



1199SEIU Training and Employment Funds

Job Training in the U.S.

Strategic Discussion to Work with Federal, State and Local Workforce
Development Entities

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Job Training in the U.S....

A brief history

- Manpower Development and Training Act (Manpowers Act or MDTA 1962)
 - Focus on people left out of economic compact
- Comprehensive Employment and Training Act (CETA 1972)
 - Private Industry Councils (PICs)
 - Public Jobs Programs
- Job Training Partnership Act (JTPA 1982)
 - Dislocated workers added
 - Focus on available jobs and private sector employers on PIC
- Workforce Investment Act (WIA 1998)
 - Designed to break training provider hold on system
 - One-stop career centers
 - Individual Training Accounts (ITAs)
 - Workforce Investment Boards replace PICs
- Workforce Innovation and Opportunity Act (WIOA 2014)
 - Similar to WIA
 - Sector Partnerships
 - Career Pathways
 - Data and Credentials
 - “Employer Engagement”



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Other concurrent programs...

Wagner Peyser (1933)

**Trade Adjustment Assistance Program
(TAA)**

TANF Employment and Training Programs

TANF Employment and Training Programs

Food Stamp E&T Programs

WIA/WIOA Basics

- State Workforce Investment Board (WIB): Policy Focus
 - WIOA Fiscal Agents control the \$ (State DOLs)
- Local Workforce Investment Board (WIB): Policy and Investment Focus
- Labor or worker representatives mandated partners on State and Local WIBS.
 - Under WIOA 20%
 - L/M Partnerships included
- One Stop or American Job Centers
 - Services for Job Seekers – unemployed or low-income
- States now permitted to invest in Sector Partnerships: L/M Partnerships are Sector Partnerships
- States required to submit state plans that focus on:
 - Employer Engagement, includes development of Sector Partnerships:
 - Employers, Labor, Higher Ed.
 - Career Pathways

WIOA Eliminates 15 Existing Programs

1) Youth Opportunity Grants, 2) 21st Century Workforce Commission, 3) National Institute for Literacy, 4) **TAA Health Care Gap Coverage**, 5) **WIA Incentive Grants**, 6) Pilots and Demos, 7) Community-based Job Training Grants, 8) Green Jobs Act, 9) **Projects with Industry**, 10) **Recreation Programs** 11) **In-service Training** 12) **Migrant and Seasonal Farmworkers**, 13) Veterans Workforce Investment Program, 14) **Workforce Innovation Fund**, 15) Grants to States for Workplace and Community Transition Training for Incarcerated Individuals



Let's get real...

- **Governor's 10% money restored. Allowable uses:**
 - Sector Partnerships
 - Career Pathways
 - Promotion of best practices
 - Required to state how sector partnerships created
- **Federal Grants:**
 - Youth CareerConnect
 - Ready to Work for Long Term Unemployed
 - TAACCCT (sunset)
 - Apprenticeship

Local WIBs

- Private sector chair
- Majority membership is employers
- Mandatory requirement for worker representatives – not limited to one
- 20% labor representatives, includes L/M training funds
- Required convening of sector partnerships
- Required career pathways plan
- ITAs
- Grants
- Local Fiscal Agents – Mayors; County Execs.

Misc. other new stuff...

- Integrating literacy (Title II) programs & occupational training;
- Progress indicators take into consideration where someone starts and progress to employment and credential;
- Common indicators across all programs – all outcomes related to: employment, earnings and credential;
- President's emphasis on “earn & learn”

How can we make this work for L/M partnerships?

Understanding the challenges

- Local WIBs are afraid union affiliations frighten away employers.
- Employer engagement is the “holy grail” – beyond dual customer to employer engagement.
- WIOA strategies longer term than WIA, but not the same as our horizon – think a year.
- Working with the system hinges on two things: political power and/or outcomes

Outcomes...

What we offer

The state and local entities want good outcomes, which means:

- Employment at good wages for unemployed people
- Advancement to higher wage positions for lower wage workers.



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An ask likely to get rejected...

- Capacity building grant for incumbent laboratory technicians to be laboratory technologists.
- Program is two years in duration.
- No guaranteed wage increase at the end of the training.
- No employer support.

Might be agreed to,
but may not be strategic

- Membership on the Local WIB;
- Provide CNA training for 10 unemployed people with employer commitment to hire;
- Attend a meeting where the mayor has asked the LWIB to gather labor support;
- Register as an ITA provider.

Strategic ask...

- Supporting a mid-length training program, such as LPN, PCT, Medical Assistant, CHW, Coder, Surg Tech.
 - Focus on jobs that are upgrades for some covered members
- Working with Home Care Workers or other lower wage covered members and unemployed workers
- Partner with local Community College for the training;
- Provide the recruitment, screening, and wrap around services;
- Structure program so that outcomes are guaranteed outcomes (all things being equal);
- Line up employer support before the ask.



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Local WIBs & Fiscal Agents

Care About Outcomes



- New Employment
- Wage Increases
- Employer “Engagement” or Demand

Brainstorm...

What are your goals in working with the public job training system?

- Leveraging dollars to support – to show value in collective bargaining; bring more employers in
- Leverage more support to do more of what we already do, support people not eligible under funds, do programs we can't do presently
- Adult literacy?
- Workers who need certificate or upgrade?
Wage gains.



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What do you need to know to accomplish your goals?

- What's the step to take to get our people on local boards?
- Where do we start?
- ?
- ?
- ?
- ?

What did we miss?

- ?
- ?
- ?
- ?
- ?
- ?
- ?



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NEXT STEPS

- Does state or local area use sector or industry partnership now?
- What is the local workforce area planning process for creating the new WIOA plan?
- Who are the labor representatives on the state and local WIBs?
- Who oversees workforce at state? At local?

Research

Relationship Building

- Meet with Chief Executive Officer and/or Designee
- Meet with Deputy Commissioner for Workforce (state)
- Meet with Local Fiscal Agent/WIB Executive Director

- Focus on leveraging Training Fund outcomes
- Deliver guaranteed outcomes
- Consider linking to services for their target population – unemployed (not always possible).
- Deliver matching funds that will serve Fund members.

Formulate Ask