



NEVADA GOVERNANCE TRAINING

GENERAL SESSION

APRIL 15, 2021

11:30 AM – 1:00 PM

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WELCOME & OPENING REMARKS



Larry Fagerhaug
Chair
Governor's Workforce Development Board

Vice President, Chief Human Resource Officer
Carson Tahoe Health



Nicholas Lalpuis
Regional Administrator, Dallas and San Francisco
Regional Offices, U.S. Department of
Labor/Employment and Training Administration

TODAY'S PRESENTERS



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WELCOME POLL



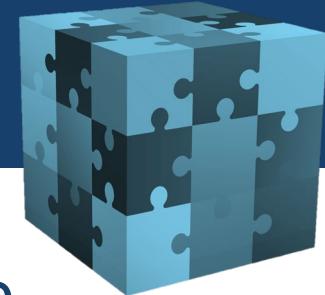
- ▶ Governor's Workforce Development Board member or staff
- ▶ State agency staff
- ▶ Local Workforce Development Board member or staff
- ▶ Local Chief Elected Official
- ▶ One-Stop Operator
- ▶ Local service provider

AGENDA

1. Overview of WIOA
2. Workforce System Partners
3. Workforce System Governance Framework
4. Roles and Responsibilities of System Stakeholders
5. Questions and Answers
6. Wrap-Up and Next Steps



TRAINING OBJECTIVES



- ▶ Build foundational understanding of the key stakeholder roles, responsibilities, and functions of the state and local workforce system
- ▶ Engage in dialogue and answer your questions
- ▶ Position you for success in your roles

ENGAGING WITH US DURING THE SESSION

- ▶ Submit questions and comments through the chat.
- ▶ Unmute and ask questions verbally when we pause for questions.
- ▶ We will work with state and U.S. Department of Labor leaders to get you answers to any questions that we cannot answer today.



OVERVIEW OF WIOA

VISION AND PRINCIPLES

WORKFORCE INNOVATION AND OPPORTUNITY ACT

- ▶ Signed into law with broad, bi-partisan support on July 22, 2014
- ▶ First major workforce development legislation since the Workforce Investment Act of 1998
- ▶ Outlines the vision, goals, objectives, and requirements for how the public workforce system is structured and operates



WIOA VISION

Seeks to improve job and career options for our nation's workers and job seekers through an integrated, job-driven public workforce system that links diverse talent to businesses.

Supports the development of strong regional economies where businesses thrive, and people want to live and work.

