

Workforce & Career Development Division

Director's Corner

As you know, Employment Security is working hard to develop a Lean culture. This requires effort on the part of each division and every office. I am inspired by the innovation and cooperation coming out of these projects!

To assist WCDD in this transformation, we recently welcomed Kelly Foster to WCDD Central Office as our new Director of Lean Innovation and Organizational Transformation. In this role, she will help ensure the success of our Lean projects, including such large-scale, high-risk efforts as the Service Delivery Redesign (SDR) and the Go2 and SKIES Replacement project, at meeting strategic plan outcomes. She will also work to increase the capacity of WCDD to implement Lean by coaching myself and my management staff, providing Lean training to the division and by identifying, training, coaching, and mentoring Lean practitioners.

This week, WCDD Central Office staff participated in the second in a series of A3 development sessions, which will help us prepare to support outcomes of the SDR. I can tell you that our last session was very thought-provoking and resulted in honest, in-depth conversations. I look forward to us continuing this work together. This is a time of great change, and with change, comes new opportunities to learn and grow.

Thank you for all of your great work,
Sandy Miller

Workforce Innovation and Opportunity Act Becomes Law

President Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law on July 22. That same day, the U.S. Department of Labor's Employment and Training Administration (DOLETA) issued [Training and Employment Notice \(TEN\) 5-14](#), which included a WIOA fact sheet, implementation timeline and Q&A. DOLETA also created and released the [WIOA Resource web page](#) to provide information and resources to states, local areas, non-profits and other grantees, and other stakeholders to assist with WIOA implementation, including FAQs and fact sheets. Questions should be submitted to the WIOA e-mail box (DOL.WIOA@dol.gov).

Vice President Biden Issues Review of American Job Training System

In response to a directive from the President to undertake a comprehensive review of the country's job training system, Vice President Biden issued his report titled "Ready to Work: Job-Driven Training and American Opportunity", on July 22. The report, including the featured Job-Driven Checklist, will serve as the yardstick against which the Administration will assess competitive federal workforce grants going forward. For more information, consult the [full report](#) and [fact sheet](#). Also of note is the issuance of the multi-federal agency report titled "[What Works in Job Training: A Synthesis of Evidence](#)", which identifies evidence-based best practices from across the country in terms of preparing adult and youth for the American workforce as well as identified gaps and proposed action plans.

WIA Local Policy Monitoring Tools Released

At the suggestion of a local workforce development area, Employment Security Department's Office of Internal Audit and Monitoring has published two tools it uses to conduct local WIA monitoring visits. The first is a list of local policies or procedures that each of the 12 Workforce Development Councils (WDCs) are required to have written per ESD's state policies. The second is a checklist used to evaluate the local policies and whether they are in alignment with the state policies' requirements. Both of these are available on the [Monitoring page](#) of Inside WorkSource.

Washington Service Corps (WSC) Reports Success Stories

Across the state in the months of July and August, Washington Service Corps (WSC) members are concluding 10.5 months of AmeriCorps service to their communities. Debra Snortland, who has served with Next Generation Zone in Spokane this year, is thrilled to ring the Bell of Success proclaiming her new job. Debra is transitioning into a staff role at her service site, where she will continue to support youth. She states, "I am now in a unique position to continue growing in a field I love, but also able to mentor the next AmeriCorps member who will start in September." Alyssa Foland, who serves with North East Seattle Together, was so inspired by her term of service that she has accepted a position with AmeriCorps VISTA in Chicago. Alyssa knew little about national and community service before this year, but all that has changed. She reflects, "Instead of saying, 'Someone else will get the job done,' I'm asking, 'If I don't, who will?'" Debra and Alyssa's successes are two among many. Based on surveys from prior program years, up to 95 percent of WSC members feel they are provided with meaningful service opportunities. An impressive 96 percent of members in 2012-2013 felt they gained career development skills as a result of their service.

Job Hunter Workshop Series Materials Revamped

During Employment Security's transformational teams (TT) exercise in 2011 and 2012, Transformational Team 2 identified a need to update the Job Hunter Workshop materials. ESD launched that effort in 2012, but the project was subsequently put on hold during the agency's reorganization. Workforce & Career Development division (WCDD) restarted the project during 2013, but staffing changes again halted progress. With the help, dedication and time of former ESD Training Academy Manager Pat Siegler, who left ESD to join Department of Enterprise Services in 2013, all materials were finally finished in July 2014.

The revised Job Hunter workshop series materials include a new participant workbook (available in both English and Spanish), a companion PowerPoint slide deck, and a facilitator guide for each module. In order to save ESD money during a time of limited resources, the expectation is that participant guides be used as "textbooks" to save on printing costs. Each office will receive enough copies (based on input from the field) of each workbook to for participants to use on site during workshops. WCDD will create a packet of activity sheets for each module that will be posted on the website for printing by offices so that participants can participate in the workbook activities.

The Workforce & Career Development division (WCDD) held two webinars during July to familiarize staff with the new materials, cover expectations for their use in the field, and provide an opportunity to provide feedback to inform changes for future printings of the materials.

The materials, including participant workbooks, facilitator guides and a recording of one of the July webinars, are available in the [Trainer's Toolbox](#) on the Technical Assistance & Training website. WCDD will also develop and publish worksheets for each module that offices can print for each participant's personal use.



New Policy Guidance

None this month.

August 2014 Featured Events

SKIES
Train the Trainer:
August 6-8

[Staff Development Calendar](#)

Send us your feedback!



We want this newsletter to reflect our system and welcome your suggestions for future articles. Let us know what you'd like to see! Send us an e-mail (ESDGPWCDDTST@esd.wa.gov).