Introduction to the Workforce Board

THE STRUCTURE AS REQUIRED BY THE WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)

• **Western Piedmont Jobs Training Consortium** - A formal agreement among the chief elected officials (the Western Piedmont Council of Governments Policy Board) as representatives of their units of general local government.

• **The Workforce Development Board/Chief Elected Official (CEO) Agreement** - A formal agreement between the Western Piedmont Workforce Development Board and the Chief Elected Official of the Western Piedmont Jobs Training Consortium.(also serves as Chief Elected Official of Western Piedmont COG)

• **The Western Piedmont Workforce Development Board (WPWDB)/Western Piedmont Council of Governments (WPCOG) Contract** - A formal administrative agreement between the Policy Board of the Western Piedmont Council of Governments and the Western Piedmont Workforce Development Board. Both entities represent the taxpayers, who are in essence the system’s owners.
Introduction to the Workforce Board

HOW THE WORKFORCE BOARD IS DETERMINED

• A Workforce Development Board is a group of community leaders appointed by local elected officials and charged with planning and oversight responsibilities for workforce programs and services in their area. In North Carolina, 23 local boards are responsible for the following:

  • Developing local plans for the use of the Workforce Innovation & Opportunity Act (WIOA) funds;
  • Oversight of the local One Stop service delivery system (NCWORKS Career Centers); (For WP that includes Alexander, Burke, Caldwell & Catawba)
  • Coordinating activities with economic development entities and employers in their local areas.

WIOA also requires a Governor appointed State level workforce board which helps guide the local workforce boards. In North Carolina this is the NCWorks Commission
As the steward of the WIOA workforce funds allocated to the workforce area, the board is fundamentally, as well as contractually, responsible for ensuring such resources are efficiently and effectively used to achieve the intended results.

Each board has a responsibility to manage the funds it receives. Annually before July 1, the Board develops and approves the workforce funds budget, covering the operation of that fiscal year.

In overseeing these funds, the board, consistent with their strategic plan, oversight, and evaluation, uses competitive procurement to determine the best methods for disbursing funds for workforce employment and training services for Adult, Dislocated Worker and Youth, ages 16-24.
Workforce Funding

1. **WIOA FEDERAL FUNDING**
   - Funding sent to the state for disbursement

2. **DIVISION OF WORKFORCE SOLUTIONS (commerce)**
   - State allocates funding to the local boards

3. **LOCAL WORKFORCE BOARDS**
   - Receives allocations for Adult, Dislocated Worker, and Youth Services. These and One-Stop Operations has to be procured.

4. **SERVICE PROVIDERS (Determined Through Competitive Procurement)**
   - Use WIOA funds to deliver program services as proposed to meet Dept of Labor performance measures.
In 2014 the One-Stop service delivery system, formerly known as JobLink, was re-named the NC Works Career Centers. Under WIOA, realignment of both WIOA Title I Workforce Development and Title III Wagner-Peyser services were enforced to carry out an integrated service delivery model that would reflect a better way of doing business to assist jobseekers and businesses. This re-alignment now requires Wagner-Peyser staff (former ESC) to be co-located in the one-stops with workforce development service providers. [No more Employment Security Commission]

- Career Planning & Coaching
- Resume Review & Development
- Job Preparation Workshops
- Scholarships for Training
- Customized Youth & Young Adult Services
- Skills Assessments & Labor Market Information
- Business Retention & Recruitment Services
- On-the-Job-Training (OJT) reimbursement
## Program Year 2016 Strategic Plan

### WESTERN PIEDMONT WORKFORCE DEVELOPMENT BOARD
#### 2016-2017 STRATEGIC PLAN

### PURPOSE
The purpose of the Western Piedmont Workforce Development Board is to be at the center of community and regional leadership to identify workforce challenges, to be the convener of the conversation to resolve the challenges, to be the champion for workforce development, to work in a collaborative partnership with key stakeholders, (especially economic development and education), to bring resources to bear on resolving the challenges, and to act as the accountability agent to ensure the work is completed. (WIOA)

### GOALS
| |  
|---|---|---|
| Develop a **talent pipeline** to meet employer needs (sector strategies/career pathways) | Create a **performance measure** scorecard to reflect how we move the needle (system measures) | Develop board **advocacy and communication** tools to increase public awareness & recognition of the boards role and capacity (align with NCAWDB) |