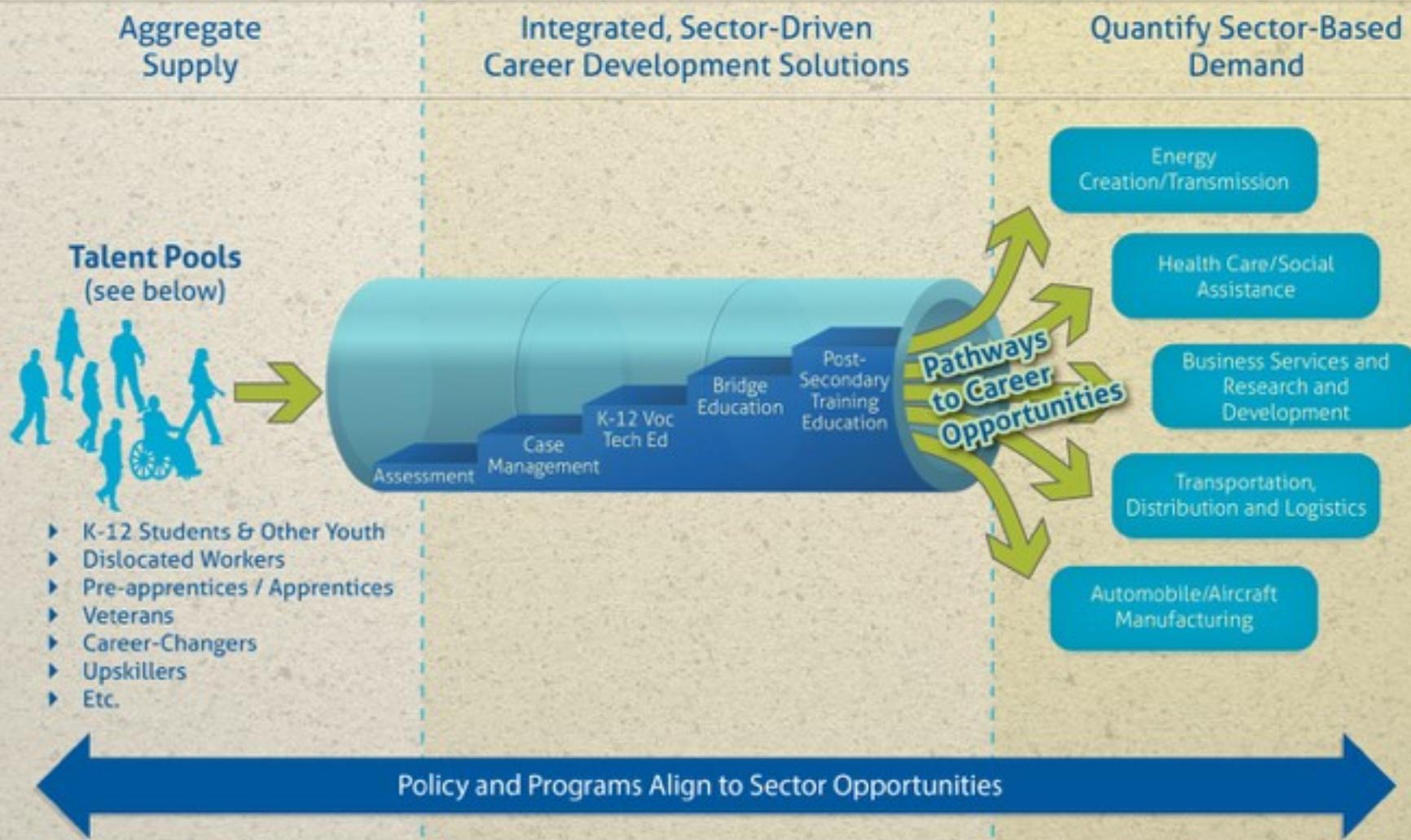
Based on idea that public workforce system supports development of a talent pipeline.

THRIVING COMMUNITIES



A WORLD-CLASS TALENT PIPELINE:

THE TALENT SUPPLY CHAIN VISION



WIOA: FIVE KEY PRINCIPLES

WIOA Operating Guidance



- ▶ Integrated Service Delivery
- ▶ Focus on Strategy
- ▶ Regional Economic Development
- ▶ High-Quality Services
- ▶ Accountability and Transparency

ONE WORKFORCE VISION

Systemic Collaboration

Integrated Service Delivery

Data Informed Service

Leveraged Resources

Outcomes for Business and Jobseeker Customers

WIOA “HALLMARKS OF EXCELLENCE”





WIOA PRINCIPLES...POLL

Of WIOA's key principles, our workforce system excels most in...

1. Integrated service delivery
2. Focusing on strategy
3. Regional economic development
4. High-quality services
5. Accountability and transparency

WHAT QUESTIONS DO YOU HAVE? (I)





WORKFORCE SYSTEM PARTNERS

WHO MAKES UP THE SYSTEM?

WIOA CORE PARTNERS

Employment and training services for adults, dislocated workers, and youth (WIOA Title I)

DETR

Adult Education and Family Literacy programs (WIOA Title II)

NDE

Wagner-Peyser Employment Services (WIOA Title III)

DETR

Vocational Rehabilitation (WIOA Title IV)

DETR

WIOA REQUIRED PARTNERS

- ▶ Job Corps
- ▶ YouthBuild
- ▶ Native American programs
- ▶ Migrant and seasonal farmworker programs
- ▶ Jobs for Veterans State Grants
- ▶ Senior Community Service Employment Program
- ▶ Postsecondary career and technical education programs
- ▶ Trade Adjustment Assistance programs
- ▶ Community Services Block Grant employment and training programs
- ▶ Housing and Urban development employment and training programs
- ▶ Unemployment compensation programs
- ▶ Re-entry/"second chance" programs
- ▶ Temporary Assistance for Needy Families programs

