

Program Operations & Requirements :

A Focus on WIA Relationships

June 5, 2003

3:30 - 4:30 pm

Title V Grantees are Required One-Stop Partners

- ⇒ All grantees in an area must coordinate activities related to the One-Stop System
- ✦ All grantees must sign an MOU with the local Workforce Board
- ✦ Appropriate services for participants must be provided through the One-Stop
- ✦ Assessment/service strategy/IEP provided for participants satisfies WIA requirements (to qualify for intensive & training services) & vice versa

**SOME CONCRETE
REASONS TO COALESCE &
COORDINATE**

- Unified Advocacy Voice
 - to *affect WIB membership (turnover)*
 - to *impact the local plan (modification)*
 - to *re-negotiate MOU components*
 - to *obtain “special population” designation*
- Strength of Numbers
 - *staff for One-Stops*
 - *placements*
 - *employer relationships*

- WIB membership/ committee membership
- New State and Local 5-Year Plans
- Portion of state 15% set-aside to replace JTPA older worker set-aside
- Performance measures
- Plan revisions based on effective monitoring

- Outreach plans include OW
- Special assistance to OW in using core services
- Job banks & labor market information for OW
- Supportive services for OW caregivers
- Intensive & training services--proportional share of OW
- Staff trained on OW issues
- Title V participants employed
- Aging service system linked

Do you know
what's in the WIA
5-Year Plan?

- It's hard to be a full partner if you don't know all the parameters
- Are older workers addressed adequately?
- Could modifications in the plan help you meet your goals?
- How does the WIA plan mesh with the State Senior Employment plan?

MONITOR PROGRESS

PLANS CAN BE MODIFIED AT ANY TIME

- Advocacy most effective when backed up with data
- Document experiences (older worker access to service options, etc.)
- Document training and placement successes of your program
- Aggregate similar data from your older worker colleagues

STRATEGIES & CONSIDERATIONS

- Service to older workers in proportion to their % in the community
- Performance measures appropriate to ow's
- Special population/needs designation
- OW program as a training contractor
- Partner w/other One-Stop partners
(older workers a common denominator)

BOARD STRATEGIES

- Educate members on older worker issues and your program
- Volunteer for Committee assignments
- Tie into the nomination process
 - OW-friendly businesses
 - Host agencies
 - Educational entities, etc. who have provided participant training

Some Issues & Trends to Integrate into WIA Plans

1 Aging of the Baby Boomers

- 75 million born between 1946 and 1964
- Began turning 55 in 2001
- 2000: 18.4 million 55+ in the labor force
- 2015: increase of 72% (31.8 million) [BLS]

2 # of Older Poor will also rise sharply

- 2008: 10.3 million older poor; 27% increase from 2000 [Urban Institute]
- Must work; increased demands on ET system

3 Even middle-class Americans are working longer and retiring later.

- Pension & SS changes; better health and longevity
- 2015: 55+ labor force participation expected to increase from 30% to 37%
- March 2000 BLS Civilian Population Survey: 500,000 persons 55-74 unemployed and looking for work; 250,000 retired but wanting to work

4 Other than SCSEP, the public workforce development system has historically underserved OW's compared to their proportion of the population

- Boomers who grew up w/ programs such as CETA and JTPA will not be shy about turning to ET services in their later years

Demand for workforce development services for older workers will substantially increase very soon

- 1 Can the increased number of older job seekers be accommodated?**
- 2 Is the current system geared to provide the appropriate types of services older workers require?**
 - One size fits all versus serving older workers in peer groups designed to address their unique needs

How are you partnering
with the One-Stop
System?

Six Models of
One-Stop / SCSEP
Coordination

CORE SERVICES

[provided to all participants]

- Outreach, Intake, Orientation to One-Stop services
- Job Search, Job Referral
- Provision of data: employment statistics, labor market information
- Consumer reports on program performance and cost
- Information on supportive services
- Resource Room usage

1. SCSEP Participants assigned to One-Stops to help staff better serve older workers

- Most common coordination model
- In-kind contribution to cost sharing
- Formalized in MOUs
- Variety of functions:
 - receptionist
 - data entry clerk
 - resource room aide
 - employment specialist (intake, eligibility, orientation, referrals to jobs or programs)
 - employment advisor (more of a case manager)

2. Co-location; Full participation in One-Stop management & operations

- SCSEP offices and staff completely or partially located in the One-Stop; full cost share
- Conduct OW workshops, job clubs
- OW specialist in resource room
- OW computer lab in nearby senior ctr.
- Co-enrollment of participants

3. SCSEP receives WIA funds to provide OW training, placement & other services

- **SCSEP — Ohio**
 - contracts with 5 WIBs to provide OW job placement services (50+, 220% of poverty)
 - orientation, intake, assessment, direct job referral, resource room, 3-week job club
- **SCSEP — New York**
 - collocated; participants in all 9 one-stops and satellites; function as regular center staff and provide services to all clients
 - joint recruitment and cross-referrals
- **SCSEP — Vermont**
 - WIA voucher money for training (computer skills)

4. State / local WIBs allocate dedicated funds for OW services

- **State of Idaho** (AZ & CO have similar programs)
 - WIA matched previous JTPA 3% set aside
 - participants co-enrolled
 - same forms & assessment tools used
- **SCSEP — Kentucky**
 - local level set aside (\$250,000.)
 - training and placement services to older workers; T5 eligible but not enrolled
 - 30 hrs job readiness training then job search

5. SCSEP operates a regular, universal-service One-Stop

- SCSEP — Texas
 - won contract through competitive process
 - 26 counties; 1 full service, 6 satellites; 60 staff; participants from all grantees
- Older worker program — Illinois
 - operates one of 7 local One-Stops
 - serve 1,800 annually
 - Dislocated worker program

6. State & local older worker networks that provide or advocate for better OW services

- Atlanta, GA Regional Commission
 - created statewide *Aging Connection Data Base* for elder services (transportation, health, employment services)
 - employer job listings; job seekers referred to one-stops and SCSEPs
- Philadelphia
 - older worker agency task force that lobbies & works w/ the WIB
- State of Iowa Older Worker Council
 - advisory/networking/state&local lobby; SCSEPs, employers, reps. from economic development and WIA

EXERCISE



What if ... ?

- One-Stop performance measures include only full-time jobs showing earnings increase
- One-Stop staff will not consider your participants for intensive or training services
- One-Stop refers all older clients to you (whether or not they are eligible) and feels they have met their service obligation
- Your One-Stop insists on cash cost sharing
- The One-Stop is too far away for many of your participants to get there

BARRIERS to COORDINATION

- Universal service means less service
- WIA performance measures
- No special service for clients with special needs
- No common forms and procedures
- Financial contributions to One-Stops

Advocacy Steps to Take

- Information about demographic trends and concerns of older workers need to be publicized
- One-Stops should tailor services to better meet older worker needs; increasingly important customer group
- SCSEPs need to adjust to the post-WIA world
 - increased placement focus
 - seek intensive & training service contracts
 - participate in WIB planning & oversight functions