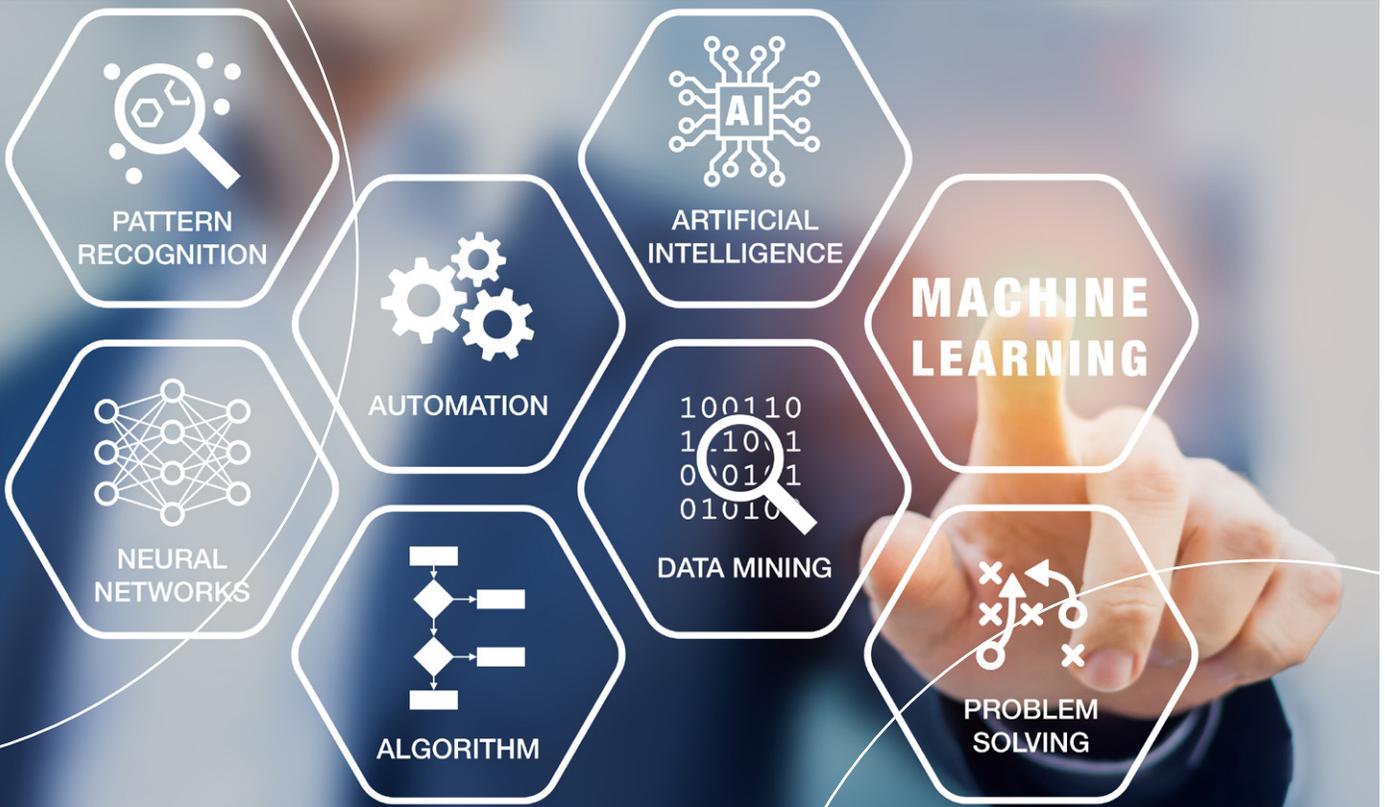


U.S. CONFERENCE OF MAYORS WORKFORCE DEVELOPMENT COUNCIL

# BEST PRACTICES

FEATURED BEST PRACTICES PUBLICATION: LEVERAGING BOARDS AS LEADERS IN REAUTHORIZATION OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)



JANUARY 2020





## FEATURED BEST PRACTICES QUARTERLY UPDATE: LEVERAGING BOARDS AS LEADERS IN REAUTHORIZATION OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Automation, artificial intelligence, machine learning, and other disruptive technologies will make the future workplace look and function significantly differently than it does today. In order for people to keep up, adapt and work effectively alongside highly efficient machines, they will require a different set of skills, and the skill transitions will be quite significant. As mayors and business leaders strive to address the transitions and challenges, local workforce development boards, which connect employer needs with a supply of skilled workers, will be more important to America's future than ever before. The system is already in place, with proven best practices on how to connect displaced workers with new opportunities, equip people with the skills they need to succeed, revitalize distressed areas, and support workers in transition in the evolving workplace.

