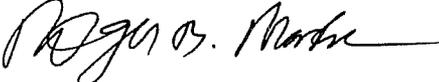


TRANSMITTAL # 3

MEMORANDUM

June 6, 2007

TO: Workforce Development Council

FROM: Roger B. Madsen, Director 

SUBJECT: Modification No. 2 to the State Plan for the Workforce Investment Act

ACTION REQUESTED: Recommend Approval of the WIA State Plan Modification

BACKGROUND:

The Workforce Investment Act and its rules established a five-year planning cycle for Title 1 of the Workforce Investment Act and Wagner-Peyser Act. All states must continue to have approved plans in place for ongoing receipt of formula allotments under the act.

The five-year planning cycle began on July 1, 2005, and will end on June 30, 2010. In 2005, the U.S. Department of Labor instructed states to submit plans for only the first two years of the five-year planning cycle because of the anticipated reauthorization of WIA within that time period. Current federal instructions note the continued uncertainty of WIA reauthorization and ask states to submit a modification of their current plans to cover years three and four of the five-year planning cycle.

Based on the direction from the Executive Committee, staff developed the modification and published it for review and comment on May 11. Due to its length, paper copies are not being made unless requested. The draft plan may be found on the Commerce & Labor Web site at cl.idaho.gov under "What's New." At the June 6 meeting, a summary of the final plan modification will be presented for the full council's review. The following strategies approved by the Executive Committee of the council were incorporated into the draft plan. These represent the major strategy changes in the plan. All other changes were primarily cosmetic except for updates to the labor market information portion in Chapter IV.

Budget and Funding Strategy

The state continued to experience reductions in WIA funds. *Attachment 1* demonstrates a reduction in WIA adult and youth funds of 10 percent each and a reduction in dislocated worker funding of 13 percent. The total amounts to less than half of the 2002 levels of funding. Staff are proposing that the WIA Governor's 15 Percent Reserve continue with the same strategy as last program year, funding basic

administrative staff, offering incentives for the consortium partner, offering additional support for the one stop system and providing support for optional activities. These optional activities include providing support to the older worker program, funding additional labor market information and establishing a small marketing budget. In the past, the state has prioritized the use of any additional money to allow for additional support for dislocated workers and funding pilot programs to address high growth, high demand occupations. Staff are recommending that the department continue to work with local areas to use the \$300,000 that this council set aside in January to fund pilot programs designed to address worker shortages in manufacturing. However, staff recommend that if regions are unable to establish projects by Sept. 30, 2007, that those funds be reprogrammed based on priorities established by the council at the fall meeting. Staff are also recommending that a small amount of funding be reserved to use in the next program year to hedge against additional funding losses. The proposed budget may be found as Attachment #16 of the plan.

Waivers

Federal planning guidelines stress that states should take advantage of flexibility provisions under current legislative authority to tailor service delivery and program design to fit the unique characteristics of their work forces. This is done by submitting a request for a waiver of compliance to administrative rules or program requirements. As part of the planning process, the Workforce Development Council is required to review the state's currently approved waivers and request extensions if desired. The council may also request additional waivers with the plan modification.

Current Waivers

With the 2005 State Plan, Idaho sought and obtained approval of three waivers designed to minimize the administrative burden for service providers, use common measures reporting and allow the Workforce Development Council to serve as a local board for the statewide planning region. Since WIA reauthorization has still not occurred and since Idaho is again facing a decrease in all three categories of WIA funding, the Executive Committee approved the staff recommendation to extend the current approved waivers listed in *Attachment 2*.

Additional Waivers and Modifications

U.S. Labor Department plan modification guidelines encourage states to consider submitting additional waivers or plan modifications that:

- Increase training opportunities by permitting the use of a portion of local area formula funds or funds reserved for rapid response activities to provide incumbent worker training; and
- Allow states to choose the most appropriate mix of youth services needed within the state's economy.

