

## Workforce &amp; Career Development Division

## Director's Corner

The end of June signals the end of another busy program year. Despite layoffs and staffing changes, we continued to provide quality services for job seekers and employers. This was also a year of learning for us, as teams worked through multiple problem solving activities to improve service delivery processes using Lean thinking and tools.

Over the last two months, WCDD staff statewide have been finalizing the division and regional strategic plans that support the revised agency A3. Division leadership met last week to review our goals and the action items that we will undertake to achieve those goals. As I shared with administrators, I believe the key to our success in PY15 will be our commitment to "create and sustain a culture of respect, trust, and support that inspires us to proactively enhance services to our customers" by growing and developing our leaders and staff. Over 65 percent of WCDD staff responded to our engagement survey last month, which gives us a baseline for where we are in developing that culture, and will be our indicator of progress each quarter.

Two significant changes will impact our work in PY15: WIOA and the WorkSource Integrated Technology Solution. I ask everyone help define the training and skill development we need to successfully move to this new model of service delivery. I am confident that we will meet these challenges, as we have in the past and implement new and improved ways to meet the needs of our customers.

~Sandy Miller

### Washington Awarded a Sector Partnership NEG

USDOL issued a [June 18 news release](#) notifying Washington, 26 other states and one tribal nation that they were the successful applicants for \$138 million in Workforce Investment Act (WIA) National Dislocated Worker National Reserve funds to help re-employ laid-off workers through the Sector Partnership National Emergency Grant (NEG). Washington will receive \$6.93 million to serve more than 1,200 dislocated workers, with more than 700 of those expected to receive training and supportive services.

### Revised Local PY15/FY16 WIOA Title I Formula Allocations

[WorkSource Information Notice \(WIN\) 0069, Change 2](#) was issued on June 25 to communicate additionally revised PY15/FY16 Workforce Development Area (WDA) allotments for the Workforce Innovation and Opportunity Act (WIOA) Title I Youth, Adult, and Dislocated Worker programs per recent direction from the U.S. Department of Labor (USDOL). USDOL required ESD to change the state's sub-state allocation methodology for excess unemployment in the Adult and Youth allocations, and to revise the sub-state Adult and Youth allocations accordingly.

### State Submits Formal Comments on Proposed WIOA Rules

On June 12, Washington submitted formal comments to the USDOL and the U.S. Department of Education in response to the Notice of Proposed Rule Making (NPRM) for the Workforce Innovation and Opportunity Act (WIOA). The [verbatim comments](#) and [cover letter](#) summarizing those comments can be found on the Workforce Training and Education Coordinating Board's [WIOA page](#). Those interested in the proposed WIOA rules can also find the [proposed rules](#) on that same page.

### First State WIOA Title I Policies Issued

The state issued a slew of final WIOA Title I policies in June, a compilation of which can be found under New Policy Guidance on page two of this newsletter. Another set is presently in the public comment period, with the expectation that they will be issued before July 1. Others still are in the Workforce Board's WIOA implementation process and will be issued upon completion of discussion and subsequent action by the board. To stay abreast of WIOA policy development activity, please consult the [Public Comment page](#) and [new WIOA Title I policy page](#) on Inside WorkSource, and the Workforce Board's [WIOA page](#), specifically the WIOA committee calendar/materials.

## Reflecting on YouthWorks Program's First Two Quarters

YouthWorks is wrapping up its second quarter and continues to meet and exceed program goals and expectations. Designed to provide employment and training opportunities for at-risk in-school and out-of-school youth, YouthWorks is making great strides in helping these disadvantaged youth gain necessary skills to obtain employment. At the end of the first quarter, YouthWorks had facilitated close to 1,000 business mentorship opportunities and created more than 300 paid internships for youth spanning a wide range of career options. As the summer program ramped up, regional WDCs anticipate providing an additional 1,375 business mentorships and more than 750 internships.

As the program unfolds, we are conducting implementation reviews for each site and focusing on the collection of success stories and best practices to share with other WDCs across the state. We are excited to watch as the program continues to grow and provide these much needed services to this cross-section of underserved youth.

## Standardizing Work Across the LVER Program

During the week of May 26-29, a team of subject matter experts, which included all of Employment Security Department's Local Veterans Employment Representatives (LVERs), an administrator and representatives from Department of Labor and the Washington Department of Veterans Affairs, kicked off a Lean event to standardize the important work of the LVERs and increase efficiencies across the state. At the event, the team mapped out the current LVER services, analyzed them and developed a new employer outreach process (Future LVER Services) to be launched statewide.

On May 29, the team briefed Workforce and Career Development Division regional directors, administrators and central office guests on new services geared toward effective outreach to employers, promoting the hiring of job ready veterans. This team developed services that promote statewide standardization, creates standardized marketing tools and enables the effective monitoring of LVER activities at all levels.

The new LVER implementation encourages working with Business Services Teams and Partners collaboratively by brainstorming ideas and providing solutions while giving everyone a sense of purpose and equal participation. Some of the advantages to these partnerships include:

- Sharing of different skills and strengths
- Ability to solve problems and innovate faster
- Development of stronger communication skills amongst each other and employers
- Working efficiently
- Ability to delegate roles and responsibilities for future hiring events
- Sharing of diverse perspectives

With minor exceptions, all new processes should be completed by August 1, 2015. Once the LVERs are prepared to execute the new requirements and services, they will provide classroom training to staff in their perspective WorkSource offices on a ongoing basis to keep everyone aligned as changes and additional improvements occur.

## New Policy Guidance

[WIN0042 Change 2:](#)  
PY15 SET Demand Targets

[WIN0069 Change 2:](#)  
Revised PY15 & PY16  
WIOA Allotments by WDA

[WIN0070:](#)  
Initial Changes to SKIES  
to Align with WIOA  
Implementation

[WIOA Title 1 Policy 5401:](#)  
Fund Transfers Between  
Adult & Dislocated Worker  
Programs 30%

[WIOA Title 1 Policy 5402:](#)  
Equal Opportunity and  
Nondiscrimination

[WIOA Title 1 Policy 5601:](#)  
Individual Training  
Accounts

[WIOA Title 1 Policy 5603:](#)  
Rapid Response for WIOA  
and TAA

[WIOA Title 1 Policy 5604:](#)  
Rapid Response Additional  
Assistance

[WIOA Title 1 Policy 5605:](#)  
Public Information Release  
Under the WARN Act

[WIOA Title 1 Policy 5606:](#)  
OJT Reimbursement  
Above 50-75%

[WIOA Title 1 Policy 5607:](#)  
Incumbent Worker  
Training

[WIOA Title 1 Policy 5608:](#)  
Self-Employment Training

[WIOA Title 1 Policy 5611:](#)  
Governor's Procedures for  
Determining Training  
Provider Eligibility



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