*Leveraging Boards as Leaders in Reauthorization of the Workforce Innovation and Opportunity Act (WIOA)*, showcases how America's workforce boards have leveraged the Workforce Innovation and Opportunity Act (WIOA) to improve operations and better serve businesses and participants. The publication highlights best practice cities where mayors and workforce development leaders have successfully collaborated with officials in local, state, and federal agencies to advocate for and implement effective workforce development policies to prepare cities for the future of work.

This volume was prepared under the leadership of the USCM Workforce Development Council (WDC) Best Practices Committee, co-chaired by Frank Avery, Executive Director of CareerSource North Central Florida; Dr. Lisa Morris-Hibbler, Director of Youth Development and Social Innovation Department for the City of Las Vegas; and Nick Schultz, Executive Director of Pacific Gateway WIN.

For more information on the USCM WDC, please visit our website at: [www.uscmwdc.org](http://www.uscmwdc.org). If you have any questions regarding the WDC Best Practices Committee, please contact Megan Judge, [mjudge@usmayors.org](mailto:mjudge@usmayors.org), (202) 861-6735.

### LEVERAGING WIOA

Workforce Solutions Capital Area (WFSCA) in Austin, Texas, has successfully leveraged WIOA funds to connect businesses and workers in many growing industries, especially healthcare, IT, skilled trades and advanced manufacturing. WFSCA serve many residents of the Austin region who have participated in earn-while-you-learn experiences while receiving support services through WIOA funding.

### DATA POINTS

In 2018, WFSCA applied WIOA funding to serve:

- 350 youth
- 260 adults
- 231 dislocated workers

### RESULTS, KEY TAKEAWAYS, AND LESSONS

The TRIO Electric pre-apprenticeship program at Navarro High School provides high school juniors and seniors from economically disadvantaged households with two years of electrical training, including a paid summer internship. WFSCA partnered with TRIO and Austin Independent School District to launch this program in 2018.

In the program's first year, TRIO trained 29 pre-apprentices from Navarro. 72% of the students completed summer internships with TRIO and will be eligible for full-time employment after graduation.



Almost all of the interns said their pre-apprenticeship experience has made them feel prepared to enter the workforce and feel more responsible and confident in planning their futures. Stephanie Neri Perez participated in the program and KLRU-TV, Austin PBS, featured Stephanie in a video as part of their *American Graduate: Getting to Work* series.

WFSCA also partnered with the Austin Regional Manufacturing Association (ARMA) and Austin Community College (ACC) to launch a new pilot training Certified Production Training (CPT) program to prepare residents for high demand technical manufacturing jobs.

In February 2019, 14 students began a new production assistant training through ACC to become certified in manufacturing production through the Manufacturing Skills Standards Council. The students graduated in March after completing training and a paid internship. After graduation, 13 students received offers of full-time employment from local businesses, including offers from some of the employers who had offered internships.

The graduates included Tony Gayles, a hard-of-hearing resident who now works full time at Community Impact Printing. After graduation, Tony worked part-time for six months, and WFSCA funded his placement 100% under our Subsidized Employment program, which



WFSCA designed to meet both business and job seeker needs. WFSCA provide background checks, drug screens, or additional employer-specific assessments for eligible participants. After employers enroll in the program, WFSCA provide 100% of the funding for wages, transportation and/or support services needed to assist the business and the worker.

Another resource WFSCA offer is the On-the-Job Training program (OJT), which benefits businesses and workers alike. Participating employers sign a training agreement with WFSCA and hire eligible OJT candidates. Participating employers may receive a 50 percent reimbursement on a 40-hour work week for full-time employment opportunities for three months. Mechanical and Process Systems LLC (MPS) participates in the program and has hired four full-time workers.

Providing wraparound services for residents helps to increase their chances of success. In the TRIO Electric program, 31% of the students enrolled in our WIOA Youth program, allowing us to provide support services through Goodwill Central Texas, our WIOA Youth contractor. Students in the CPT program received wraparound services from us, supported by WIOA funding.

### ADDITIONAL INFORMATION

Additional Links:

American Graduate: Stephanie

New Manufacturing Partnership Shows Promise for Local Businesses and Career-Seekers

Tony Gayles Faced His Challenges and Found Success

Employers Can Find the Skilled Workforce They Need with the On-the-Job Training Program

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