New waiver and plan modification options for consideration of the council are delineated in *Attachment*

Goals & Objectives

At its April 18 meeting, the Executive Committee extensively reviewed the goals and objectives and accompanying action plan. The results of its work are included as *Attachment 4* and *Attachment 5* to this document. The only comments received on the plan resulted from contact with the Idaho Stars Project. Its comments are included as *Attachment 6* and call for expanding discussion of early childhood education and quality standards.

Staff Recommendation:

Recommend adoption of Modification No. 2 to the WIA Five Year Strategic Plan as presented.

Contacts: Primary: Cheryl Brush (208) 332-3570, ext. 3312
 Secondary: Leandra Burns(208) 332-3570, ext. 3327

Attachments

Attachment 1

IDAHO WIA ALLOCATIONS - PY07

Adult Total Available	\$2,204,869
85% - Available	
Substate Adult Funds	\$1,874,139

	PY 2007	Last year (PY06)	Difference
AREA 1	\$648,452	\$659,849	-\$11,397
AREA 2	\$277,560	\$304,235	-\$26,675
AREA 3	\$549,872	\$672,171	-\$122,299
AREA 4	\$164,737	\$180,198	-\$15,462
AREA 5	\$112,073	\$131,377	-\$19,304
AREA 6	\$121,444	\$134,563	-\$13,119
TOTAL	\$1,874,139	\$2,082,393	-\$208,255

DW Total Available	\$2,295,799
60% - Substate Funds	\$1,377,479

AREA 1	\$321,487	\$377,135	-\$55,648
AREA 2	\$118,094	\$134,353	-\$16,259
AREA 3	\$531,784	\$631,845	-\$100,061
AREA 4	\$132,300	\$164,057	-\$31,757
AREA 5	\$170,805	\$162,379	\$8,426
AREA 6	\$103,009	\$119,516	-\$16,507
TOTAL	\$1,377,479	\$1,589,284	-\$211,805

Youth Total Available	\$2,590,227
85% = Substate Funds	\$2,201,693

AREA 1	\$709,826	\$763,254	-\$53,428
AREA 2	\$348,748	\$333,679	\$15,069
AREA 3	\$641,793	\$781,356	-\$139,563
AREA 4	\$191,988	\$210,139	-\$18,152
AREA 5	\$140,248	\$161,947	-\$21,699
AREA 6	\$169,090	\$195,951	-\$26,861
TOTAL	\$2,201,693	\$2,446,326	-\$244,633

Attachment 2

Extend the Waiver of the Time Limit on Period of Initial Eligibility for Training Providers

The state of Idaho will request an extension of an existing waiver regarding the Workforce Investment Act's time limit on the period of initial eligibility of training providers under 20 CFR 663.530, through June 30, 2009, the end of the planning cycle for the upcoming plan being submitted. The state's training providers have expressed strong concerns with the implementation of subsequent eligibility requirements such as confidentiality and excessive administrative burden and costs associated with tracking all students. Idaho is committed to delivering quality employment and training programs under WIA. However, it is very likely that if the waiver is not extended, the implementation of the subsequent eligibility criteria will prevent providers from participating in WIA and deny the state the ability to continue to provide the broadest range of training options for its WIA participants.

Statewide Regional Planning Area—Single Statewide Council

The state of Idaho will seek an extension of a waiver to apply 20 CFR 661.300(f), which permits a state board to carry out the roles of a local board in a single local area to a statewide regional planning area. The waiver allows the state to address the administration's strategic priorities and to further reforms envisioned in the Workforce Investment Act. To maximize resources available for service delivery, the state will continue to use the Workforce Development Council as the local workforce board for this area. This will foster sharing of data and information across regions and ease movement of customers from region to region.

Utilization of Common Measures

The state of Idaho is requesting an extension of a waiver to continue the use of the U.S. Labor Department's six common measures for reporting and performance purposes in lieu of the 17 WIA performance measures. This is in conjunction with implementing these same measures for the state's Wagner-Peyser, Jobs for Veterans Act and Trade Adjustment Act programs. By using these six common measures, Idaho is able to eliminate duplicative administrative systems, reduce paperwork and labor costs associated with redundant data collection and establish a simplified and streamlined performance measurement system that is more cost effective. With consistent direction, program resources can be targeted on a single set of goals rather than competing goals and costly processes.

