

Access, Equity, and Diversity in Local Workforce Programs

NAPE PDI 2015

Why Counties Matter

With America's system of **FEDERALISM**, counties are a **KEY LEVEL** of government, **DIRECTLY** serving the people.

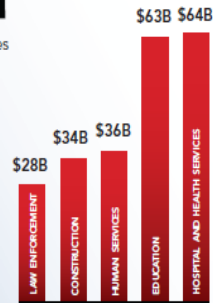


As governments created by states, counties provide **ESSENTIAL PUBLIC SERVICES** including many mandated by **FEDERAL** and **STATE** laws and regulations.

Expenditures

Total expenditures for counties in 2007

\$472 BILLION



Services

Counties employ more than

3.2 MILLION

Americans delivering a variety of services

- Healthcare
- Transportation
- Public Safety and Jails
- Courts
- Mental Health Services
- Build Local Economies
- Restaurant Inspections
- Community Colleges
- Recycling
- Solid Waste Management
- 911 Emergency Systems
- Parks and Recreation
- Elections
- Record Keeping



Elections

Counties fund and oversee more than

112,000

polling places and coordinate

700,000 poll workers **EVERY TWO YEARS**



There are more than

18,000



ELECTED COUNTY OFFICIALS

Preventive Health

Counties provide flu shots and other preventive health services through

1,947

HEALTH DEPARTMENTS



Counties own **75%**



of publicly owned **NURSING HOMES**

Counties own

964

hospitals and spent **\$68.3 BILLION** on healthcare services in 2007



The United States Has **3,069** County Governments

Population

- 100,000 or more
- 70,000 to 99,999
- 50,000 to 69,999
- 30,000 to 49,999
- 10,000 to 29,999
- Less than 10,000

County Population Range

9,787,747

62
Loving Co. Taxes
Los Angeles Co. California

Infrastructure

Counties invested **\$60 BILLION** on infrastructure in 2007 (highways, roads, bridges, utilities, water, and sewer)

Counties spent **\$34 BILLION** on construction of county facilities

Law Enforcement

3,105 county sheriff and police departments nationwide

11.8M Persons admitted to county jails in 2011.

Transportation

Counties own and maintain **44%** of America's Roadways,

228,026 of America's Bridges, and almost **1/3** of America's Transit Systems and Airports

NACo Data, 2012; NACo Analysis of U.S. DOT Data, 2008; U.S. DOT, 2011; NACo Analysis of U.S. FAA Data, 2011; NACo Analysis of U.S. FAA Data, 2010; NACo Analysis of America Hospital Directory Data, 2011; NACo Analysis of Census of Government Expenditure Data, 2007; Bureau of Justice Statistics, 2012; National Association of County and City Health Officials, 2013; U.S. Census Bureau, Population Division, Vintage 2011 Resident Population Estimates.

NACo 2015 Legislative

Community, Economic and Workforce Development Steering Committee

- **COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG):** Support increased funding for the Community Development Block Grant Program (CDBG). The committee will continue to lobby for increased CDBG formula funding levels in FY2016.
- **WORKFORCE INVESTMENT LEGISLATION:** Implementation of the Workforce Innovation and Opportunity Act/Funding for Workforce Investment – Title I Formula Grants. The committee will work to ensure that WIOA implementation legislation accurately reflects the intent of Congress preserving local governance authority, while promoting innovation and flexibility to respond to local emerging economic realities and business needs.
- **VETERANS WORKFORCE ISSUES:** The committee will work closely with the NACo Veterans and Military Service Task Force to identify workforce challenges facing veterans and military service members, and will work proactively to support legislation that promotes job training and employment services to veterans and military service members.
- **ECONOMIC DEVELOPMENT ADMINISTRATION (EDA):** Support federal economic development funding in agencies such as the U.S. Department of Commerce EDA and HUD Section 108 loans.