### STRATEGIES
<table>
<thead>
<tr>
<th>Youth Engagement &amp; Support?</th>
<th>Career Pathways?</th>
<th>STEM West/HIRED Ed support?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilize the recently developed Career Center Operations quarterly performance measure template</td>
<td>Share Customer feedback and success stories</td>
<td>Create Network Mapping – Who knows Who?</td>
</tr>
<tr>
<td>Develop Talking Points Sheet?</td>
<td>Increase public awareness of boards role, capacity, and lead projects (EIN, IGA, ...)</td>
<td></td>
</tr>
</tbody>
</table>
THREE SUBCOMMITTEES:

- Talent Pipeline – Industrial Maintenance
- Performance Measures – Dashboard; Center Mgt Report Outs
- Advocacy & Communication – Board Work, Branding, and Outreach (hand-out)
Examples of Current/Past Initiatives

• Western Piedmont Workforce Development Board website was designed to maintain accountability, provide information, and share recruitment, and labor market resources:
  
  www.westernpiedmontworks.org

• Other Initiatives:
  • Economics Indicator Newsletter (EIN) – Main Supporter
  • Industry Growth Analysis, completed every 4-5 years – Main Supporter
  • Community Issues Forums (workforce, education, energy, health care, etc.)
  • Business Leadership Summits (Allied Health, Future Workforce Alliance…)
Challenges & Opportunities

• Challenges:
  • Interest Gap
    • You don’t know what you don’t know.
    • It’s not the getting. It’s the keeping.
    • Career Pathways within the Company. Mat’l handler to Machine Operator to Team Lead to Business Unit Manager to....... (This needs to be a known for new/current employees.)
  • Decreased Labor Force
    • As of Jan 2017, there were 8,958 unemployed (This doesn’t count underemployed.)
    • As of March 2017, there were 7,018 job openings posted.
  • Starting Wages
    • Minimal changes in 25 years
Gross Median Wages:
- Alexander - $27,633
- Burke - $30,351
- Caldwell - $29,047
- Catawba - $31,242

Source: Labor & Economic Analysis Division, Occupational Employment Statistics (CES)/Program. The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and experienced wage rates represent the means of the lower 10% and upper 25% of the wage distribution, respectively. Data is from an annual survey.
# Occupations in Western Piedmont WDB in 2015

## Occupational Wage Table

The table below shows the annual occupational employment and annual wage data for Multiple Occupations in Western Piedmont WDB in 2015.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Occupation Code</th>
<th>Employment</th>
<th>Entry level</th>
<th>Median</th>
<th>Experienced</th>
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<tbody>
<tr>
<td>Building and Grounds Cleaning and Maintenance</td>
<td>370000</td>
<td>3,000</td>
<td>$16,988</td>
<td>$21,570</td>
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<td>Food Preparation and Serving Related</td>
<td>350000</td>
<td>12,610</td>
<td>$16,995</td>
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<td>Personal Care and Service</td>
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<td>2,070</td>
<td>$17,019</td>
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<td>Sales and Related</td>
<td>410000</td>
<td>13,570</td>
<td>$17,023</td>
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<td>Healthcare Support</td>
<td>310000</td>
<td>7,690</td>
<td>$18,414</td>
<td>$24,487</td>
<td>$28,937</td>
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<td>Farming, Fishing, and Forestry</td>
<td>450000</td>
<td>180</td>
<td>$18,539</td>
<td>$22,555</td>
<td>$27,534</td>
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<td>Total All</td>
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<td>145,880</td>
<td>$19,267</td>
<td>$30,319</td>
<td>$47,740</td>
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<td>Transportation and Material Moving</td>
<td>530000</td>
<td>13,860</td>
<td>$19,501</td>
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<td>Office and Administrative Support</td>
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<td>19,680</td>
<td>$20,670</td>
<td>$29,817</td>
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<td>Production</td>
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<td>Construction and Extraction</td>
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<td>Installation, Maintenance, and Repair</td>
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<td>Life, Physical, and Social Science</td>
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<td>Healthcare Practitioners and Technical</td>
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<td>Legal</td>
<td>230000</td>
<td>440</td>
<td>$35,139</td>
<td>$50,433</td>
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<td>Business and Financial Operations</td>
<td>130000</td>
<td>3,570</td>
<td>$36,261</td>
<td>$55,899</td>
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<td>Computer and Mathematical</td>
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<td>1,340</td>
<td>$37,346</td>
<td>$62,031</td>
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<td>Architecture and Engineering</td>
<td>170000</td>
<td>1,360</td>
<td>$43,120</td>
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<td>Management</td>
<td>110000</td>
<td>4,990</td>
<td>$56,413</td>
<td>$90,040</td>
<td>$131,696</td>
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</tbody>
</table>

Source: Labor & Economic Analysis Division, Occupational Employment Statistics (OES) Program

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

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QUESTIONS?