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# **ETPL Information Session**

**Employ Milwaukee Training Providers**



# Today We'll Cover...

- Workforce development system updates in Milwaukee County
- Key industries and in-demand occupations
- Pending transition to a State review/selection process
- Performance requirements for credential attainment and placement
- Key requirements as a training provider



# Workforce Development System Updates

# EMPLOY MILWAUKEE



## Convening and Brokering Stakeholders to Effectively Serve Customers through ONE System

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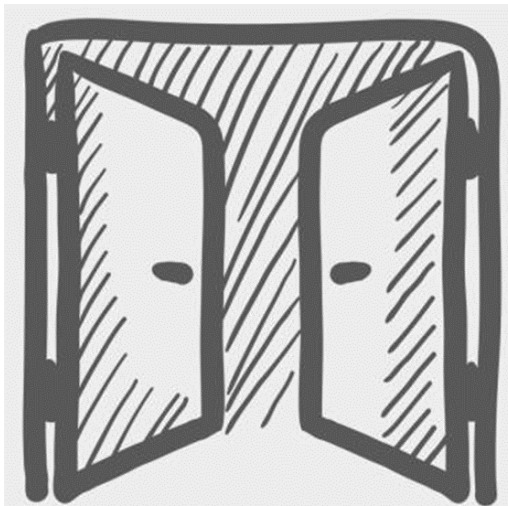
# A System-Approach to Public Workforce Development

In 2014, Congress passed a federal law, the Workforce Innovation and Opportunity Act (WIOA), with broad bipartisan support.

This legislation required that all government-funded workforce programs **work together as ONE system** to serve common customers!







**WIOA ushered in the concept of “No Wrong Door”  
to access federally-funded employment and training  
programs through coordinated workforce systems.**

# How does WIOA ensure Workforce Systems are Demand-Driven?

Through Business-Majority Workforce Development Boards (WDBs)!

## State WDB: Council on Workforce Investment (CWI)

<http://wi-cwi.org/>

- Enhance system capacity and performance
- Improve outcomes
- Promote economic growth
- Engage system partners
- Assist in achieving State Plan vision and goals

## Local WDB: Employ Milwaukee

<http://EmployMilwaukee.org>

- Strategic leader and convener of local workforce development system stakeholders
- Purposes:
  - Provide strategic and operational oversight in collaboration with partners and stakeholders to develop high-quality system in the local area
  - Assist in achieving State Plan vision and goals
  - Maximize and continue to improve the quality and effectiveness of services

# How does WIOA serve customers?



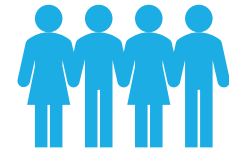
## The American Job Center Network

- A nationwide system of workforce partners serving customers in person and virtually at [www.careeronestop.org](http://www.careeronestop.org)
- Install the **CareerOneStop Mobile** on your mobile device to have resources at your fingertips!



## AJC Network in Wisconsin

- The Job Center of Wisconsin serves customers 24 hours a day for free!
- The website is accessible on mobile devices and offers a menu of tools for job seeking and business customers alike!





# Accessing the Workforce System in Milwaukee County

Employ Milwaukee oversees the 4 American Job Centers in Milwaukee County from our headquarters at 2342 N. 27<sup>th</sup> Street in Milwaukee.

- Job Center Central (MAXIMUS): Comprehensive Location
- Southeast Wisconsin Job Center (YWCA): Affiliate
- Milwaukee Walker's Square Job Center (America Works): Affiliate
- Milwaukee Southeast Job Center (UMOS): Affiliate

Our Mobile Workforce Connections Initiative meets people in their communities and helps them connect to the workforce system.