Workforce Development Policy

NACo believes county governments play a critical role in the planning, management and implementation of employment and training programs to prepare people for employment and help ensure employers have a skilled workforce.

Goals: The principal goals of the national workforce development system should be to enhance business and economic development, reduce local unemployment rates, increase local workforce participation rates, enhance worker incomes, work with youth on career awareness and ensure that all individuals obtain appropriate wages for work.

Access and Flexibility: Access to workforce development programs should be universal without respect to economic circumstance, gender, race, ethnicity, or national origin. Local governments should have the authority to implement these programs and to determine the range of services provided and the priority populations that should receive these services. Particularly during times of rapidly changing economic conditions, local elected officials must have the authority and flexibility to bring resources together at the grassroots level to best serve citizen and employer needs. NACo believes this alignment can only effectively occur with local elected officials at city and county levels.

Workforce Development Policy

NACo supports the following principles:

- **Preservation** of local authority
- **Coordination** of Federal, state and local government working together to maintain effective national workforce development system which addresses the workforce needs of jobseekers including youth, incumbent workers and employers; aligns the appropriate resources designed governed and implemented by a public-private partnership made up of local elected officials and business leaders
- **Continuation** of funding by federal government through formula to state and passed through to localities which provide local governments with the flexibility to adapt to local needs. The alignment of these resources should be decided by state and local officials and business leaders working through Workforce Investment Boards (WIBs).

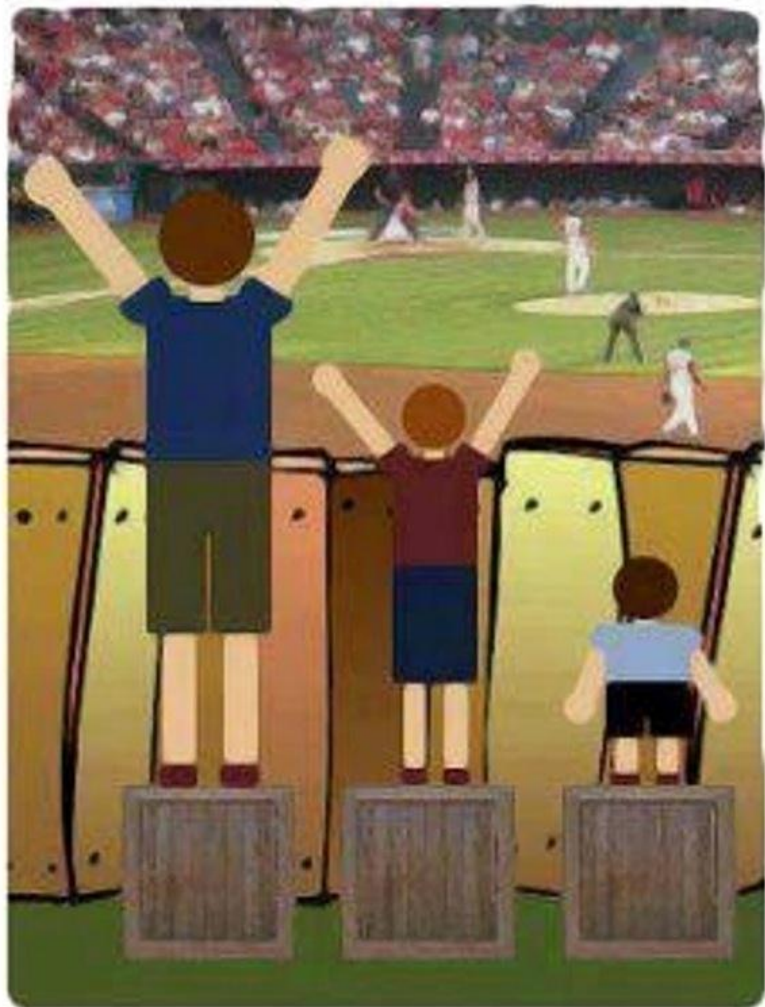
Workforce Development Policy

- Signed into law July 22, 2014, the Workforce Innovation and Opportunity Act (WIOA) reauthorizes the nation's public workforce development system.
- Local elected officials play a pivotal role in the administration of regional and local Workforce Investment Opportunity Act (WIOA) programs.
- Local governments partner with federal, state, other local governments and the private sector through Workforce Investment Boards (WIBs).
- WIOA was envisioned to create a demand driven workforce system to meet the needs for business and close skills gap and provide jobseekers with skills needed to grow America's workforce.

