



# *WorkSource Atlanta Regional*

*March 23, 2022*

ARWDB Orientation

# Workforce Legislation

- **2014 – Present: Workforce Innovative and Opportunity Act (WIOA).**
  - 1998 – 2014: Workforce Investment Act (WIA) of 1998.
  - 1982 – 1998: Job Training Partnership Act (JTPA).
  - 1973 – 1982: Comprehensive Employment & Training Act (CETA).
  - 1962 – 1973: Manpower Development Training Act (MDTA).
- 
- ❖ WIOA signed into law by President Obama on July 22, 2014.
  - ❖ WIOA is set for re-authorization in 2020.

# WIOA Intent

Signed into law July 14, 2014, WIOA is 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.

The purpose of WIOA is 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.

In order to deliver these services, WIOA establishes a network of Local Workforce Development Areas to implement WIOA.



# WIOA Legislative Titles

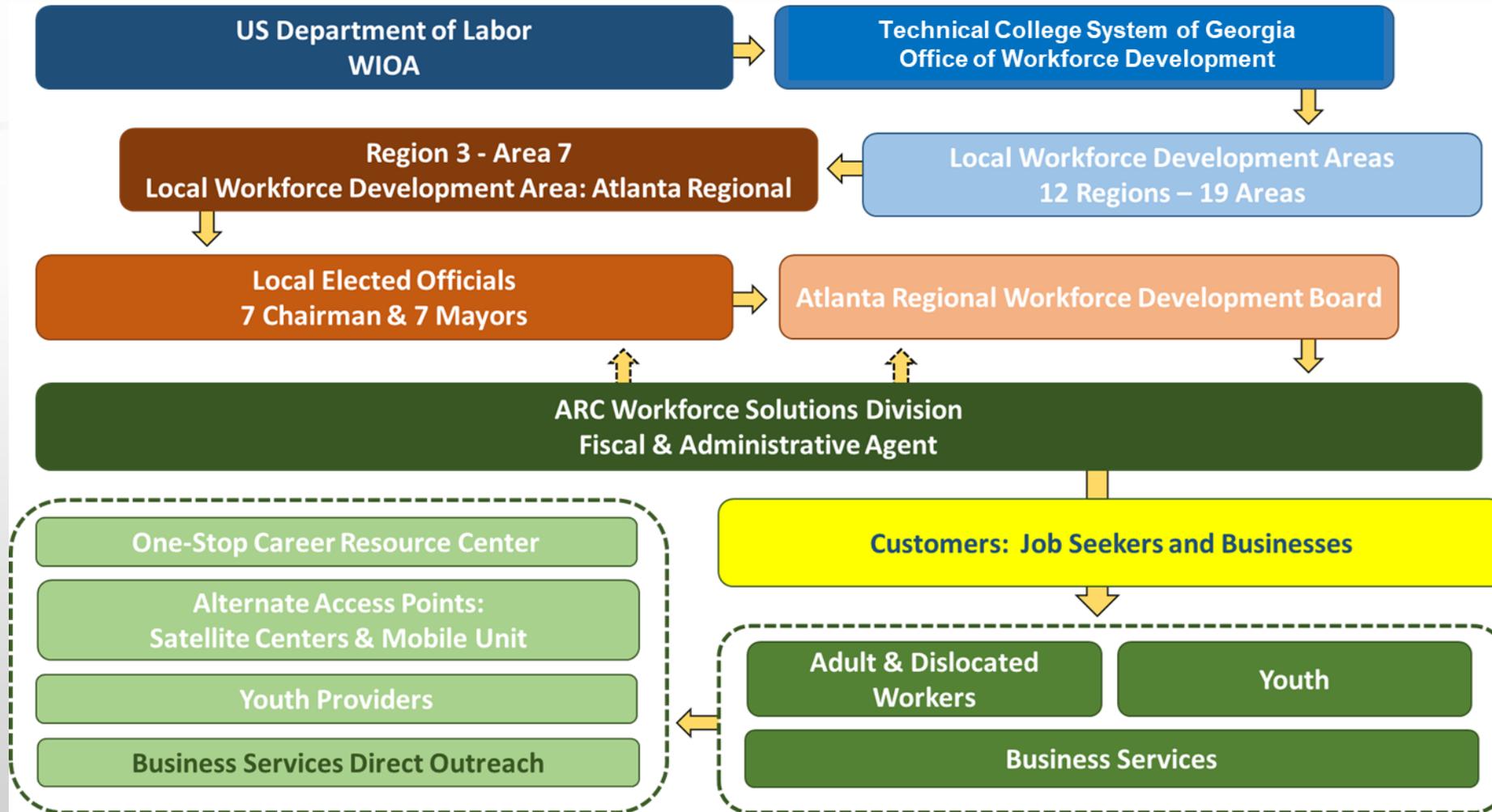
Under WIOA, there are five (5) Titles written into law to address different programs, services and transitions. WIOA requires that Titles I through IV coordinate and collaborate to provide services through a comprehensive, high-quality workforce development system which aligns workforce, economic development and education.