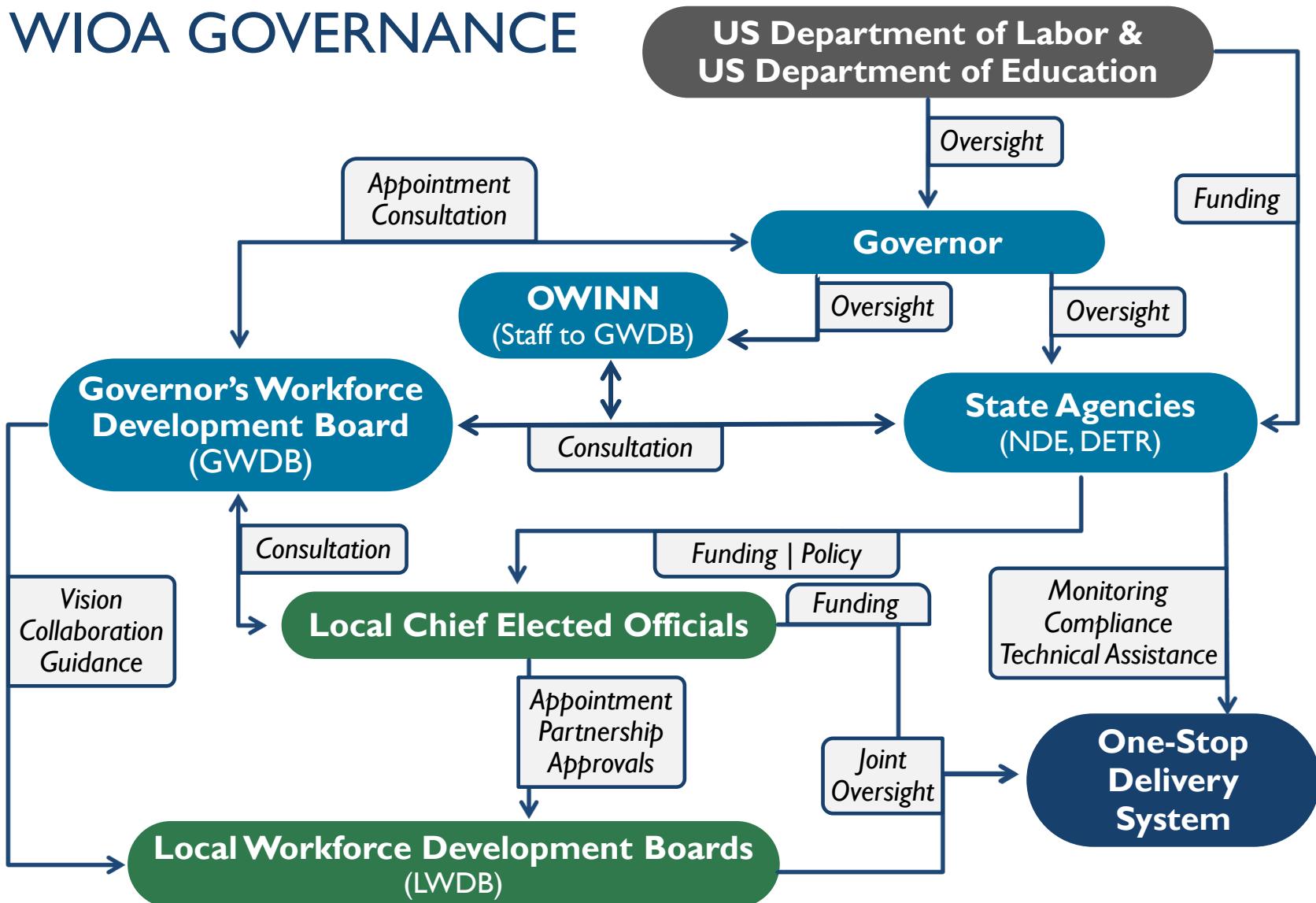
WHAT QUESTIONS DO YOU HAVE? (2)



