

MAXIMIZING WIOA'S POTENTIAL:

A Regional Analysis of the State Plans of
Maryland, Virginia, and Washington, DC



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Authored by:

The Commonwealth Institute for Fiscal Analysis ■ DC Appleseed
DC Fiscal Policy Institute ■ Job Opportunities Task Force
Maryland Center on Economic Policy

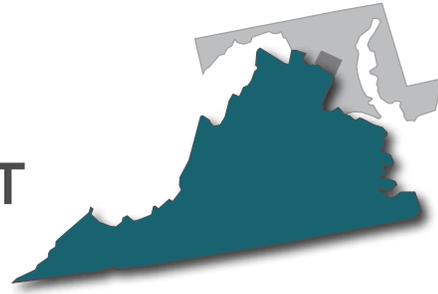
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VIRGINIA
FACT SHEET

WIOA REGIONAL ANALYSIS: VIRGINIA FACT SHEET



VULNERABLE SUBPOPULATIONS: BARRIER REMEDIATION

Infrastructure

Promising Practices in VA

VA's plan includes an "integrated resources" team to determine strategies for helping multiple-barrier clients.

Areas of Improvement in VA

VA should form the "integrated resources" team for multiple barrier clients as proposed in the plan and support implementation of the strategies that the team identifies.

Promising Practices in MD/DC that Could Be Emulated in VA

MD's plan calls for continuous staff training, improved coordination to reduce duplication, and information sharing. The state's sector partnership model includes barrier remediation.

Child Care

Areas of Improvement in VA

VA should identify child care resources in their plan such as WIOA supportive services and Child Care and Development Fund subsidies and identify strategies to make these funds more accessible to parents, similar to DC.

VA should integrate agencies, organizations, and/or experts who can assist in child care planning into the WIOA implementation team.

Promising Practices in MD/DC that Could Be Emulated in VA

DC's plan identifies federal funding resources to be utilized. The plan also includes strategies to make subsidies more accessible.

Transportation

Areas of Improvement in VA

While each of the state plans note that the lack or cost of reliable public and private transportation is a key barrier to employment, none of the state plans provide concrete plans for expanding transportation assistance programs. All three jurisdictions should integrate a comprehensive transportation assistance program into their WIOA implementation plans.

VULNERABLE SUBPOPULATIONS: SUBPOPULATIONS OF INTEREST

Adult Learners

Promising Practices in VA

The Adult Learning Resource Center, dedicated to adult learners, provides professional development, technology integration, and technical assistance, and serves over 3,500 of VA's adult education administrators and practitioners annually.

PluggedInVA provides career pathways specifically for adult learners through partnerships with community colleges and other post-secondary institutions.

Areas of Improvement in VA

VA should work to achieve greater integration and coordination between partners and to expand PluggedInVA to adults with lower literacy levels as identified in the plan.

The state should also outline a clear, specific plan to connect adult learners to apprenticeships and to address the barriers that prevent these connections from being made or taking hold.

VA should also work to improve barrier remediation for adult learners generally.

Promising Practices in MD/DC that Could Be Emulated in VA

MD's oversight of adult education is housed within a DOL rather than DOE, which may enable greater integration of adult education with workforce development activities. The MI-BEST and ACE integrated education and training pilot programs include job placement staff and integrated wraparound services.

DC's adult education and system performance dashboard, once fully developed, will outline key goals for the system with specific measures and targets to gauge performance.

Returning Citizens

Promising Practices in VA

VA's plan includes a SNAP E&T ex-offender program—a partnership between state agencies and reentry organizations to help enroll returning citizens in employment and training services. (However, it is currently active in only one region.)

Areas of Improvement in VA

VA should consider a more coordinated and systemic statewide effort for prisoner reentry. The state should start by expanding the SNAP E&T ex-offender program, which is only active in one region of the state.

VA should extend its existing "Ban the Box" employment policy to include private employers.

Promising Practices in MD/DC that Could Be Emulated in VA

In MD, correctional education for inmates as described in MD's plan includes adult

[Returning Citizens, *continued*]

basic education, vocational programs, post-secondary education, certifications, pre-apprenticeships, and apprenticeships.

DC provides the strongest policy environment for employment of returning citizens with its “Ban the Box” policy, as it applies to both government and private employers. DC’s Jail Work Reentry Program—a six week program appropriate for jail rather than prison populations—links directly to transitional employment opportunities for participants upon release.

Individuals with Disabilities

Promising Practices in VA

VA’s plan includes a promising Common Needs Assessment tool, robust youth outreach activities, and good coordination with employers.

Areas of Improvement in VA

VA should use state resources as well as braiding strategies to serve applicants currently on the waiting list.

VA should continue to scale-up the Common Needs Assessment Tool and expand co-location and data sharing efforts to ensure that people with disabilities can access all the services they need, while minimizing hurdles.

The state should also increase its focus on removing the multiple barriers to employment that people with disabilities may face.

VA should leverage its Career Pathways for Individuals with Disabilities (CPID) grant to flesh out career pathway opportunities for people with disabilities and/or basic skill deficits.

Promising Practices in MD/DC that Could Be Emulated in VA

In MD, all WIOA implementation working groups include a vocational rehabilitation representative, improving inclusive governance. MD’s apprenticeship program includes strong outreach to youth with disabilities. MD’s plan includes good coordination with employers through a single point of contact model.

DC’s plan includes promising youth outreach programs, including coordination with summer youth employment program.