1. Title IB – Workforce Development Activities (**Adult, Dislocated Worker & Youth**) - **ETA**
2. Title II – **Adult Education and Literacy** – **USDoEd**
3. Title III – Amends the **Wagner-Peyser Act** of 1933 to integrate the U.S. Employment Service (ES) into the One-Stop system authorized by WIOA - **ES**
4. Title IV – Amends the **Rehabilitation Act** of 1973 to authorize employment-related vocational rehabilitation services – **Voc Rehab**

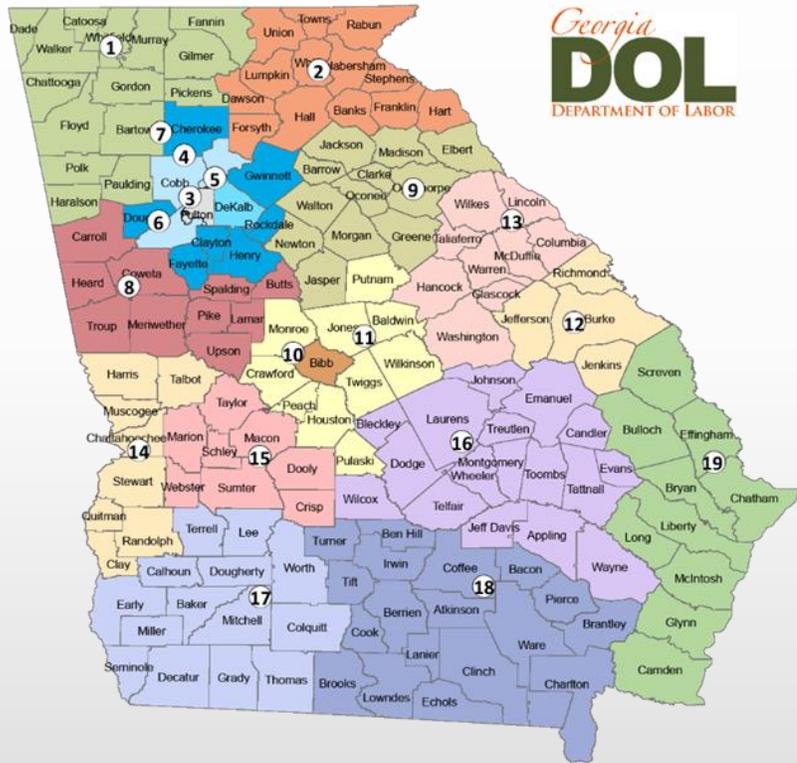
# WIOA Ecosystem



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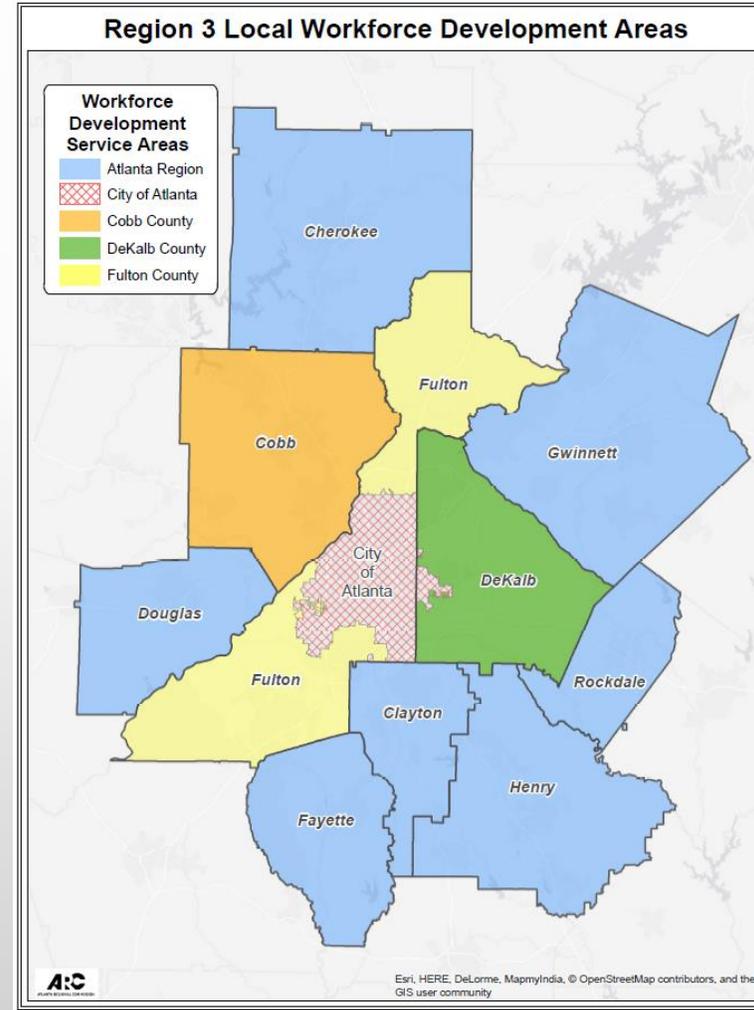