Attachment 3

Increase Local Training Options

As noted in the planning guidance, the U.S. Labor Department is encouraging states to consider waiver options that broaden local resources to bolster local talent development. The department specifically identified two options to provide incumbent worker training.

1. Use of Local Adult/Dislocated Worker Funds to Provide Incumbent Worker Training

The state may request a waiver under WIA Section 134 to permit local areas to request the use of a portion of local area formula funds for adults and dislocated workers to provide incumbent worker training identified at WIA Section 134(a)(3)(A)(iv). The U.S. Department of Labor has approved these waivers for other states looking to provide training to incumbent workers in need of skill enhancement. Reporting of performance outcomes will be required for those served under this waiver.

2. Use of Statewide Rapid Response Funds to Provide Incumbent Worker Training

The state may request a waiver to allow statewide Rapid Response funds to be used to provide incumbent worker training as outlined in WIA Section 134(a)(1)(B). This is somewhat similar to the earlier waiver listed. These waivers have been approved for other states looking to provide training to incumbent workers in need of skill enhancement. Reporting of performance outcomes will be required for those served under this waiver.

Adjust the mix of youth services to support Out-of-School Youth Activities

The U.S. Labor Department has developed a Youth Vision, which proposes that the public work force investment system serve the neediest youth: those aging out of foster care, those involved with the juvenile justice system, children of incarcerated parents, migrant youth, Native American youth and youth with disabilities.

Noting that over 30 percent of youth are dropping out of high school nationally and the number is closer to 50 percent in many urban areas, the federal department envisions state-level collaborative efforts to develop a coordinated strategic plan that allows WIA funds to focus on out-of-school youth, reconnect out-of-school youth with high quality educational opportunities and build the capacity of the work force system to provide services to the neediest youth in a business solutions environment.

The U.S. Labor Department anticipates reauthorization will focus the WIA Youth program on out-of-school youth. States are encouraged to modify their current plans to move toward out-of-school service delivery during the current planning cycle.

Staff are requesting the council provide guidance on whether the state should focus more resources on out-of-school youth. This would impact in-school programs that focus on drop-out prevention rather than drop-out recovery and remediation but would direct the more limited pool of resources to the neediest youth who require assistance to return to school or employment.

Attachment 4

IDAHO WORKFORCE DEVELOPMENT COUNCIL

MISSION

The Governor's Workforce Development Council, understanding the unique needs of business, education and labor, will develop policy recommendations and provide oversight for an integrated Idaho work force development system.

VISION

Idaho's highly skilled, innovative work force will provide our businesses with the competitive edge needed to thrive in the global marketplace. Partnerships among business, labor, education and government will drive development of a work force and education system that is agile, integrated, efficient and responsive to the needs of business, students and workers in the highly competitive economy of the 21st Century. The quality of life in Idaho will continue to be unmatched as workers and businesses prosper with increasing levels of prosperity fueled by learning and practices contributing to productivity.

GOALS

Idaho's work force development and education system will be demand driven, highly integrated, comprehensive and constantly striving to exceed customer expectations

- Improve early childhood services and programs to better prepare children for school.
- Champion a comprehensive educational system for all students K-16 plus, that assures student readiness for work and further learning and provides access to all adults for continuous learning and growth.
 - Support reforms in the K-12 pipeline to better prepare students to compete in the 21st Century economy.
 - Improve transitions from K-12 and adult education to postsecondary.
 - Increase opportunities for enrollment and completion of postsecondary education programs of study.
- Ensure access for business and workers to the full array of work force and education services and supports.
- Improve work force information to guide education, business and career decisions.
- Establish processes for on-going communication with regional partners in business, education and work force systems to inform decision-making.
- Integrate planning, oversight and delivery systems.