Youth

Areas of Improvement in VA

VA should more clearly specify how the state will comply with the WIOA requirement that 75 percent of WIOA Title I Youth funds are spent on out-of-school youth and provide guidance to local workforce development boards.

VA should also more clearly identify how work-based learning opportunities, including apprenticeships will be included in CTE programs and STEM and Health Sciences Academies.

VA should seek to co-enroll TANF recipients aged 18-24.

[Youth, *continued*]

Promising Practices in MD/DC that Could Be Emulated in VA

MD's plan includes a youth apprenticeship pilot program as well as local management boards that ensure coordinated implementation of a local inter-agency service delivery system for children, youth, and families.

DC's plan includes an education-focused Re-engagement Center with a new virtual component.

English Language Learners

Areas of Improvement in VA

VA should staff bilingual workforce development specialists at one-stop centers in areas of the state with large non-English speaking populations.

VA should also provide translated documents at all one-stop centers.

Promising Practices in MD/DC that Could Be Emulated in VA

Since submitting the WIOA plan, MD has begun two new initiatives to assist skilled immigrants in overcoming the barriers they face in accessing employment commensurate to their skills and experience: The Skilled Immigrants Task Force and a pilot apprenticeship program in health care.

In DC, all one-stops have a bilingual workforce development specialist. In addition, vital documents at DC's Department of Employment Services are translated into six languages, and language helpline provided.

Low-Income Individuals

Areas of Improvement in VA

VA should set performance benchmarks or requirements for providing employment services to low-income individuals to ensure that this population is adequately served.

VA should also specify strategies in the plan for TANF and WIOA integration and conducting outreach to low-income individuals, similar to DC's Workforce on Wheels to enroll more people from targeted communities.

Promising Practices in MD/DC that Could Be Emulated in VA

MD's plan includes concrete strategies for TANF integration and jobseeker focus groups.

DC's Workforce on Wheels mobile American Job Center (AJC) helps to ensure that individuals in targeted low-income communities are reached.

Performance Measures

Areas of Improvement in VA

VA should consider adopting additional performance measures for specific programs such as those adopted by DC and MD for TANF participants and youth in order to serve these clients more effectively.

[Performance Measures, *continued*]

VA should develop a comprehensive data system for assessing and referring candidates to the programs that best fit their needs and for tracking performance and outcomes across programs.

VA should outline the specific benefits for meeting and repercussions for failing to meet performance goals.

Promising Practices in MD/DC that Could Be Emulated in VA

MD's plan includes additional measures on TANF, and performance targets for ETPs and TANF funding.

DC's plan includes additional measures on TANF and youth. Also, DC's new Data Vault can provide efficient data alignment.

**Sector Partnerships
and Career
Pathways**

Promising Practices in VA

VA's plan includes a strong directive to local workforce boards on expectations for high quality services to employers.

A Career Pathways Workgroup helps develop and coordinate initiatives that involve multiple state agencies and workforce development programs. One example is PluggedInVa, which provides career pathways and Integrated Education and Training (IET) specifically for adult learners through partnerships with community colleges and other post-secondary institutions.

Areas of Improvement in VA

VA should model the implementation of the recently approved GO VA off of the EARN Maryland program in which funds are awarded by labor market need in target industries.

VA should also more clearly outline the roles and activities related to sector strategies in the creation of the sector strategies "play book" that the state has committed to developing in the plan.

VA should work to achieve greater integration and coordination between partners and to expand PluggedInVA to adults with lower literacy levels as identified in the plan.

The state should also outline a clear, specific plan to connect adult learners to apprenticeships and to address the barriers that prevent these connections from being made or taking hold.

VA should leverage its Career Pathways for Individuals with Disabilities (CPID) grant to flesh out career pathway opportunities for people with disabilities and/or basic skill deficits.

Promising Practices in MD/DC that Could Be Emulated in VA

MD's plan includes a specific sector strategy model (EARN). MI-BEST and ACE programs integrate basic education and job training. They also include job placement staff and wraparound services.

In DC, a Career Pathways Task Force has developed a city-wide strategic plan to design and develop career pathways specifically for adult learners. Sector-specific

[Sector Partnerships and Career Pathways, *continued*]

career pathways profiles have been developed through stakeholder engagement, and a Career Pathways Innovation Fund was established through legislation to pilot and scale best practices in career pathways implementation.

High-Demand
Sectors

Promising Practices in VA

VA's plan and state law requires local boards to spend at least 40 percent of Title I funds annually on training services for jobseekers that lead to a high-demand industry credential.

Areas of Improvement in VA

VA should focus on job opportunities that provide a living wage in determining priority industries and occupations, particularly in the analysis of skills gaps.

VA should use labor market analysis that targets industries and occupations with a living wage in awarding funds for the recently approved non-credit grant program.

Promising Practices in MD/DC that Could Be Emulated in VA

DC's Labor Market Information focuses on jobs that provide a living wage and require an associate's degree or less.

Governance and
Management of
Implementation

Promising Practices in VA

VA submitted a combined WIOA plan that includes a concrete commitment to transparency.

Areas of Improvement in VA

It would be useful for VA to outline a specific timeline for implementation.

VA should seek to streamline and increase coordination within its fragmented workforce system as mentioned in the plan.

Promising Practices in MD/DC that Could Be Emulated in VA

MD submitted a combined WIOA plan that includes a thorough and detailed implementation strategy and oversight structure.