

Workforce Development System Overview

Presented by
Sonya Grant, President/CEO WorkSource Cobb

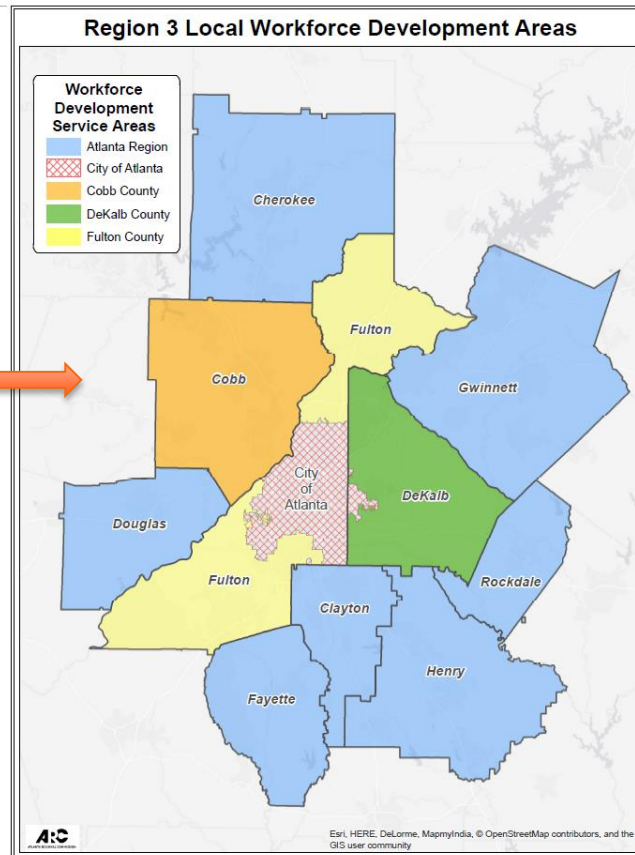


Connecting Talent with Opportunity

Workforce Ecosystem



Regions & LWDAs



STATE BRANDING

Statewide brand representing:

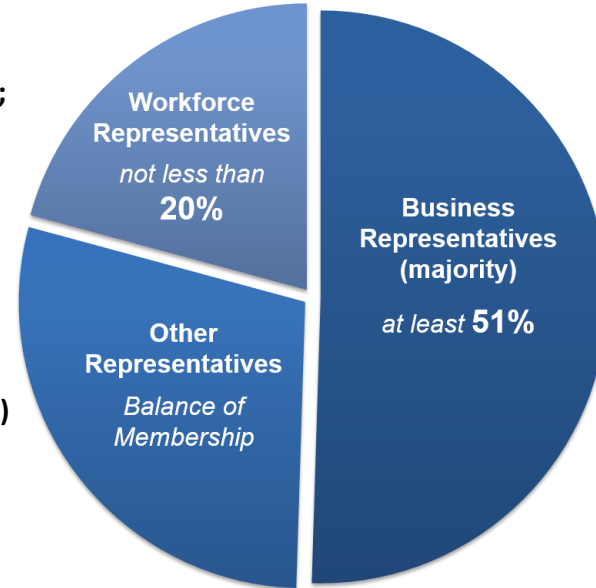
- Workforce Development Board
- WIOA funded centers/programs



Local Workforce Development Board Membership

Minimum Membership

- **Business Representatives**
- **Workforce Representatives: Labor Organizations; Employers with Registered Apprenticeships; Community-based organizations; Orgs with experience with youth employment, training, or educational needs**
- **Other Representatives to include:**
 - **Adult Education/Literacy Providers**
 - **Higher Education (including community colleges)**
 - **Economic and Community Development**
 - **Wagner-Peyser Employment Services -(DOL)**
 - **Vocational Rehabilitation**
 - **May include others determined appropriate by chief elected officials**



WIOA AND ITS PURPOSE

Workforce Innovation and Opportunity Act
(WIOA), signed into law July 14, 2014

designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.

- To achieve and maintain an integrated, job-driven workforce system that links the diverse, talented workforce to the nation's businesses and improves the quality of life for citizens.





SERVICES PROVIDED

- ❑ Access to integrated system of employment services
- ❑ Workforce and labor market information
- ❑ Career services, e.g. resume writing, interview skills, professional development workshops,
- ❑ Job Search Assistance, Career Counseling
- ❑ Access to employment and training activities funded under local funding stream for adult, youth and dislocated workers.
- ❑ Supportive services (funding for transportation, childcare, rent mitigation, etc.)
- ❑ Business services that assist businesses and industry sectors in overcoming the challenges of recruiting, retaining, and developing talent for the regional economy.



