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”
Other concurrent programs...

- Wagner Peyser (1933)
- Trade Adjustment Assistance Program (TAA)
- TANF Employment and Training Programs
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- 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


Source: National Skills Coalition
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.
• 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
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.
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.
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.
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?
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What did we miss?

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1199SEIU Training and Employment Funds

**NEXT STEPS**

**Research**
- 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?

**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

**Formulate Ask**
- 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.