# Employ Milwaukee, Local WDB

Contracted One-Stop Operator (OSO)

Cross-Program Coordination

ONE System

## WIOA Title IB: Adult, Dislocated Worker and Youth Programs| Employ Milwaukee

- Career, Training, and Support Services Focused on Job Placement
- Activities Supporting Youth Towards Career and Education Goal Attainment

## WIOA Title II: Adult Education and Literacy Act (AEFLA) Programs| MATC and Community-Based Providers

- Adult Basic Education
- English Language Learning

Common Customers

## WIOA Title III: Employment Services| DWD Job Service

- JobCenterofWisconsin.com
- Job Search and Placement Assistance
- Employer Recruitment Services

## WIOA Title IV: Vocational Rehabilitation| DWD DVR

- Services to assist eligible individuals with disabilities gain, maintain, and advance in competitive integrated employment

# How do we know we're successful?

## WIOA Performance Accountability System

- Core Programs are evaluated based on their performance in 6 common performance indicators.
- With shared goals, strategies and services can be effectively aligned to serve common customers.

## Performance Indicators

### For All Exited Participants

Employment\* 2 Quarters After Exit

Employment\* 4 Quarters After Exit

Median Earnings 2 Quarters After Exit

### For Participants in Training

Credential Attainment (excludes OJTs and Customized Training)

Measurable Skill Gains

### Measures For Employers

Employer Penetration

Repeat Business Customers

\*For WIOA I-B Youth Participants, these indicators measure Employment or Education.

# What job seekers might benefit from WIOA?

I'd like to pursue my GED – and maybe some training – to increase my chances on the job market.

I'd like help speaking with potential employers about accommodations I need due to a disability.

My current job barely pays the bills – I'm ready for my next step!

I would be the most reliable worker they've ever had if I could just get some assistance with transportation...

My professional experience has been in the Armed Forces, and I don't know how to translate those skills into my job search.

A layoff after 19 years at one employer has shocked me, and I don't know if my skills are current.

My job search is stalled; no matter what I try, I can't get an interview.

I want to start earning money but have no experience working.

# What employers might benefit from WIOA?

We're updating our production equipment this year, and our workers will need training.

I'm interested in tax credits for hiring qualified workers who face employment barriers.

I am willing to train the right person for the job, but we need assistance to cover extraordinary training costs.

We are a small business that does not have a Human Resources Department. We don't have time to post jobs on websites hoping for good candidates.

I seek military experience in my workforce.

We want to be competent in equal opportunity practices like providing reasonable accommodations.

We're willing to hire people with limited experience but want confidence that they are job ready.

I need real Labor Market Information to ensure we're offering competitive wages.

# What services are available for ALL job seekers through the local workforce system?

## Basic Assessments

- English Language Proficiency
- Interests
- Skill Levels, Aptitudes and Abilities
- Barriers to Employment

## Job Search and Placement Assistance

- Resume Development and Enhancement
- Info on In-Demand Industry Sectors and Occupations
- Info on Nontraditional Employment

## Workforce and Labor Market Information

- Job Vacancy Listings by Labor Market Areas
- Necessary Job Skills for those Vacancies
- Earnings, Skill Requirements and Advancement Opportunities of Local In-Demand Occupations

## Information about Other Resources

- Referrals to Supportive Services
- Assistance with Filing Unemployment Claims
- Eligibility Assistance for WIOA Programs and Other Training and Education Financial Aid Services



# What services are available for employers through the local workforce system?

## Training Solutions

- Youth and Registered Apprenticeships
- On-the-Job Training (OJT)
- Work Experience for Youth and Young Adults
- Customized Training
- Incumbent Worker Training

## Recruitment and Placement Assistance

- Build Job Descriptions
- Post Job Openings and Collect Applications
- Customized Screening and Referrals of Qualified Applicants
- Recruitment and Hiring Events

## Workforce and Labor Market Information

- WisConomy.com
- Wages, Skill Requirements, Advancement Opportunities and Credentials for Local In-Demand Occupations
- Employment Projections

## Information about Other Resources

- Hiring Incentives: WOTC, WI Veteran Employment Grant Program, Fidelity Bonding
- Guidance on Reasonable Accommodations
- Labor Law Clinics, Educational Seminars by DWD