# Local Workforce Development Areas

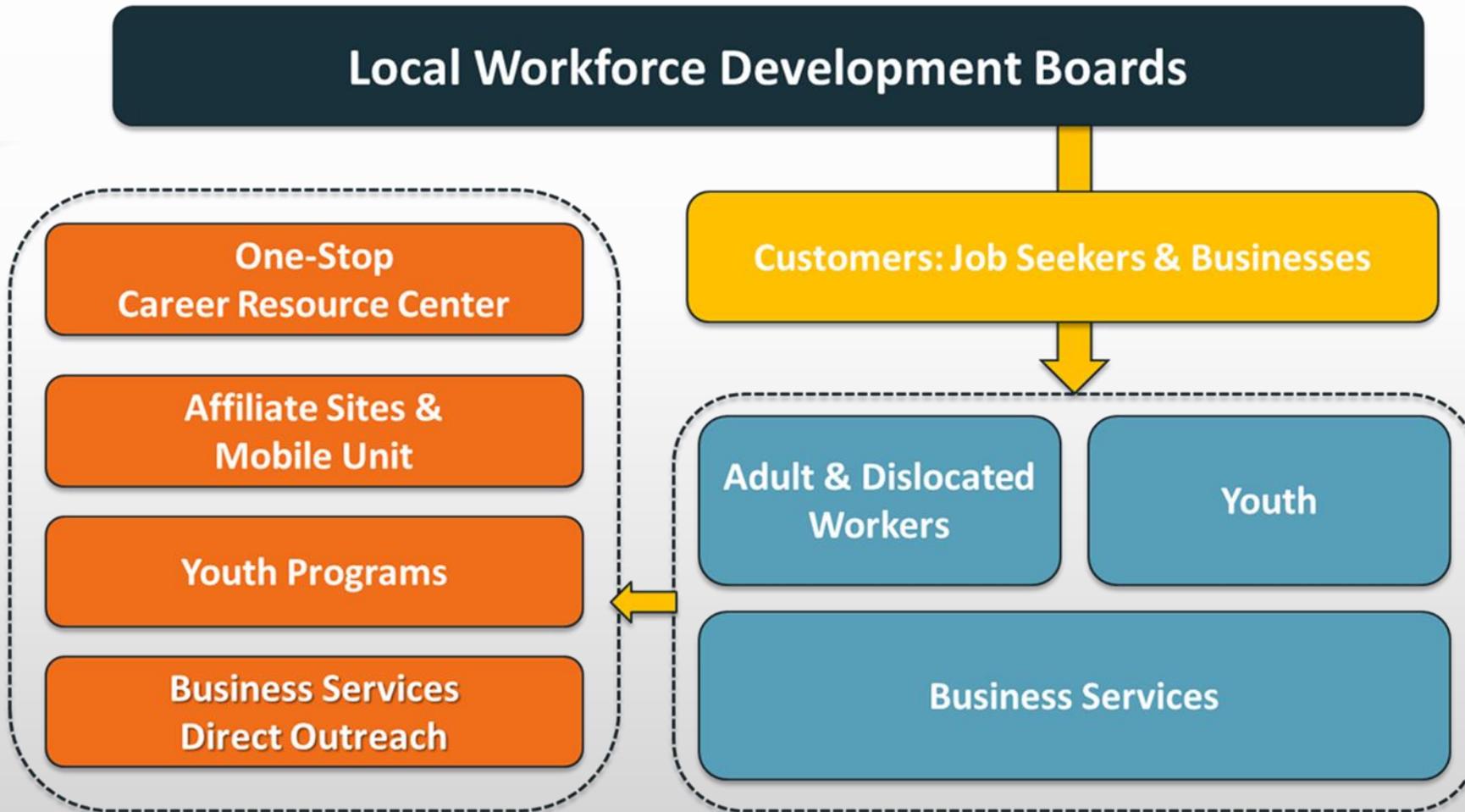


Georgia  
**DOL**  
DEPARTMENT OF LABOR

- |                             |                                       |                               |
|-----------------------------|---------------------------------------|-------------------------------|
| LWDA 01 - Northwest GA      | LWDA 08 - Three Rivers                | LWDA 14 - Lower Chattahoochee |
| LWDA 02 - Georgia Mountains | LWDA 09 - Northeast GA                | LWDA 15 - Middle Flint        |
| LWDA 03 - City of Atlanta   | LWDA 10 - Macon-Bibb                  | LWDA 16 - Heart of GA         |
| LWDA 04 - Cobb County       | LWDA 11 - Middle GA                   | LWDA 17 - Southwest GA        |
| LWDA 05 - DeKalb County     | LWDA 12 - Central Savannah River Area | LWDA 18 - Southern GA         |
| LWDA 06 - Fulton County     | LWDA 13 - East Central GA             | LWDA 19 - Coastal GA          |
| LWDA 07 - Atlanta Regional  |                                       |                               |



# Service Delivery



# Service Delivery

ARC is the fiscal and administrative agent for the Atlanta Regional Workforce Development Board