Idaho's work force will be highly skilled, committed to continuous learning and aware of opportunities available in the market place and the resources to remain personally competitive

- Increase the size and skills of the Idaho work force
 - Optimize participation of the untapped labor pool using various strategies to identify and engage prospective older individuals who need and want to work, dislocated workers, minorities, people with disabilities, offenders and the educationally and economically disadvantaged
 - Provide opportunities for and encourage life-long skill development for Idaho's current and transitional work force
 - Increase understanding of workers, students and parents about career opportunities within the regional labor market and the work force and education requirements and resources to develop necessary skills
- Identify specific processes to retain the diminishing number of youth in Idaho
- Support policies that result in increased wages, self-sufficiency and economic independence through focused investments and increased skills development
- Promote and recognize the interdependence of and need for balance between work and family life

Idaho businesses will be engaged in processes that attract and sustain a quality work force and contribute to profitability and economic growth

- Promote incumbent worker training and develop incentives for selected high-growth, high-wage occupations
- Encourage use of workplace flexibility to attract and retain a work force
- Engage businesses in a career promotion initiative to inform students and workers about careers available in the community
- Expand work-based learning opportunities through expanded business-education-work force partnerships
- Create opportunities and encourage greater participation of business in the design and delivery of work force and education services
- Encourage business to offer incentives to students in recognition of school performance and attendance
- Create an entrepreneurial work force that spurs innovation and business expansion
- Expand use of customized training, incumbent worker training and other business-based training models to support job creation and increased earnings in high-wage, high-skill occupations

Attachment 5
Goals and Objectives
Idaho Workforce Development Council

GOAL: Idaho's workforce development and education system will be demand driven, highly integrated, comprehensive and constantly striving to exceed customer expectations

What do we want to do?	Improve early childhood services and programs to better prepare children for school
How do we do it?	<p>Promote parental involvement and education in early childhood development using incentives as appropriate</p> <p>More child care providers have an opportunity to attain a bachelor's degree or higher</p> <p>Establish a certification process for directors of early childhood care and education</p> <p>Require all child care providers to be licensed and encourage attainment of a child development certificate or higher</p> <p>More child care programs address the six developmental domains including social, physical, language/literacy, cognitive/intellectual, emotional and cultural.</p> <p>Young children have access to preschool programs through public-private partnerships</p> <p>Parents have a way of identifying quality child care programs through a quality rating scale</p> <p>A tiered reimbursement system for the Idaho Child Care Program is in place and linked to the quality rating scale</p>
What do we want to do?	Champion a comprehensive educational system for all students K-16 plus, that ensures student readiness for work and further learning and provides access to all adults for continuous learning and growth
How do we do it?	<p>Support reforms in the K-12 pipeline to better prepare students to compete in the 21st Century economy</p> <p>Taking action</p> <ul style="list-style-type: none">Support reforms to continually increase skills in STEM subjects (science, technology, engineering and math), including applied academicsIncrease student access to rigorous school-based learning and relevant work-based learningEncourage development of work-related foundation skills in all studentsExpand access to professional-technical educationEncourage the award of academic credit towards graduation for skills learned in applied coursesEncourage use of the career clusters approach in guiding development of student learning plans
How do we do it?	<p>Improve transitions from K-12 and adult education to postsecondary education</p> <p>Taking action</p> <ul style="list-style-type: none">Ensure seamless transition among all levels of education for transferability of creditsExpand advanced learning partnerships to increase transition in professional-technical programsBroaden opportunities for universal college entrance exams, advanced placement, concurrent enrollment and other options to encourage transitions to postsecondary education

Goals and Objectives

Idaho Workforce Development Council

Increase options and reduce costs of online instruction to ensure equal access to educational programming

Goals and Objectives

Idaho Workforce Development Council

How do we do it? Increase opportunities for enrollment and completion of postsecondary education programs of study

Taking action Create an integrated system of community colleges with multiple physical and online points of access, affordable fees and programs responsive to regional demands
 Support creation of scholarships for low income individuals and encourage federal workforce programs to increase support for education and related services
 Expand postsecondary professional technical options aligned to business needs and encourage development of open-entry/open exit programs

What do we want to do?