Department of Labor WIOA FY 2016 Budget

DOL budget provides \$3.4 billion for employment and training services, 8 percent increase over FY2015.

- **Adults** - \$815 million, \$40 million increase
- **Dislocated Workers** - \$1.261 billion, \$25 million increase
- **Youth** - \$873 million, \$42 million increase
- **Job Corps** - \$1.716 billion, \$28 million increase
- **Apprenticeship Grants** - \$100 million – *new*



Equality vs. Equity



EQUALITY=*SAMENESS*

GIVING EVERYONE THE SAME THING → It only works if everyone starts from the same place



EQUITY=*FAIRNESS*

ACCESS to SAME OPPORTUNITIES → We must first ensure equity before we can enjoy equality

Gulika Reddy



Workforce Investment Act Program

Welcome



Share

Workforce Investment Act Program

- WIA HOME
- Our Mission
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- Guiding Principles
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- Announcement
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- Employers
- Additional Information
- Contact Us
- Our Partners
- Board of Directors
- WIA Upcoming Events
- Job/Career Fairs
- Survey
- Center Schedules

FC Home > WIA HOME



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Local Workforce Program Examples to Address Access, Equity and Diversity

Seven County (Saint Paul/Minneapolis) region of Ramsey, Anoka, Carver, Dakota, Hennepin, Scott, Washington counties

- Developed Blue Ribbon Commission on Reducing Racial Employment Disparities
- Developed Six Strategies to Reduce Racial Employment Disparities

Everybody In: Implementation Team (I-Team)

- A regional collaboration created to eliminate the racial employment gap in the Saint Paul/Minneapolis seven-county metro area.

Local Workforce Program Examples to Address Access, Equity and Diversity

Background

2010: Economic Policy Institute reported the Twin Cities as having the largest racial employment gap in the nation after studying 18 largest metropolitan areas.

- At a time when the U.S. average for African-Am unemployment was 14.3%, the Twin Cities average for African-Am unemployment was 20.4%. By contrast, the U.S. average unemployment for Whites was 7.4% and the Twin Cities had a 6.6% average White unemployment rate.

2011: The Ramsey County Workforce Investment Board (RCWIB), with key partners in Saint Paul and Ramsey County, appointed a 20 member Blue Ribbon Commission (BRC) to develop strategies to reduce racial employment disparities.

Local Workforce Program Examples to Address Access, Equity and Diversity

1. Everybody in Implementation Team created in 2012 as directed by BRC
2. Led by the RCWIB, in partnership with the City of Minneapolis, City of Saint Paul, Minneapolis Workforce Council, and Ramsey County Board of Commissioners
3. Partners include – governors office, MN DOT, foundations, community colleges, minority groups, other non-profits and union groups

Local Workforce Program Examples to Address Access, Equity and Diversity

- Structure: Transformative hub created to close racial employment disparities in the seven-county metro area by 2020
- Vision: Minnesota is a global leader in business and workforce equity
- Mission: Ensure robust connection among agents of change, working collectively to close the racial employment gap in the region
- Goal: Get everybody in it to win it

Local Workforce Program Examples to Address Access, Equity and Diversity

Everybody In: A Report to Reduce Racial Employment Disparities in the Ramsey County Metropolitan Area.