Employer Tools & Resources



The Regional Collaboration



- Regional Workforce Plan
- Industry Partnerships
- Monthly Directors Meetings
- Atlanta CareerRise National Fund Grant
- Metro Atlanta Exchange for Workforce Solutions



Thank You

For More Information Visit
atlworks.org



Regional Workforce Plan

**WorkSource Metro Atlanta
2020 to 2023**



Regional Workforce Plan

- Workforce Plan for Region 3 encompassing 10-counties, 5 LWDAs
- Prepared to meet State and Federal Requirements
- Atlanta Regional Commission hired Accenture for pro bono services to co-author the regional plan.
- Conducted 23 stakeholder interviews
- Surveyed 232 WorkSource customers
- Held three virtual workshops with Directors
- Completed data analysis on how COVID-19 and automation has impacted the Atlanta region

Regional Plan WIOA Citation

- According to WIOA, “each local area shall develop and submit to the Governor a comprehensive 4-year local plan, in partnership with the chief elected official. The local plan shall support the strategy described in the State plan, in accordance with WIOA Sec. 102(b)(1)(E) and, otherwise, be consistent with the State plan.”
- According to WIOA, “if the local area is part of a planning region, the local board shall comply with WIOA Sec. 106(c) and applicable federal regulations in the preparation and submission of a regional plan.”

Regional Plan Components

- Strategic Elements, Governance and Structure
- Local Boards and Plan Development
- Service and Delivery Training
- Coordination with Core Partners:
- Performance, ETPL and Use of Technology
- State Initiatives and Vision
- Attachments

Next Steps

- All LWDBs approve draft plan for public comment and state review
- Open plan for 30-day public comment period
- Submit draft plan to TCSG-OWD for review
- Address public comments and State findings
- All LWDBs adopt the final plan

Regional Workforce Plan – Data

- Significant data provided related to existing and emerging in-demand industry sectors and occupations
- Five in-demand industries identified:
 - Healthcare
 - Information Technology
 - Advanced Manufacturing
 - Skilled Trades
 - Transportation, Distribution, and Logistics

Top Occupations by Number of Job Postings in 2019 - WorkSource Metro Atlanta

O*NET Code	Occupation	Job Postings
15-1132	Software Developers, Applications	40,149
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	26,189
29-1141	Registered Nurses	24,090
11-9199	Managers, All Other	18,718
41-2031	Retail Salespersons	16,877
43-4051	Customer Service Representatives	14,890
53-3032	Heavy and Tractor-Trailer Truck Drivers	12,686
41-1011	First-Line Supervisors of Retail Sales Workers	10,496
11-2022	Sales Managers	10,319
13-1111	Management Analysts	9,709
15-1199	Computer Systems Engineers/Architects	9,242
13-1071	Human Resources Specialists	8,525
15-1121	Computer Systems Analysts	8,086
15-1151	Computer User Support Specialists	8,047
11-1021	General and Operations Managers	7,968

Source: Labor Insight Jobs (Burning Glass Technologies) - 01/01/2019 - 12/31/2019

Regional Workforce Plan – Data

Top Certifications by Job Postings in 2019 - WorkSource Metro Atlanta

Certification	Job Postings
Driver's License	58,918
Registered Nurse	22,229
Basic Life Saving (BLS)	13,692
Advanced Cardiac Life Support (ACLS) Certification	12,979
First Aid CPR AED	10,275
Basic Cardiac Life Support Certification	9,805
CDL Class A	9,387
Certified Public Accountant (CPA)	8,580
Project Management Certification	8,144
Security Clearance	5,036

Source: Labor Insight Jobs (Burning Glass Technologies) - 1/1/2019 - 12/31/2019

Table 1

Demographics Overview - WorkSource Metro Atlanta

	Metro Atlanta	GA	USA
Population	5,029,613	10,297,484	322,903,030
Median Age	36.3	36.5	37.9
Labor Force Size	2,655,661	5,043,919	162,248,196
Labor Force Participation Rate	67.8%	62.8%	63.2%
Median Household Income	\$70,169	\$55,679	\$60,293