- Cherokee
- Clayton
- Douglas
- Fayette
- Gwinnett
- Henry
- Rockdale

## Career Resource Centers

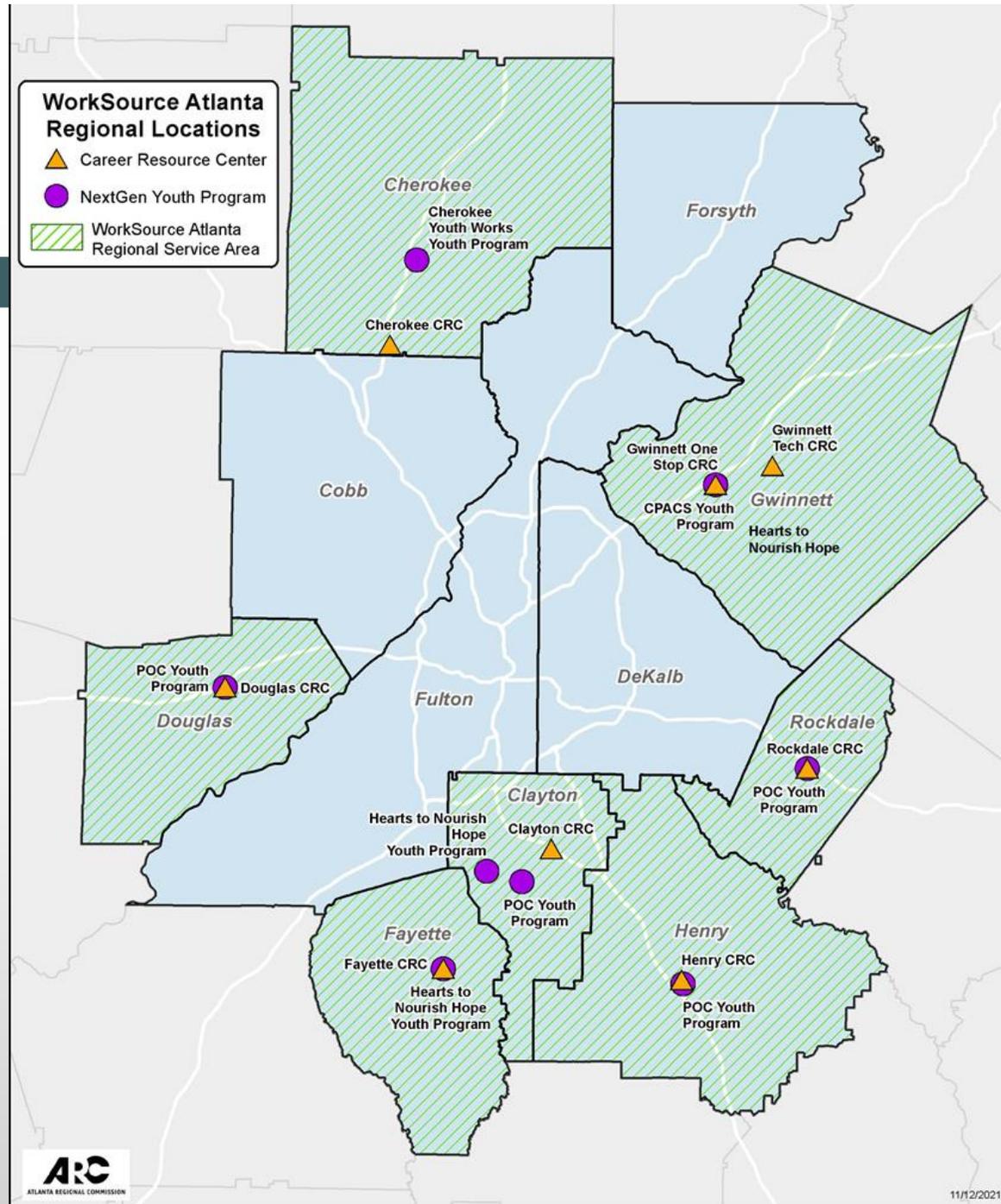
- 1 One-Stop Center
- 7 Affiliate Sites

## Youth Providers

- 8 Out-Of-School Locations
- 1 In-School Provider

## Mobile Units

- 1 full-size mobile career center
- 1 full-size welding training lab



# Service Delivery

<b>Adult/Youth Customers</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Customer Visits</b>	44,758	39,889	36,589	31,559	30,631	22,883	16,390
<b>Adults Enrolled</b>	2,033	2,077	2,010	2,014	2,136	2,083	1,871
<b>Youth Enrolled</b>	1,359	1,238	1,160	930	1,030	1,014	699

<b>Business Customers</b>	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>	
	<b># of Projects</b>	<b>Value</b>						
<b>Work Based Learning Projects</b>								
<b>WorkSource Atlanta Regional</b>	33	\$455,594	30	\$682,574	46	\$579,590	18	\$129,000