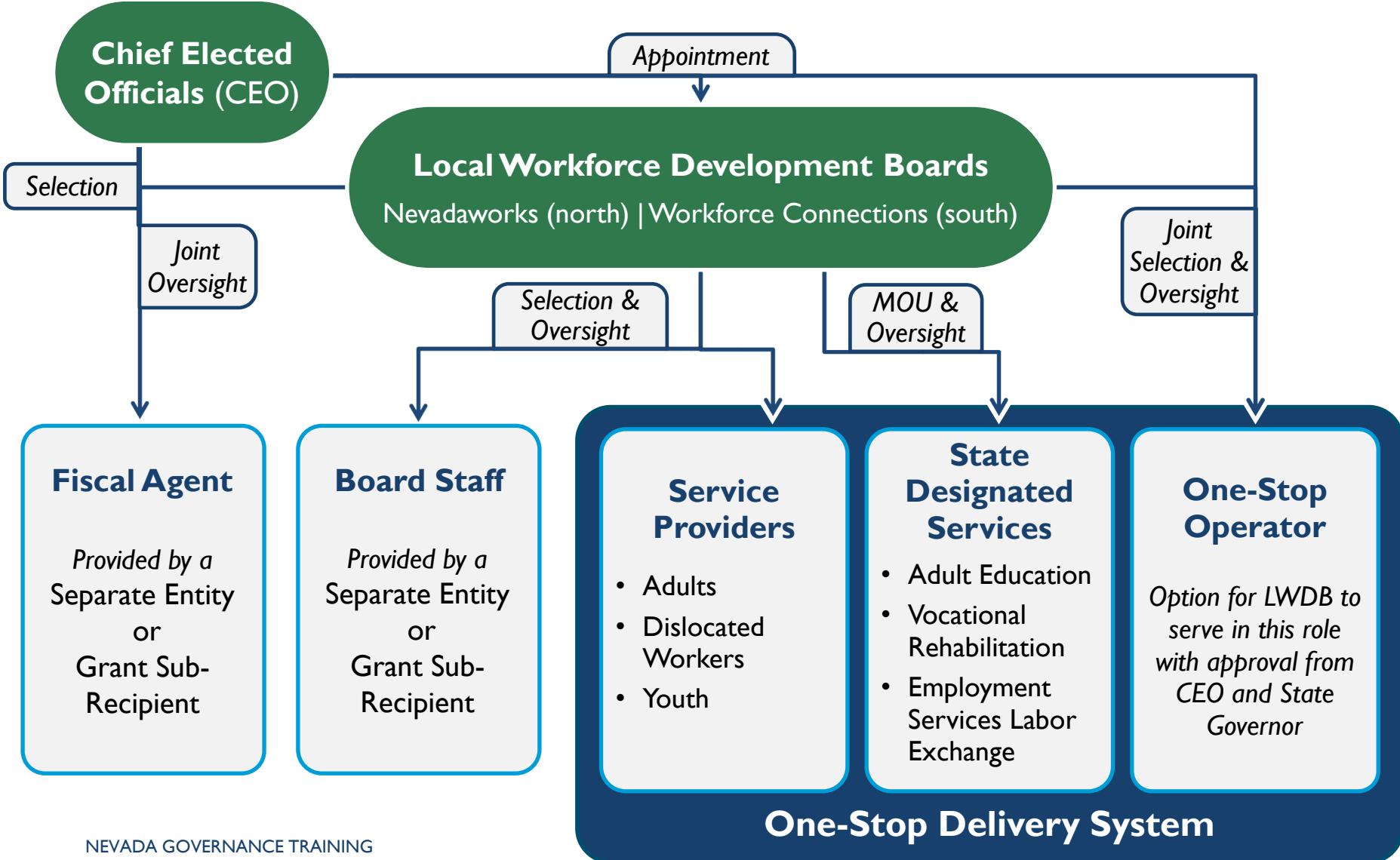


WIOA GOVERNANCE FRAMEWORK

WIOA GOVERNANCE



WIOA GOVERNANCE (2)



WHAT QUESTIONS DO YOU HAVE? (3)