Source: JobEQ 2019Q3

Demographics Overview, Gender - Atlanta MSA

Industry	Female	Male	2017 TOTAL
Retail Trade	48.6%	51.4%	339,098
Health Care and Social Assistance	81.9%	18.1%	317,384
Professional, Scientific, and Technical Services	44.5%	55.5%	261,132
Manufacturing	34.0%	66.0%	218,427
Accommodation and Food Services	57.7%	42.3%	200,304
Construction	10.8%	89.2%	189,939
Educational Services	72.6%	27.4%	164,159
Transportation and Warehousing	33.7%	66.3%	160,061
Other Services (except Public Administration)	55.9%	44.1%	155,360
Finance and Insurance	56.4%	43.6%	149,213
Administrative and Support and Waste Management and Remediation Services	43.8%	56.2%	145,355
Public Administration	50.8%	49.2%	116,457
Information	40.9%	59.1%	90,801
Wholesale Trade	36.1%	63.9%	82,647
Real Estate and Rental and Leasing	50.9%	49.1%	59,750
Arts, Entertainment, and Recreation	45.3%	54.7%	47,793
Utilities	26.8%	73.2%	22,804
Agriculture, Forestry, Fishing and Hunting	37.8%	62.2%	5,683
Management of Companies and Enterprises	49.8%	50.2%	5,208
Mining, Quarrying, and Oil and Gas Extraction	25.1%	74.9%	1,241
TOTAL	1,348,541	1,384,277	2,732,817

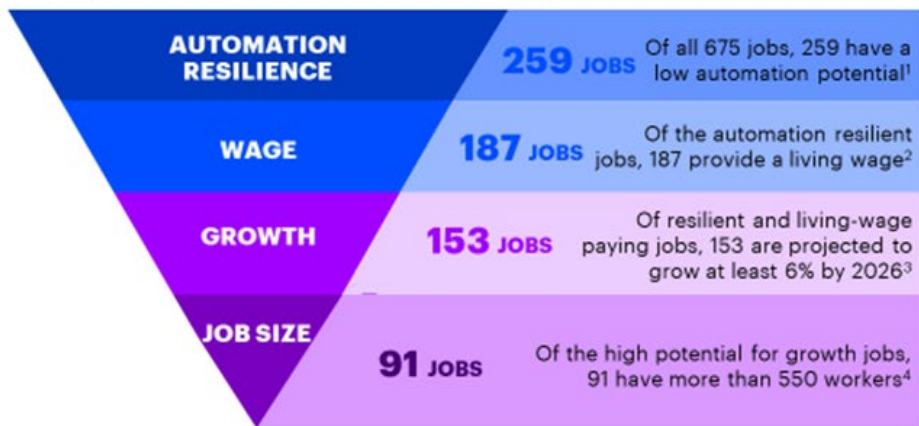
Source: Labor Insight Jobs (Burning Glass Technologies)

Regional Workforce Plan – Data

*Not to be shared widely without Accenture's engagement or permission

OPPORTUNITY JOBS

An “Opportunity Job” is one that has a lower potential for automation, pays a living wage, is projected to grow, and has a large job size.



IN THE ATLANTA MSA

456k workers in Opportunity Jobs

2.61M total workers in the Atlanta MSA

= **17.5%**

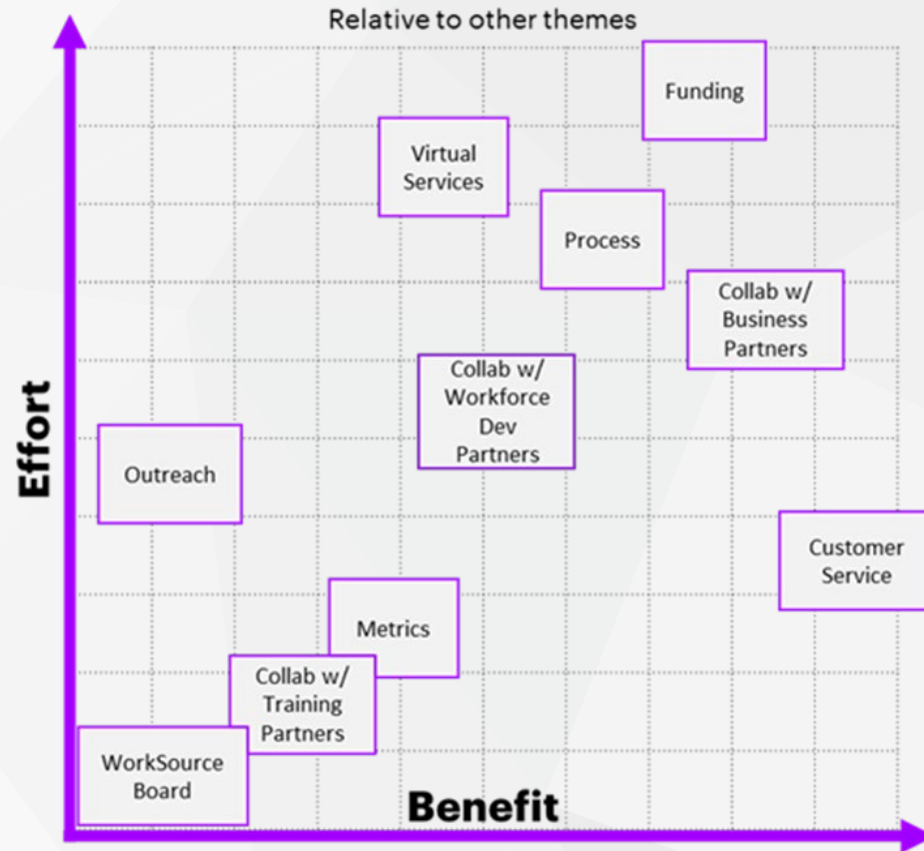
of workers are currently in Opportunity Jobs

