropriateness, not required
    - Special reporting will be required including separate reporting for youth
- Workplace safety, child labor and other criteria apply.
- Priority for Veterans' services applies.
- Minimum of 30 percent expenditure for out-of-school youth applies (state may wish to set separate policy for summer programs from base).
- The fiscal agent may offer services without regard to procurement; otherwise procurement applies.
- Assumes ISS with age appropriate career goals and consideration of assessment, age appropriate activities and work readiness, and meaningful work experience including pre-apprenticeship programs.
- Worksites should be those committed to helping youth, a combination of public, private non-profit and private sector jobs, attention to participant-staff ratios, no displacement of workers, in work that will contribute to work readiness skills, and consideration of green jobs.
- Youth may not be placed in casino, golf course, aquarium, zoo, or swimming pool worksites.
- Connections to green jobs, registered apprenticeship, integration of work-based and classroom based learning, and academic and occupational linkages are encouraged.
- The focus should be on the neediest youth, including out-of-school and others who are most at risk of dropping out including youth in and aging out of foster care, youth offenders, and those at risk of court involvement, homeless and runaway youth, children of incarcerated parents, migrant youth, Indian and Native American Youth and youth with disabilities.