

MAY 2021

# WORKFORCE 101:

INFRASTRUCTURE OF THE PUBLIC WORKFORCE SYSTEM



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# OUTLINE

- An overview of federal programs that support the infrastructure of the public workforce system
- US Department of Labor systems, organizational roles and funding streams
- US Department of Education systems, organizational roles and funding streams
- Other federally-funded programs that are partners to the DOL system
- The role of community-based organizations
- Integration Policies, Structures and Programs





# PUBLIC WORKFORCE DEVELOPMENT SYSTEM

■ - STATE LAWS, RULES, POLICIES

□ - LOCAL SERVICE DELIVERY

STATE AGENCIES  
STATE WORKFORCE BOARD

## FEDERAL FUNDING & PROGRAMS

- TANF EMPLOYMENT & TRAINING
- REHABILITATION SERVICES
- USDOL EMPLOYMENT AND TRAINING ADMINISTRATION GRANTS
- WIOA
- PELL
- PERKINS
- WAGNER-PEYSER ACT
- SNAP E&T

CHIEF ELECTED OFFICIALS



WORKFORCE DEVELOPMENT BOARDS



AMERICAN JOB CENTERS/CAREER CENTERS

## STATE & LOCAL FUNDING & PROGRAMS(E.G.)

- PIPELINE TRAINING GRANTS
- INCUMBENT WORKER TRAINING GRANTS
- YOUTH EMPLOYMENT PROGRAMS

## CONTRACTED SERVICE PROVIDERS:

CAREER AND TECHNICAL PROGRAMS

PROPRIETARY TRAINING

CBOS

COMMUNITY COLLEGES

ABE PROVIDERS

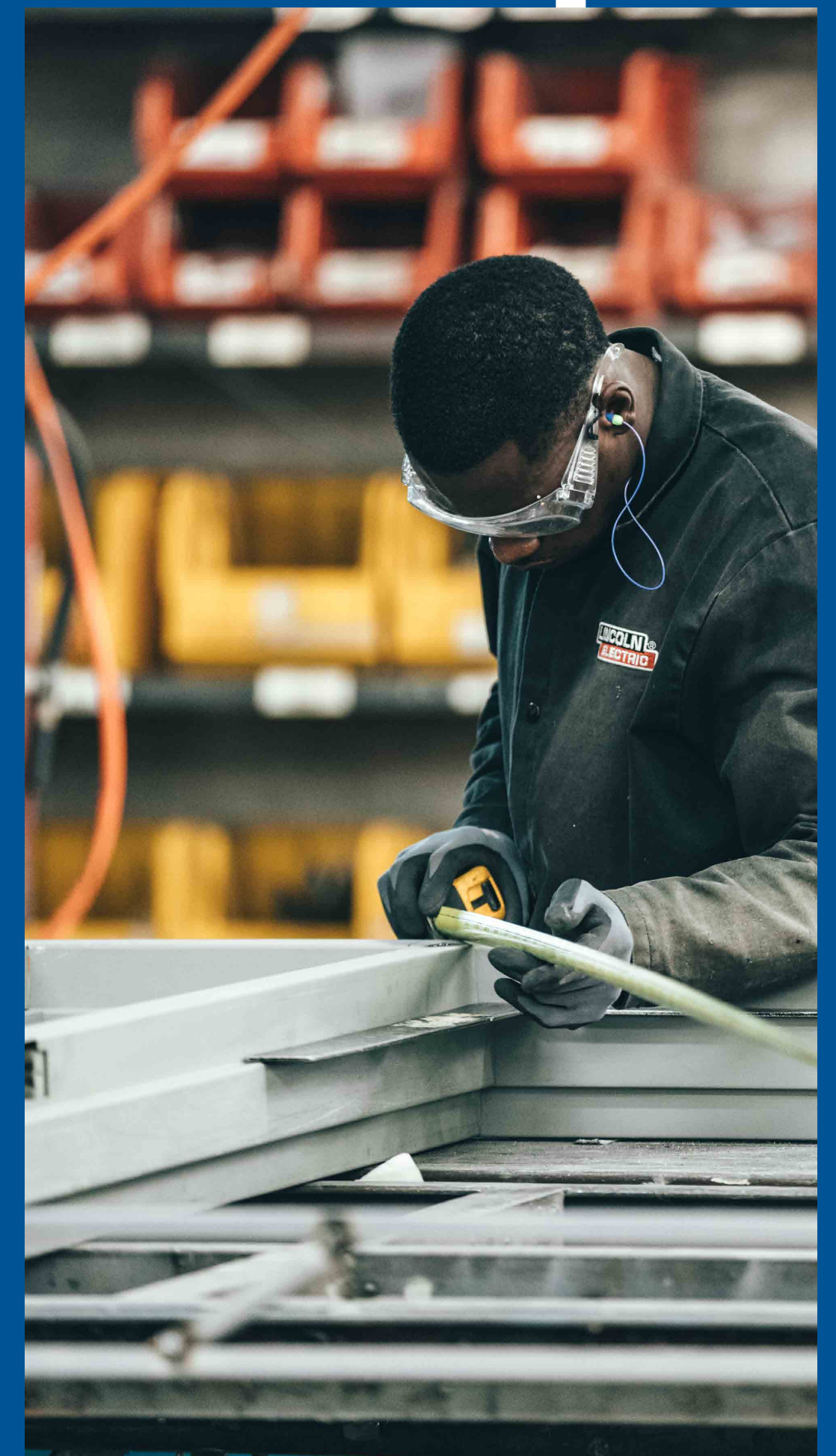
## CUSTOMERS:

JOB SEEKERS, WORKERS, AND EMPLOYERS



# UNITED STATES DEPARTMENT OF LABOR: WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

- Authorizes and provides guidance on the roles of State and Local Workforce Boards and American Job Centers (one-stop career centers); WIOA is up for reauthorization
- State and Local Boards are the policy arms of the system
  - State Boards determine state level policies to guide the use of funds
  - Local Boards convene partners and industry sectors, guide the use of WIOA funding, charter American Job Centers, analyze labor market data and collect and manage performance data

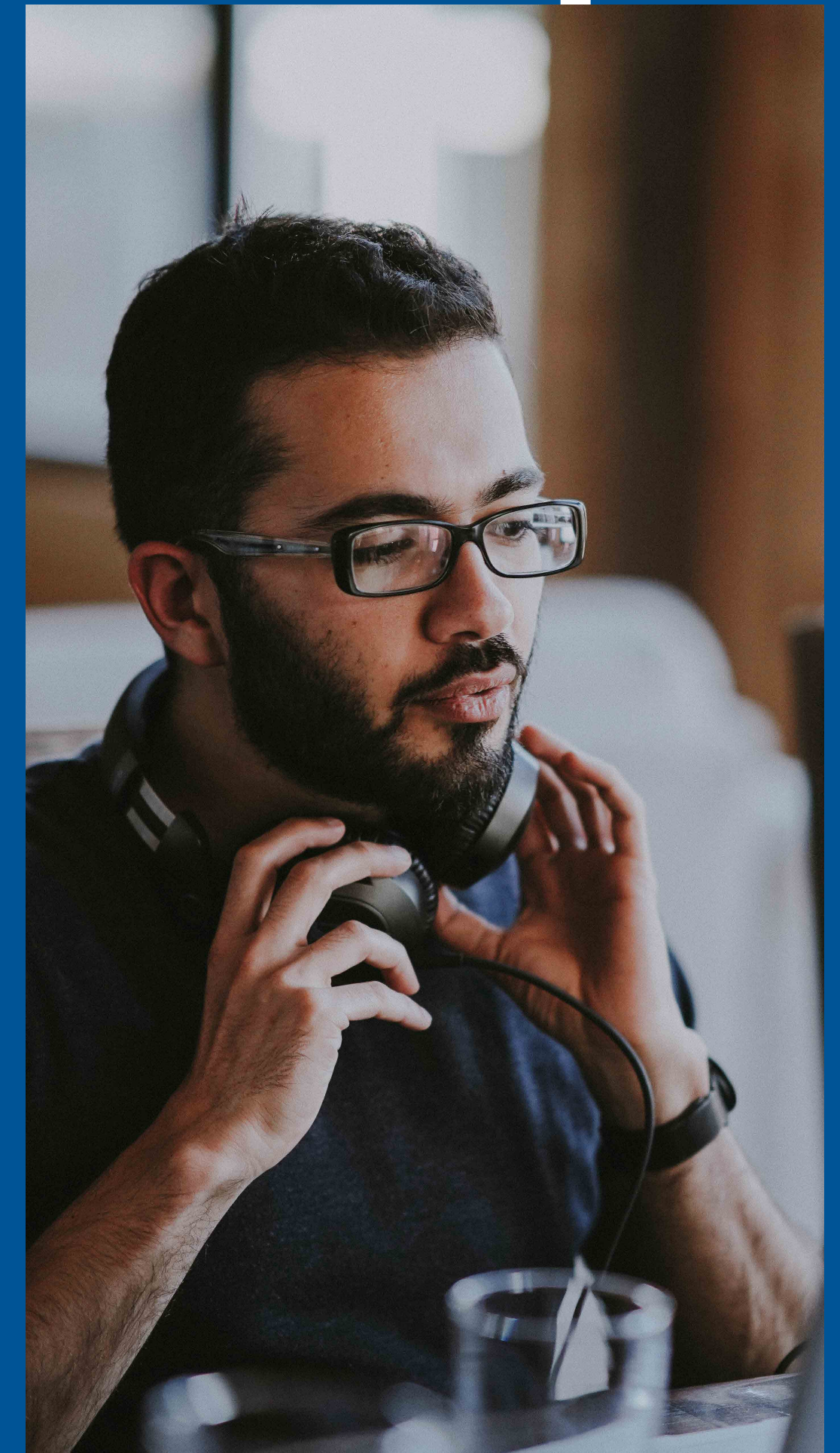




# UNITED STATES DEPARTMENT OF LABOR: **WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

*CONTINUED*

- American Job Centers are the service delivery arm
  - Provide coaching, job search, referral to training and skill building for job seekers
  - Help businesses to fill open positions through posting jobs, job fairs, customized screening, and other related services
  - Co-located with state staff providing labor exchange services for UI claimants
- The other two roles at the local level are the Fiscal Agent (often a city or county) and the Chief Elected Officials





# WIOA FUNDING STREAMS

- In FY 2021, WIOA is budgeted at \$2.8 Billion for the public workforce system through three major programs in Title One of the authorization:
  - Adult Employment and Training Activities
  - Dislocated Worker Activities
  - Youth Activities
- WIOA allocates funds based on a formula that weighs unemployment, areas of excess unemployment, relative share of disadvantaged or long-term unemployment





# OTHER DOL WORKFORCE PROGRAMS

- Wagner Peyser