Ensure access for business and workers to the full array of workforce and education services and supports

How do we do it?

Continuously improve the One Stop Career Center system to provide access to a comprehensive menu of workforce development, education, economic and community development information and services
 Ensure access to employment and training services for diverse populations groups by identifying and eliminating barriers to participation

What do we want to do?

Improve workforce information to guide education, business and career decisions

How do we do it?

Develop and conduct a statewide assessment of employment and training needs
 Improve supply-demand information through partnerships with state and education agencies and worker and business intermediaries
 Improve data quality through outreach to business, industry and worker associations
 Organize data into career and industry clusters to encourage communication, guide curriculum development, support career exploration and focus strategic planning of e³ contributors

What do we want to do?

Establish processes for ongoing communication with regional partners in business, education and workforce systems to inform decisionmaking

Integrate planning, oversight and delivery systems

How do we do it?

Approve initiatives, program plans and grant applications to ensure maximum coordination
 Establish a policy framework that aligns services across multiple programs and funding streams
 Recommend and/or review accountability measures for workforce, K-12 and postsecondary programs to ensure responsiveness to individual, community and business needs

Goals and Objectives

Idaho Workforce Development Council

GOAL: Idaho's workforce will be highly skilled, committed to continuous learning and aware of opportunities available in the market place and the resources to remain personally competitive

What do we want to do?	Increase the size and skills of the Idaho workforce
How do we do it?	<p>Optimize participation of the untapped labor pool using various strategies to identify and engage prospective older individuals who need and want to work, dislocated workers, minorities, people with disabilities, offenders and the educationally and economically disadvantaged</p> <p>Provide opportunities for and encourage life-long skill development for Idaho's current and transitional workforce</p>
Taking action	<p>Provide career path training for those who are underemployed</p> <p>Coordinate with representatives of persons with disabilities, older workers, minority populations and the educationally and economically disadvantaged to identify needs</p> <p>Promote English language training to better prepare limited English speaking Idahoans for the workplace</p> <p>Explore supports that enable students and workers to engage in life-long learning, particularly for the economically disadvantaged</p> <p>Identify and eliminate policies that penalize or discourage participation of low income and disabled populations</p> <p>Identify and disseminate strategies that retain productive mature workers and increase their technology skills</p>
What do we want to do?	Increase understanding of workers, students and parents about career opportunities within the regional labor market and the workforce and education requirement and resources to develop necessary skills
How do we do it?	<p>Promote access for all students to accurate and current information about careers, occupations and available education programs by supporting continued access to the Career Information System in Idaho workforce and educational institutions</p> <p>Expand access to career counselors, facilitators and coaches knowledgeable about the regional labor market, educational requirements and opportunities</p> <p>Provide workshops and in-service learning opportunities for counselors to increase awareness of opportunities in the labor market, especially for programs requiring a certificate or associates degree</p> <p>Explore and/or develop use of financial literacy as a career guidance tool in K-12 and beyond</p> <p>Use government, education and industry partnerships to inform students, educators and parents about career opportunities and supports</p>

Goals and Objectives

Idaho Workforce Development Council

Support a coordinated marketing and public awareness campaign for all users on the workforce development system offerings and the careers available in the local labor market
Explore strategies that instill a vision of the future and encourage a commitment to lifelong learning for all Idahoans

What do we want to do?

Identify specific processes to retain the diminishing number of youth in Idaho

How do we do it?

Develop a specific action plan for youth focused on those most in need to ensure they have an opportunity to build personal and occupational skills needed for success

What do we want to do?

Support policies that result in increased wages, self-sufficiency and economic independence through focused investments and increased skills development

How do we do it?

Expand the science and technology workforce to promote growth and productivity gains in emerging and traditional sectors of the economy

Taking action

Invest in pilot projects in health care, advanced manufacturing, science and technology and other high wage, high growth sectors

How do we do it?

