



Workforce Development Strategy Session

Transforming Minnesota's Workforce Development System and Implementing Minnesota's State Plan

**MWCA Summer Meeting
2017**

Overview

The goals of today's presentation:

- Provide an overview of the project.
- Provide a summary of the CLASP recommendations to DEED for three policy areas.
- Discuss the recommendations and consider steps toward implementation.
- WIOA Results Dashboard Feedback
- Resource needs for regional work

Project Goal

The Center for Law and Social Policy (CLASP) will develop a set of recommendations for DEED leadership on state agency actions that can help advance equity of access and outcomes for Minnesotans that have been “...disparately impacted in their attainment of skills and quality employment,”⁽ⁱ⁾ and to help Minnesota implement its WIOA plan goal to “Reduce racial disparities in education and employment to provide greater opportunity for all Minnesotans.”⁽ⁱⁱ⁾

(i) Advancing Equity under the Workforce Innovation and Opportunity Act (WIOA): A proposal for the McKnight Foundation and the Minnesota Department of Employment and Economic Development.

(ii) *Minnesota’s Combined State Plan for WIOA 2016-2019*, page 33.

Project Priorities

Priority 1:	Policy on WIOA service priority and training investments for targeted populations.
Priority 2:	Policy on WIOA performance and how it could be used to support the service equity goal.
Priority 3:	Other policy areas, including policy on using Eligible Training Provider List (ETPL) requirements to promote equitable training, and policies on use of transitional jobs and other work-based learning strategies.

Context of the Recommendations

- ❑ These are recommendations from CLASP to DEED.
- ❑ They reflect priorities of DEED for policy development, but the specifics have not yet been endorsed by DEED.
- ❑ They are focused primarily on WIOA Title I policy options, although they have implications for other partner programs.
- ❑ DEED is committed to a process of consultation with the Board, its state and local partners and other affected parties as it considers these recommendations.

Service Priority and Training Investments

Why address this policy area?

- ❑ Effective implementation of the service priority requirement can help improve access to career and training services for disparately impacted groups, including racial and ethnic minority populations, which are over-represented among the low-income and basic-skills deficient.
- ❑ Improved access to services will help reduce inequities in outcomes for these persons.

Service Priority and Training Investments

1. Set **protocols for monitoring local priority of service** implementation and outreach, including a **target threshold for the percentage of total enrollments that are in the priority group**. *Ex. a minimum threshold of services to the priority group of the higher of 1) 51 percent or the 2) average percent of enrollments over the past two years.*
2. **Work with local boards to improve overall results** on the targeting priority over time. *Ex. working with local board to set higher targets than the minimum, and improving outreach to organizations that effectively serve the targeted communities.*
3. Develop complementary policy on the ability to **transfer funds from Adult to Dislocated Worker fund streams** that considers the impact of fund transfers on service to priority populations.
4. **Setting targets for training priority populations**, after reviewing its current training policy and gathering information on the percent of adult enrollees entering and completing training.

Performance

Why address this policy area?

- ❑ Performance policies and procedures, including negotiation of local goals, has a profound effect on the level of performance risk facing local Workforce Boards, one-stop operators, and other service providers.
- ❑ Appropriate performance management approaches can encourage services to disparately impacted groups, including racial and ethnic minority populations, and persons with disabilities, which are over-represented among the low-income and basic-skills deficient. Performance management tools, such as Governor's measures, can directly encourage improved access and outcomes for these persons.

Performance

1. **Review current performance reporting requirements and systems**, making changes that provide insight into equity gaps and whether these are improving over time.
2. **Review policies and procedures for negotiating performance goals, defining overall success and failure for local WDBs, and providing technical assistance** to local areas that fail to meet performance goals, making changes as needed to provide greater support to serve targeted populations, persons of color, and persons with disabilities.
3. Consider how **additional measures of performance** (Governor's measures) could help encourage more equitable service provision and address other key state goals.
4. Consider **additional mechanisms to encourage local WDBs** to increase efforts of service levels to, and improved results for targeted populations, persons of color, and persons with disabilities.
5. Provide **technical assistance for local WDBs** to assist them in understanding their options under WIOA to improve services to at-risk populations while continuing to be successful in meeting performance requirements.

Career Pathways

Why address this policy area?

- ❑ Minnesota's WIOA State Plan focuses on career pathway program delivery. It is critical that DEED foster understanding and adoption of WIOA's robust definition of career pathway programs at the local level.
- ❑ Minnesota should determine whether partners have built career pathway programs that meet this definition and offer infrastructure and guidance on defining and tracking participants who are on a recognized career pathway.
- ❑ As part of WIOA local unified/combined planning, boards need to initiate the move from career pathways as special programs to career pathways as the workforce development system's new way of doing business

Career Pathways Policy

1. DEED should **establish a protocol** for local providers **to identify their career pathway programs**, using the WIOA definition and a standard protocol.
2. DEED should **establish a process for identifying customers**, via Workforce One, served in identified career pathway programs.
3. DEED should ensure that identified **career pathway programs are on the state's Eligible Training Provider List**.
4. DEED should **develop the capacity of local providers to use WIOA Measurable Skills Gains** for career pathway participants.

Next Steps for CLASP Recommendations

- Continue to seek input
- Draft potential policy language
- Selected policies move through policy process
- Policy strategies integrated into State Plan update
- Policies become effective 7-1-2018



WIOA Results Dashboard

Based on Results Based Accountability™ framework

Three Goals in the Minnesota's Combined State Plan

- To reduce disparities related to race
- To reduce disparities related to disability status
- To build employer-led industry-sector partnerships

Results Dashboard

- A public, web-based, interactive tool to assess progress on the Combined State Plan goals
- Updated regularly with participant outcomes
- Allows filters to compare outcomes based on characteristics

Results Dashboard Proposed Design

Three distinct pages on the tool

1. Statewide summary and comparison of LWDA outcomes
2. LWDA detail page
3. Industry Sector Partnerships (To be determined, requires data development)

See the existing DEED State programs Report Card [online](#) for an example of a dashboard

Comments and Feedback

- If you had this type of a dashboard, how
- What features would be useful for you?
- What features would be useful for others that might use the tool?
- What do you like?
- What is missing?

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Resource Needs for Regional Work

- ❑ **Capacity Building** – ex. boards and/or partnerships
- ❑ **Design Needs/Strategies** – ex. system alignment
- ❑ **Service Needs/Strategies** – ex. resource braiding
- ❑ **Other** - ex. needs individual to each region