  - FY 2021 budget is \$670M to support labor exchange services provided by state workers for UI claimants;
  - Co-located at American Job Centers
- Apprenticeship
  - Work and learning model with a long history in construction field and efforts to grow in industries such as healthcare and manufacturing
  - FY 2021 budget is \$200M
  - Flows mostly through competitive grants to states to expand apprenticeships in non-traditional fields
  - Apprenticeships and other work and learning models such as on-the-job training can be supported through WIOA with appropriate policies at the local level





# INDIVIDUAL TRAINING ACCOUNTS (ITAS)

- WIOA provides for vouchers that support training through ITAs for eligible job seekers (generally based on income and employment status; terms established by Local Workforce Board)
- Eligible training providers are approved by the state and local workforce board based on historic performance
- Vouchers are accessed through American Job Centers. Amounts and availability can vary widely based on state and local policy as well as type of training and vendor
- Training providers may be community-based organizations, secondary and post-secondary organizations, and for-profit training organizations
- ITAs are funded through the formula grant to local areas. The number of ITAs is generally quite small relative to potential need



# WIOA MANDATES + ENCOURAGES PARTNERSHIPS WITH ADDITIONAL FEDERAL PROGRAMS

- Rehabilitation Services (serves people with physical and mental disabilities)
- Temporary Assistance for Needy Families (TANF) employment services
- Supplemental Nutrition Assistance Program (SNAP) Employment and Training
- Refugee Resettlement
- Older Workers Programs
- Community Service Block Grants