OVERVIEW OF SYSTEM STAKEHOLDERS

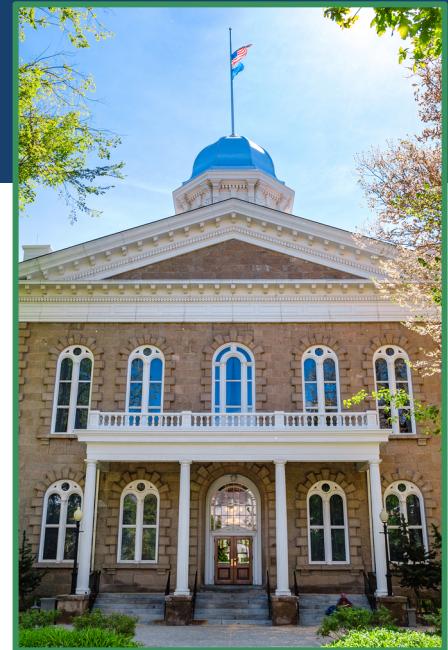
ROLES AND RESPONSIBILITIES

UNITED STATES DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION (ETA)

- ▶ Federal agency that administers the WIOA Title I program and grants funding to states
- ▶ Mission: To contribute to more efficient functioning of U.S. labor market by providing high-quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems
- ▶ National Office and six Regional Offices
 - Federal Project Officers work directly with states to conduct monitoring/oversight and provide technical assistance

GOVERNOR

- ▶ Official WIOA grant recipient
- ▶ Designates a State Workforce Agency to receive and administer the funding on his/her behalf
- ▶ Appoints members to the State Workforce Development Board (GWDB) following criteria outlined in the law
 - Nevada Governor's Workforce Development Board



GOVERNOR'S WORKFORCE DEVELOPMENT BOARD (GWDB)

Appointed by the Governor to oversee implementation and continuous improvement of the state workforce system.



Purpose is to convene state, regional and local partners to:

Enhance the capacity of the system

Align and improve program outcomes

Promote economic growth

Engage businesses and other stakeholders

Support achievement of the state's vision and goals

GWDB STAFF: GOVERNOR'S OFFICE OF WORKFORCE INNOVATION (OWINN)



- ▶ OWINN serves as staff to the GWDB, providing strategic and administrative support
- ▶ Advances cooperation and collaboration among all stakeholders focused on workforce development
- ▶ Typical Board staff roles:
 - Serves as a strategic **Project Manager**
 - **Researches** best practices
 - **Develops concepts** for the Board in alignment with their vision for action
 - **Convenes** core partners to carry out the vision and strategy established by the Governor and the GWDB
 - **Executes**

REQUIRED STRATEGIC COORDINATION AMONG CORE AND OTHER PARTNERS

- ▶ Employment and training services for adults, dislocated workers, and youth (WIOA Title I)
- ▶ Adult Education programs (WIOA Title II)
- ▶ Wagner-Peyser (WIOA Title III)
- ▶ Vocational Rehabilitation (WIOA Title IV)
- ▶ Other programs for specific populations:
 - Job Corps, YouthBuild, Native Americans, and Migrant and Seasonal Farmworkers

STATE WORKFORCE AGENCY

- ▶ The Department of Employment, Training, and Rehabilitation (DETR) is Nevada's State Workforce Agency
- ▶ DETR:
 - Grants local WIOA funding to Chief Elected Officials (or the fiscal agents they designate to receive it on their behalf)
 - Provides subject matter expertise to the GWDB (along with other key state partner agencies)
 - Develops policy and guidance for the local system
 - Monitors implementation of WIOA for compliance and effectiveness
 - Provides technical assistance and training to support effective implementation

STATE AGENCIES

Agencies overseeing WIOA, Wagner-Peyser, Adult Education, Vocational Rehabilitation, Temporary Assistance for Needy Families (TANF), etc.

