Creating a Strong Workforce
ARKANSAS MUNICIPAL LEAGUE WINTER CONFERENCE 2019

1/22/19

Changes in Federal Workforce Development Law

- WIA – Workforce Investment Act of 1998
- WIOA – Workforce Innovation and Opportunities Act of 2014
- Took effect on July 1, 2015
- Eliminates 15 programs from the federal workforce development menu.
- WIOA – supersedes core WIA, and amends Wagner-Peyser, YouthBuild, JobCorps, and 1973 Rehabilitation Act, Migrant Farmworker
- Workforce “Investment” is now “Development"
- WIOA alone – affects more than $2.5 billion nationally and $21 million in Arkansas.
How are WIA & WIOA the Same?

- Still comprised of 10 Areas in Arkansas
- Each Area has a comprehensive workforce center, a One-Stop operator, and a local Workforce Development Board.
- Each region is funded based on size and demographics. Most are multi-county. Most are operated by the Planning & Development Districts.
- Little Rock is still unique by being the only city that is its own WDA. The Mayor is the CEO.
- Our annual WIOA allocation is $1 to $1.5 million and decreasing.

How are WIA & WIOA the Same?

WIOA Customers are still made up of:
- Dislocated Workers (DW) who are laid off due to no fault of their own. There is no income eligibility requirement to serve a Dislocated Worker
- Youth who are low-income and either In-School (13-19) or Out-of-School (16-24) with a mandate to expend 75% of funds for the latter
- Adults income-eligible, meeting additional barriers to employment.
- Targeted Special Populations – veterans, homeless, ex-offenders, basic skills deficient, pregnant/parenting teen, low income, public assistance, and more
- Businesses and Employers
- Community and WFC Partners
The WIOA Vision

- Quality-focused
- Employer-driven
- Customer-centered
- Tailored to meet the needs of regional economies
- Increase access to services particularly for those with barriers to employment
- Systems responsible for workforce, economic development, education and other human resource programs collaborate to create a seamless integrated one-stop delivery system
- Shared responsibility to manage the one-stop delivery system between states, local boards, local officials, core WIOA partners, and one-stop center operators
- Recognizes value of high-quality One-Stop

Local Workforce Development Boards can be much smaller, flexible to fit local environment and employer-driven
Local workforce areas will be job-driven and placement-oriented, rather than training-oriented.
Industry Perspective

- All education is career education
- Talent pipeline creation is critical – industry must lead the way
- With low unemployment, industry must become employers of choice
- Industry must rethink training and job qualifications
- Partnerships to increase the labor force participation rate must occur

Little Rock Demographics

<table>
<thead>
<tr>
<th></th>
<th>Population</th>
<th>Labor Force</th>
<th>Labor Force Participation Rate</th>
<th>Employed</th>
<th>Unemployment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Little Rock</td>
<td>198,606</td>
<td>98,142</td>
<td>64.5%</td>
<td>95,074</td>
<td>3.1%</td>
</tr>
<tr>
<td>Pulaski County</td>
<td>393,956</td>
<td>190,324</td>
<td>63.4%</td>
<td>184,346</td>
<td>3.1%</td>
</tr>
<tr>
<td>Little Rock MSA</td>
<td>738,344</td>
<td>355,955</td>
<td>63.4%</td>
<td>345,226</td>
<td>3.0%</td>
</tr>
</tbody>
</table>
Little Rock Educational Attainment

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>Little Rock</th>
<th>Pulaski County</th>
<th>Little Rock MSA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 9th grade</td>
<td>3.1%</td>
<td>3.3%</td>
<td>3.1%</td>
</tr>
<tr>
<td>9th to 12th no diploma</td>
<td>6.3%</td>
<td>6.7%</td>
<td>7.1%</td>
</tr>
<tr>
<td>High school graduate (Includes equivalency)</td>
<td>23.3%</td>
<td>27.1%</td>
<td>30.0%</td>
</tr>
<tr>
<td>Some college, no degree</td>
<td>23.1%</td>
<td>23.8%</td>
<td>24.0%</td>
</tr>
<tr>
<td>Associate’s degree</td>
<td>5.4%</td>
<td>6.2%</td>
<td>6.9%</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>23.5%</td>
<td>20.8%</td>
<td>18.6%</td>
</tr>
<tr>
<td>Graduate or professional degree</td>
<td>15.4%</td>
<td>12.2%</td>
<td>10.4%</td>
</tr>
</tbody>
</table>

Little Rock School District

- Enrollment = 22,759
- 4-Year Graduation Rate = 79.9%
- College Going Rate = 37.7%
- College Remediation Rate = 68.5%
Little Rock Workforce Development Board

- **Small WDA**
  - $1.7M in PY16
  - Other Grants
  - Only one CEO

- **Geography**
  - Exist within another WDA
  - Regionalism

- **Disparities**
  - Unemployed can reach 15%
  - Urban poverty

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**WIOA Program Changes**

- Out of School Youth (16-24)
  - Increase enrollment to reflect a change in the priority of serving this population by expending WIOA goal of at least 75% of available youth funds in PY16. This is up from the former requirement under WIA of expending at least 30% of youth funds on this age and demographic group.
  - Find new ways to engage older youth, redirect them to attain a GED, find additional credential-based and industry recognized training certification pathways
  - Build upon this to maintain enrollment in PY18 to over 75%
Under Served Populations

- Out-of-School Disconnected Youth
- Re-Entry or Ex-Offenders
- Homeless
- ESL, Latino and Hispanic
- Single Parents
- Veterans
- Older Workers – 55+
- Persons with Disabilities
- Displaced Homemakers
- Persons receiving TANF and other public assistance

Collaborations

YouthBuild
- PY11 - $1.1M DOL
- PY14 - $720K
- PY17 - $900K
- ResCare WFS
- HFH, Adult Ed, CLR, UALR
- 150 Youth enrolled in 7 years
- Co-enrollment in WIOA

Rock City Reentry
- DOL REO - $1.24M
- ResCare, Our House, Goodwill, Legal Aid, UA-PTC, AR Food Jobs
- 155 Participants in 2 yrs.
- IORNS Assessment
- Recidivism Rate <20%

Work-based Pilot Project
- ADWS - $450K
- Our House Shelter
- Employ 20 residents at two resale stores
- Paying wages/taxes up to nine months while high need target population can reach self sufficiency
- Wrap Around Services
Little Rock Workforce Board Contacts

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