# STATE POLICY + FUNDING

- State Workforce Boards set policy for WIOA funding
- Many states support workforce training through state budget line items and Trust Funds
- 15% of WIOA funds stay at the state for discretionary programs
- Many states and cities provide and raise funding for larger scale youth summer employment programs



# US DEPARTMENT OF EDUCATION SUPPORTS CRITICAL SYSTEMS AND ORGANIZATIONS IN THE PUBLIC WORKFORCE SYSTEM

- Post-secondary certificate and degree programs
  - Primarily delivered by community colleges
- Career and Technical Education
  - Primarily delivered by high schools and colleges
- Adult Basic Education
  - Primarily delivered by community-based organizations, K-12 and post-secondary programs



# POST-SECONDARY WORKFORCE PROGRAMMING

- Community colleges are critical workforce players in the post-secondary system
- May offer non-credit and for-credit programs
- Non-credit programming is faster and more flexible and often funded through grants and/or tuition
- For-credit programs offer certificates and degrees in occupational career paths
  - Students often apply directly into these programs and the programs may be more competitive to enter than academic programs
  - Students who attend at least half-time for a full academic year may be Pell grant eligible
  - Programs are also supported through grants, loans and tuition





# PELL GRANTS

*LARGEST FEDERAL INVESTMENT IN UNDERGRADUATE EDUCATION  
AND TRAINING FOR LOW-INCOME STUDENTS*

- FY 2021 budget is \$22.5B
- Maximum Award is \$6,495 for 2021-22 award year; calculated based on expected family contribution, cost of attendance, full or part-time status, plans to attend for full academic year or less; Limited to 6 years in total
- Access Pell grants via a FAFSA form
- Must maintain enrollment and make satisfactory academic progress
- Must be enrolled at least half-time and accepted as a regular student in an eligible degree or certification program
- Currently, DACA students are not eligible for federal financial aid but may be able to access state or college financial assistance programs
- There are short-term Pell policy proposals pending that would provide more flexibility and potentially support more students





# CAREER AND TECHNICAL EDUCATION (CTE)

- Every state and every school district provides Career and Technical Education either through schools that solely provide CTE or career and technical pathways in comprehensive schools, or both. States also use CTE funding for post-secondary vocational and technical training as well.
- CTE is generally funded through the same mechanisms that support K-12 but sometimes at a higher per pupil cost
- Federal Perkins dollars (FY 2021 = \$1.34B) are used at secondary and post-secondary CTE programs to support capital and some operating costs associated with launching new programs or updating existing programs
- States oversee CTE programming and Perkins Act spending; set CTE goals and need to demonstrate meaningful progress toward those goals (graduation rates, % entering employment, post secondary education and credential attainment)



# ADULT BASIC EDUCATION AND ESOL PROGRAMS

- Adult Basic Education is authorized through WIOA Title 2 and is increasingly being integrated into the workforce system and focusing on employment outcomes
- ABE Providers are often community-based organizations, Adult Ed Departments of K-12 Districts and arms of post-secondary institutions
- FY 2021 Federal budget for state grants is \$675M
- States provide policy guidance and often procure directly for ABE services (vs the local area procuring)



# COMMUNITY-BASED ORGANIZATIONS (CBO)

Typically 501(c)3 non-profit organizations with deep knowledge of the communities and students/job seekers they serve

Provide a range of services in the workforce system including ABE and ESOL, occupational skills training, case management, career coaching, wrap-around services and job placement and retention services

Funded through a variety of contracts, grants and gifts. May receive ITA vouchers through WIOA, contracts with public and foundation grant-makers or other gifts from philanthropies and individuals



# INTEGRATION STRUCTURES, POLICES AND PROGRAMS

- WIOA requires and encourages representation of Workforce Boards from partners and providers such as community colleges, CBOs, Apprenticeship programs, ABE and CTE
- WIOA mandates joint planning and coordination of service delivery across mandated and other partners; every 3 years Boards submit joint plans and Memorandum of Understanding among partners
- Policy and programmatic approaches include articulation agreements between CBOs and CTE with post-secondary programs; dual enrollment programs and Integrated Education models that bring together ABE/ESOL providers and skills training programs to accelerate learning and employment





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