- Typically serve on the GWDB
- Oversee implementation of policy approved by GWDB

Usually have the deep knowledge and expertise around program requirements and strong practices

- Often make recommendations to the GWDB

Administer funding and provide oversight/monitoring of policy and program implementation

CHIEF ELECTED OFFICIALS



- ▶ CEO is chief elected official of a unit of general local government
- ▶ Significant responsibility and opportunity to shape the local system and use it as a tool to drive community prosperity
 - Can create a nimble and responsive talent pipeline development system

CEO RESPONSIBILITIES

As the WIOA Title I Grant Recipient:

-  Accept financial liability for Title I funds and ensure subgrant funds are expended in compliance with WIOA
-  Determine how to share liability, if applicable
-  Select a Chair of the Chief Elected Officials Consortium
-  Appoint Local Workforce Development Board members
-  Designate a grant subrecipient or fiscal agent
-  Act in review/approval mode for key WIOA provisions
-  Ensure high-level oversight of system

GRANT SUB-RECIPIENT/FISCAL AGENT



- ▶ CEO may opt to designate an entity to be the grant sub-recipient or fiscal agent. This entity would:
 - Serve as fiscal agent
 - Employ staff to the Local Workforce Development Board
- ▶ CEO may also opt to have his/her unit of government serve as fiscal agent.

FISCAL AGENT

Appointed by the CEO to act on his/her behalf to assist in the administration of grant funds

- CEO must ensure roles and responsibilities are clearly defined and generally include accounting and funds management functions

Have no independent authority under WIOA beyond what is granted to them by the CEO (and CEO always retains liability for misuse of grant funds)

Not strategic in focus, but can be critical to successful implementation as they allow other system members to focus on strategy and innovation

LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB)



- ▶ Appointed by Chief Elected Official
- ▶ Serve as the strategic leader and convener of workforce development system stakeholders in the local area
- ▶ Majority of members are business reps
- ▶ Board Chair must represent business
- ▶ Partners with employers and the workforce system to develop local WIOA plan, policies, and investments that drive the vision for economic prosperity

LOCAL WORKFORCE DEVELOPMENT AREA (LWDA)

- ▶ Local workforce areas are designated by the Governor after taking into consideration:
 - Local labor markets
 - Regional economic development areas
 - Area's resources and capacity
- ▶ LWDB publishes a local WIOA Plan outlining vision, goals, strategies, and investments for the area.

ONE-STOP OPERATOR (OSO)



Organization (or consortium) procured to coordinate service delivery of partners and service providers in One-Stops/AJCs in their respective LWDAs

May provide some services or be the primary provider of services

Prohibited from performing certain functions

Does not have a role in developing local plan, but **does** have a role in operationalizing the vision, policy and strategies defined by the LWDB

SERVICE PROVIDERS

Deliver front-line services to customers, typically through American Job Centers (AJCs)

Engaged through a contract with the administrative entity to provide services such as:

- Case management
- Assessment
- Job search assistance
- Training referrals

Like the OSO, play a role in implementing the vision, goals, and strategy laid out by the LWDB in the local WIOA plan

AMERICAN JOB CENTERS (AJCs)

- ▶ Physical centers where job seeker and business customers access employment and training services
 - American Job Centers of Nevada
 - Also referred to as One-Stop Career Centers
- ▶ Operated by the One-Stop Operator
- ▶ Designed to provide a full range of assistance under one roof (and virtually)
 - Job seeker and worker customers
 - Business customers
 - Staff may travel to meet at place of businesses but job fairs, applicant screening, sector meetings may also happen at AJCs
- ▶ A key place that the CEO/LWDB vision is operationalized

WHAT QUESTIONS DO YOU HAVE? (4)





SYSTEM STAKEHOLDERS... POLL

Of all the stakeholders, the group I want to learn more about is...

1. Governor's Workforce Development Board
2. Chief Elected Officials
3. State Workforce Agency (DETR)
4. Local Workforce Development Board
5. Fiscal Agent/Grant Sub-recipient
6. One-Stop Operator
7. Service Providers

EVALUATION

- ▶ Please take a minute and give us feedback on the session today (link is in the chat)
- ▶ [Nevada Governance Training General Session Survey:](https://www.surveymonkey.com/r/NV_Governance_General_Apr_15)
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CONTACT US!



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THANK YOU!



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Maher & Maher is a specialized change management and talent-development consulting firm focused on advancing the collaboration between workforce, education and economic development.