- ¹Low automation potential = 20% or less of worker time is spent on automatable tasks
- ²The national living wage is \$25/hour for 1 adult + 1 child
- ³The risk of exposure to COVID-19 based upon the estimation of the extent it is possible for workers to continue to carry out their work remotely based upon the tasks associated with their occupation
- ⁴Job sizes of 550+ workers provide more opportunities to get respective jobs.

5 occupations (14k positions) that earn **90% of the living wage**, that if fully met would turn into **opportunity jobs**¹

- Forensic Science Technicians
- Health Technicians
- Bus/Truck Mechanics
- Substance Abuse/Mental Health Counselors
- Home Management Advisors

Regional Workforce Plan – 10 Themes



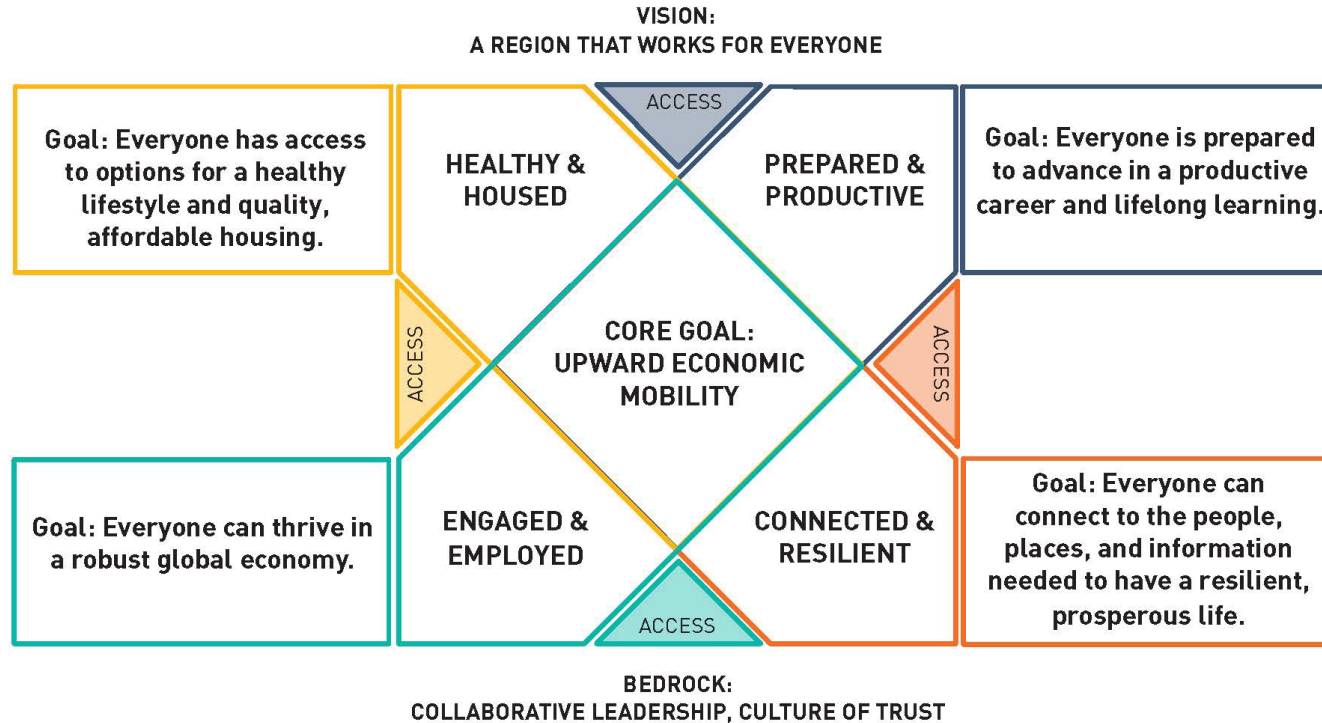
Regional Workforce Plan Goals

- **Support regional innovation** and integration activities and strategies to be implemented effectively and consistently at the local level.
- **Foster meaningful and targeted relationships with key partners** in the business, education, training, and credentialing communities to better serve, educate, skill, and prepare customers for sustainable employment.
- **Promote collaboration among the local workforce development boards** to exchange best practices and knowledge sharing for improved efficiency and standardized customer service.
- **Ensure job seekers have access to quality career services** either online or in-person through a “common front door” that connects them to the right services for sustainable employment.
- **Coordinate employer engagement and business services** across the region and foster strong relationships with employers to find the talent they need locally and have the resources to continuously develop their talent.
- **Improve economic mobility** in the region by collaborating with regional workforce development, economic development, business, education/training partners, and organizations on supportive services to reduce racial, socioeconomic, and other inequities in workforce outcomes and provide WorkSource customers upward career pathways with sustainable living wages.

Equity@Work (Regional Workforce Initiative)

- Develop workforce policy and practice solutions that advance racial equity outcomes at the agency, local, state, and federal levels.
- Develop a regional outcomes metrics platform that leverages multiple data sources and promotes quality improvement through consistent evaluation and reporting of workforce development provider programs.
- Increase availability, access, and scalability of quality training programs leading to sustainable living wage jobs with career pathways that support improved worker economic mobility and resilience.