The report:

- Defines the key issues in six strategies to be implemented over five years
- Defines key actions to be undertaken
- Defines and recommends a performance measurement system to determine progress

Local Workforce Program Examples to Address Access, Equity and Diversity

1. Raise public awareness among employers and greater community about racial employment disparities
2. Create a broad-based regional collaboration of employers, including business, government, nonprofit organizations, educational institutions, and service providers to concentrate on decreasing the racial employment disparities
3. Implement specific targeted policy changes that directly support racial employment equity
4. Strengthen the transparency of workforce development outcomes
5. Promote opportunities that increase postsecondary attainment and training for job readiness
6. Foster business and entrepreneurial opportunities that result in job creation

Local Workforce Program Examples to Address Access, Equity and Diversity

- Four Metro Workforce Investment Boards (WIBs) have moved to assure their strategies are aligned with those of Everybody In:
 - Ramsey County Workforce Investment Board
 - Minneapolis Workforce Council
 - Dakota County WIB
 - Anoka County WIB
 - Washington County WIB

Local Workforce Program Examples to Address Access, Equity and Diversity

The following strategies were selected and are being addressed by Action Teams of the membership:

- Raise public awareness among employers and greater community about racial employment disparities
- Promote opportunities that increase postsecondary attainment and training for job readiness
- Foster business and entrepreneurial opportunities that result in job creation

Local Workforce Program Examples to Address Access, Equity and Diversity

LA County Workforce Investment Board

The Local Area is comprised of 58 of the County's 88 cities, all 151 unincorporated areas that span over 4,000 square miles, almost 4 million residents, 51 school districts, and 7 of the 13 community college districts in the County. A regional leadership role and balanced representation on the Local Board is critical to addressing the workforce development needs of such a large region. The regional economy includes more than 235,000 diverse small, medium and large businesses, more than 35 industry sectors, and dozens of local and regional chambers of commerce.

Local Workforce Program Examples to Address Access, Equity and Diversity

In partnership with the Los Angeles County Board of Supervisors, the Los Angeles County Workforce Investment Board (the Local Board) provides regional leadership for the delivery of employment and training services to a geographic area spanning four thousand square miles.

The ability to serve this vast and diverse service delivery area necessitates intentional collaboration and partnership with the six other local boards and relevant stakeholders serving the region.

The Local Board has determined to assume a growing and critical role leading collaborative regional initiatives to complement its mandate to administer and monitor federal Workforce Investment Act (WIA)-funded WorkSource Centers, programs, and services to businesses, adult and youth job seekers, dislocated workers, veterans, foster youth, the disabled community, and other underrepresented groups throughout our vast County.

Local Workforce Program Examples to Address Access, Equity and Diversity

LA County Workforce Investment Board

The vision guiding the Local Board's role as regional conduit for collaborative efforts to develop a well-trained workforce prepared to meet the needs of burgeoning industry sectors necessary to feed a robust Southern California economy is to serve as a...

1. **Leader** in regional coordination on workforce development initiatives and an Innovator in cost effective solutions to workforce challenges that include shared commitments and leveraged resources.
2. **Trusted Partner** in sector strategies and initiatives in high growth sectors; and
3. **Steward** of an integrated, demand-driven service delivery model that effectively addresses the needs of employers by preparing youth for career pathways and adults for sustainable careers.

Local Workforce Program Examples to Address Access, Equity and Diversity

LA County Workforce Investment Board

Youth Goal: Increase the number of high school students, with emphasis on at-risk youth and those from low-income communities, who graduate prepared for postsecondary vocational training, further education, and/or a career.