# Key Industries and In-Demand Occupations

# What are the key sectors?

- Health care and social assistance (NAICS 62)
- Manufacturing (NAICS 31-33)
- Construction (NAICS 23)
- Retail trade (NAICS 44)
- Accommodation and food service (NAICS 72)
- Finance and insurance (NAICS 52)
- Transportation and Warehousing (NAICS 48-49)
- Professional, Scientific, and Technical Services (NAICS 54)

# Where are the Jobs?

## Current Job Openings

	Occupation	# Job Postings
1	Healthcare Practitioners and Technical	1,006
2	Office and Administrative Support	827
3	Sales and Related	803
4	Management	761
5	Business and Financial Operations	746
6	Computer and Mathematical	636
7	Food Preparation and Serving Related	542
8	Transportation and Material Moving	492
9	Production	481
10	Architecture and Engineering	422

Source: jobcenterofwisconsin.com , 7/30/18

## Future Job Growth

	Occupational Area	10 Year Growth
1	Healthcare Support	14.7%
2	Personal Care and Service	14.6%
3	Healthcare Practitioners and Technical	12.1%
4	Building and Grounds Cleaning and Maintenance	10.8%
5	Construction and Extraction Occupations	9.1%
6	Life, Physical, and Social Science Occupations	8.6%
7	Food Preparation and Serving Related	8.6%
8	Computer and Mathematical	7.3%
9	Community and Social Service	6.8%
10	Management	6.5%

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, November 2016



# Pending: State Review/Selection Process



# State's Eligible Training Provider List (ETPL)

## What is the State's ETPL?

A list of training providers' programs that WIOA Title I-B can fund.

## How does it work?

Participants work with their career planner to determine if training should be part of their employment plan to address identified skill deficiencies and, if so, the right training program for their employment goal.

Training can be work-based or classroom-based, or a combination of the two.  
Certain types of training, like on-the-job training, don't have to be on the ETPL.







# Background

## What's a training program?

One or more courses/classes or a structured regime. Can be delivered in-person, online, or using a blended approach.

## Completion of program

Must lead to one or a combination of:

- a recognized postsecondary credential
- a high school diploma or equivalent
- employment
- measurable skills gain



# Background

## Eligible providers can be

- Post-secondary education institutions
- Registered Apprenticeships (automatic eligibility)
- Providers of adult education and literacy activities under WIOA Title II
- Other public or private entities

## To be on the list, a training provider **MUST**

- provide information about the training program
- provide student data for **each program** for the most recent program year and the 3 preceding program years
  - Completion and credential rates
  - Employment rates (2<sup>nd</sup> and 4<sup>th</sup> quarter after training program exit)
  - Earnings
- meet information requirements and any performance standards



# Future State of ETPL

## Provider Eligibility

The goal is to select criteria that will promote quality educational options for WIOA training participants.

Providers will need to meet one of the following:

- Accreditation by a recognized U.S. accrediting organization
- Approval from the Wisconsin Educational Approval Program (EAP)
- A participant of the State Authorization Reciprocity Agreement (SARA)
- Regulated and approved to provide training by a State agency
- A registered apprenticeship (RA) program
- A pre-apprenticeship program that can demonstrate connection to at least one RA program
- Approved by ETP review committee

Note: Criteria has not yet been finalized and this list is not necessarily exhaustive.



# Future State of ETPL

## Program Eligibility

Providers will need to timely submit all required program information.

Some of the required information will include:

- Program description
- Credential information
- Program location
- Program costs
- Date program was established
- Number of credits
- Required pre-requisites
- Individual student information for **ALL** students who participated in the program (DWD will use this to determine employment outcomes using unemployment insurance wage records)



# Local Application Process

Employ Milwaukee must comply with federal law, WIOA, and state policy, WIOA State Plan, when reviewing applications to the ETPL.