Test new assessment, recruitment and certification processes

Support drug prevention and recovery efforts

Explore policies to encourage personal savings for retirement

What do we want to do?

Promote and recognize the interdependence of and need for balance between work and family life

How do we do it?

Support community services and work supports that enable workers to enter the workforce and continue providing quality of life

Goals and Objectives

Idaho Workforce Development Council

GOAL: Idaho businesses will be engaged in processes that attract and sustain a quality workforce and contribute to profitability and economic growth

- What do we want to do?**
- Promote incumbent worker training and develop incentives for selected high growth, high wage occupations
 - Encourage use of workplace flexibility to attract and retain a workforce
 - Engage businesses in a “career promotion” initiative to inform students and workers about careers available in the community
 - Expand work-based learning opportunities through expanded business-education-workforce partnerships
 - Create opportunities and encourage greater participation of business in the design and delivery of workforce and education services
 - Encourage business to offer incentives to students in recognition of school performance and attendance
 - Create an entrepreneurial workforce that spurs innovation and business expansion
- How do we do it?**
- Promote a combination of tax credits and training incentives to promote business formation
 - Inform students about entrepreneurial opportunities, provide training in secondary and postsecondary education in the skills needed for new product development and business formation and provide opportunities for students and new entrants to test those skills
 - Link with economic development, research and development, Tech Help and other services to provide a comprehensive approach to build productivity in the workplace and skills of incumbent workers
- What do we want to do?**
- Expand use of customized training, incumbent worker training and other business based training models to support job creation and increased earnings in high wage, high skill occupations

Attachment 6

From: Brenda Breidinger [mailto:bbreidinger@idahoaeyp.org]
Sent: Thursday, April 26, 2007 1:19 PM
To: Cheryl Brush
Cc: kmason@idahoaeyp.org
Subject: RE: Copy of TR 1 Att2 Council Goals.xls

Cheryl, thanks so much for sharing these goals and objectives with us. It is wonderful to have input into this process.

Karen Mason and I discussed the objectives and would like to share our thoughts. Karen took the time to write down a few comments first about the highlighted strategies under the first goal related to early childhood:

- 1) Establish a certification process for directors of ECE (great! We can help. Also Boise City is currently developing a Directors Certification that IdahoSTARS will be collaborating on)
- 2) Require all child care providers to attain a CDA or higher (Excellent! We can help here also – we are currently focusing the IdahoSTARS Career Pathway to help child care providers obtain their Child Development Associate Certificate CDA)

The rest of these strategies are also excellent!

In the next objective Champion a comprehensive education system for all students K-16. Would it be possible to include early education in this one? Our arguments are:

- that early learning opportunities whether at home, in child care, Head Start or preschool certainly have an impact on the success of students in school and life
- that reforms in the K-12 Pipeline to better prepare students surely include their early learning experiences – work on the statewide Early Learning Guidelines to align birth to 5 standards for child outcomes with K-12 is beginning this week.
- Improving transitions should include transitions from early learning setting such as head start to K as well as K on up.
- Increasing opportunities for enrollment of students at Community Colleges, on-line programs etc. would certainly include Child Development coursework.
- Existing teachers also need education through coursework and community colleges.
- We can help with workforce information around early childhood degrees and training through the IdahoSTARS professional development system.
- Early childhood program teachers/caregivers are small businesses that will benefit from trained employees as a strategy of this plan. This effort may help increase professionalism, and increase wages based on parent awareness and demand for higher quality...
- This also fits with the second goal of increasing the skills and size of Idaho's workforce (in early learning jobs)

We think the possibilities are exciting and encourage you to think about including the children who benefit and the employees who work in the early childhood profession as a key need in our state for positive outcomes in future success in school and life. We would love to be involved in future discussions and if you need clarification, please call either of us.

Thanks,
Karen and Brenda

Brenda Breidinger
Idaho AEYC
"Joining Together for Quality Early Care and Education"

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