- Develop strategies and resources to increase the number of secondary students transitioning to sustainable living wage career pathways in quality jobs.
- Increase coordination across workforce entities to strengthen engagement and responsiveness to employer needs while maximizing performance outcomes.

CATLYST (Regional Competitiveness Strategy)



Audience Poll

Do the Regional Workforce Plan goals reflect the appropriate priorities?

- Yes
- Somewhat
- No

Regional Workforce Strategies

- Align Service Delivery Across Five Boards
- Implement Regional Sector Strategy
- Share Best Practices
- Implement Regional Processes
- Impact Workforce Beyond WIOA

Regional Workforce Strategies

- **Align Service Delivery Across Five Boards**
 - Standardized intake and application process*
 - Coordinated ETPL contracting and payment*
 - Encourage co-location at One-Stops
 - Promote Standardization*
 - Research methods for improved customer service*
- Implement Regional Sector Strategy
- Share Best Practices
- Implement Regional Processes
- Impact Workforce Beyond WIOA

Regional Workforce Strategies

- Align Service Delivery Across Five Boards
- **Implement Regional Sector Strategy**
 - Implementation of Regional CRM System*
 - Conduct Regional business engagement activities
 - Publish a Regional demand occupations list and promote career pathways
 - Seek pilot projects for training in targeted sectors
 - Identify emerging sectors
 - Collaborate with business partners for a Regional economic development effort
- Share Best Practices
- Implement Regional Processes
- Impact Workforce Beyond WIOA

Regional Workforce Strategies

- Align Service Delivery Across Five Boards
- Implement Regional Sector Strategy
- **Share Best Practices**
 - Encourage staff to collaborate across boards
 - Develop Regional communication plan to share information across organizational levels
- Implement Regional Processes
- Impact Workforce Beyond WIOA

Regional Workforce Strategies

- Align Service Delivery Across Five Boards
- Implement Regional Sector Strategy
- Share Best Practices
- **Implement Regional Processes**
 - Explore Regional procurement opportunities*
 - Align policies and guidelines for training activities*
 - Unify branding and outreach efforts
- Impact Workforce Beyond WIOA

Regional Workforce Strategies

- Align Service Delivery Across Five Boards
- Implement Regional Sector Strategy
- Share Best Practices
- Implement Regional Processes
- **Impact Workforce Beyond WIOA**
 - Pursue alternate grants or funding opportunities as a Region
 - Establish regional performance and equity-based goals*
 - Increase grant-writing efforts and partnerships