The local process is available on Employ Milwaukee's website under Partners:

<https://www.employmilwaukee.org/Employ-Milwaukee/Partners/Service-Providers.htm>.

- The [process map](#) details components of application review.
- Potential applicants are instructed to email [ETPL@EmployMilwaukee.org](mailto:ETPL@EmployMilwaukee.org) to request local applications.





# Future State of ETPL

## Significant changes planned for the future

The State's Department of Workforce Development (DWD) will oversee the eligibility process for training providers and their programs.

What this means:

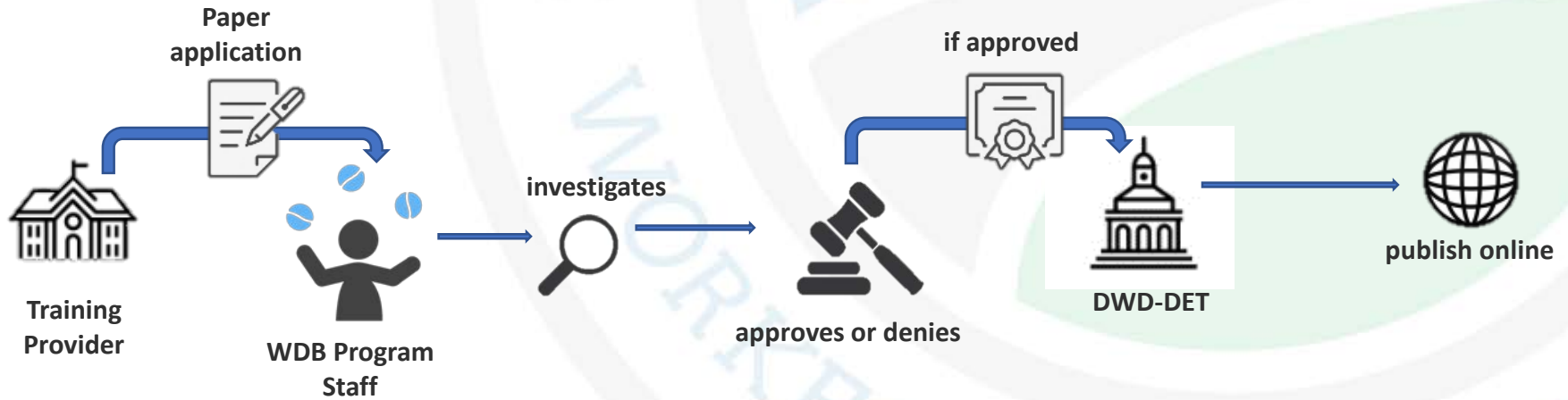
- Training providers will use an online portal to apply for provider eligibility.
- DWD will review provider applications and approve or deny eligibility.
- Providers will need to reapply for eligibility on an annual basis.
- Eligible providers will be able to add one or more training programs to the list so long as they timely submit all required information about the program(s).
- Program information will also be submitted through the online portal.