Local Workforce Program Examples to Address Access, Equity and Diversity

Strengthen Services to Older Youth While Continuing a Full Array of Individualized Services for Younger Youth

- Serving high risk older youth (ages 17-21) is one of the County's highest priorities as they are significantly represented in such County systems such as probation, foster care and CalWORKs. The seven local boards in the County have adopted a common policy to coordinate and collaborate to serve all emancipated foster youth. Co-enrollment of these youth in both WIA Youth and Adult programs provides greater levels of services and support to prepare these youth to enter the labor market with career pathways.
- At the same time, younger youth (ages 14-16) are also at risk but have different needs requiring a different service focus on education, including post-secondary, and the full array of services available to youth under WIA, including intensive case management, personalized mentoring and specialized services.
- The goal of this tenet is to ultimately collocate Youth and Adult funding streams and program services at the same WorkSource Center site, ensuring that all youth and adults have greater access to seamless services offered by the WIA Youth and Adult funding streams, as well as myriad opportunities and resources provided by partnerships present in our WorkSource Centers..

Local Workforce Program Examples to Address Access, Equity and Diversity

1. Partner with K-12 and other stakeholders on strategies to reduce drop-out rates for In-School youth.
2. Prioritize services to Older and Out of School Youth, specifically disconnected youth.
3. Establish a minimum of 70 percent of youth formula funds to be spent on out-of-school youth.
4. Require that 25 percent of older youth are co-enrolled with WIA Adult Programs.
5. Re-engage disconnected youth through strategic partnerships with highest need Secondary Schools and Post-Secondary Institutions.
6. Increase the number of youth that attain post-secondary degrees/other credentials with a priority on high growth industry sectors as defined by local market information from Los Angeles Economic Development Corporation (LAEDC).
7. Partner with employers, education and other partners to connect youth to career pathway options.
8. Increase access to Earn and Learn opportunities by earmarking a minimum of 40 percent of youth formula funds for direct services.
9. Build partnerships with the Private Sector, Chambers of Commerce, Labor Unions, Community Based Organizations and Economic Development Corporations to maximize the competitive opportunities for youth.
10. Establish a minimum of 30 percent leverage for agencies that receive WIA youth funds to ensure additional resources are available to serve more youth in the County.
11. Adopt a performance driven youth system.
12. Equitable funding to all contractors to ensure sufficient resources to achieve higher results.
13. Colocate youth programs in WorkSource Centers to strategically align and target Adult and Youth services and resources to populations of highest need.
14. Utilize technology to increase access and services.

Local Workforce Program Examples to Address Access, Equity and Diversity

The redesigned youth system projects to increase the annual number of youth served from previous levels of two thousand youth to five thousand youth in 2013-14 with a decrease in the cost from \$4,700 per participant to \$1,700.

NACo County Economic Tracker

County economic trends are an essential measure of the well-being of county residents. The conditions of a county economy can constrain and challenge county governments, residents and businesses, while also providing opportunities. This analysis of county economic conditions identifies patterns of growth and recovery in 2014 across the 3,069 county economies by examining annual changes in **jobs, unemployment rates, economic output (GDP) and median home prices**. In addition, it explores 2013 wage dynamics by adjusting average annual pay in county economies for the local cost-of-living and inflation. The overall analysis reveals that:



- 2014 was a year of recovery, but unemployment has yet to return to pre-recession lows in most county economies.
- Job growth accelerated in 2014, while economic output expansion and county housing markets stabilized across the country.
- Economic recovery is starting to spread, although only 65 county economies have fully recovered.
- 2014 recorded higher net job creation than the previous year, with 40 percent of the new jobs in industries earning more than the average county pay.
- Average county pay in half of county economies declined between 2012 and 2013.

Resources

- www.naco.org
- http://www.policylink.org/sites/default/files/MNT_032514.pdf
- <http://everybodyinmn.org/>
- The Blue Ribbon Commission
<http://www.rcwib.org/Aboutus/BRC.htm>

Resources

- Everybody In...the report

[http://www.rcwib.org/boardmembers/BRC/BR
CReport.pdf](http://www.rcwib.org/boardmembers/BRC/BR
CReport.pdf)

- [http://worksourcecalifornia.com/information/
pdf/5year/FIVE%20YEAR%20LOCAL%20STRAT
EGIC%20WORKFORCE%20PLAN%202013-
17_b.pdf](http://worksourcecalifornia.com/information/
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