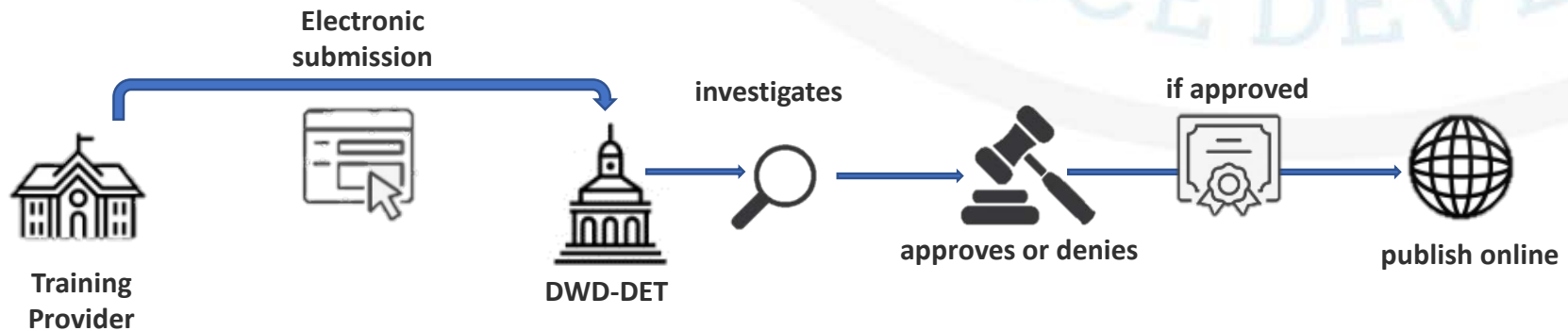


# Current v. Future State

## CURRENT



## FUTURE





# Future State of ETPL

## ETPL Webpages

DWD will be updating and redesigning the ETPL webpages to make them more user-friendly.

Aggregated performance information for each program will be published online. Metrics will include:

- Program completion and credential attainment rates
- Percentage of students in unsubsidized employment during the second and fourth quarters after exiting the training program
- Students' median earnings from unsubsidized employment during the second quarter after exiting the training program



# Performance Requirements - Training, Credential Attainment and Placement



# Performance Impacts

WDA 2 WIOA Title I-B Performance Goals: PY18 and PY19			
Performance Indicator	Adult	DW	Youth
For All Exited Participants			
Q2 Unsubsidized Employment*	68%	72%	58%
Q4 Unsubsidized Employment*	63%	71%	57%
Q2 Median Earnings	\$4,100	\$6,100	58%
For Participants Who Receive Training			
Credential Attainment	60%	52%	Baseline
Measurable Skill Gains	Baseline	Baseline	Baseline
Effectiveness in Serving Employers			
Employer Penetration	Baseline		
Repeat Business Customers	Baseline		
*For the WIOA I-B Youth Program, these indicators measure Employment or Education placement.			



# Agenda Item 4: WIOA Core and Combined State Plan Partner Status Reports

## Title IB Programs: WDA 2, PY17

Measure	PY17 Goal	Q1 Outcome	Q2 Outcome	Q3 Outcome
WIOA Adult Q2 Unsubsidized Employment	65%	Not available.	Exceeded	Exceeded
WIOA Adult Q2 Median Earnings	\$4,000		Exceeded	Exceeded
WIOA Dislocated Worker Q2 Unsubsidized Employment	70%		Exceeded	Exceeded
WIOA Dislocated Worker Q2 Median Earnings	\$6,100		Exceeded	Exceeded
WIOA Youth Q2 Unsubsidized Employment, Education, or Training Placement	60%		Met*	Exceeded
WIOA Youth Q2 Median Earnings	Baseline Indicator			

\*WIOA defines achievement of above 90% of a goal as having met the goal.

**Source:** US DOL ETA 9170 Report published by WI DWD on 05/15/18.





# Credentials Earned

- Certified Nursing Assistant (CAN)
- Commercial Driver's License (CDL)
- Community-Based Residential Facility Certificate (CBRF)
- CompTIA A+ Certificate
- Critical Thinking: Business Analysis and Decision-Making Strategies
- Entry Level Construction Skills Multi-Craft Core Curriculum Certificate
- HBI Pre-Apprenticeship Certification Training
- High School Equivalency Diploma
- IT Essentials
- Lean Project Management
- Licensed Practical Nurse
- North America's Building Trades Unions (NABTU) Apprenticeship Certification
- OSHA 30 hour Construction Safety and Health
- Pharmacy Technician Certificate
- Phlebotomy
- Power Engineering and Boiler Operator
- Project Management
- Serve Safe Certification





# Key Protocols/Requirements as a Training Provider



Is the training related to an in-demand occupation?

Does it lead to a credential?

How many complete the training?

How many receive a credential?

How many secure employment for 30, 180, 360 days?