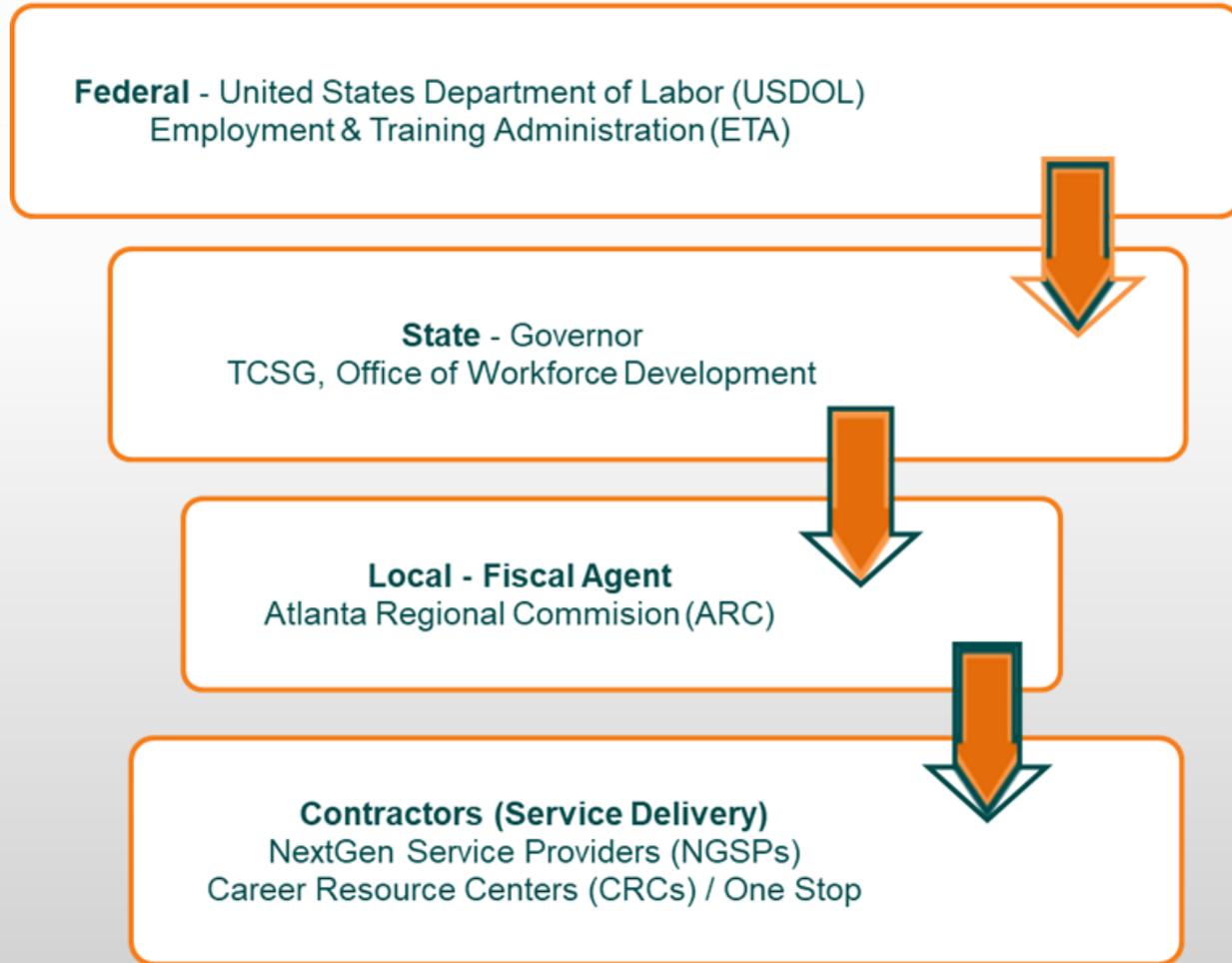
# Performance Goals

		ARWDB Goals	
Area 7 - Atlanta Regional		PY20	PY21
Adult Program	Employment Rate 2 <sup>nd</sup> Quarter After Exit	84.0%	85.0%
	Employment Rate 4 <sup>th</sup> Quarter After Exit	81.5%	83.0%
	Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,900	\$7,100
	Credential Attainment	72.0%	73.0%
	Measurable Skills Gain	39.0%	41.0%
Dislocated Worker	Employment Rate 2 <sup>nd</sup> Quarter After Exit	86.0%	87.0%
	Employment Rate 4 <sup>th</sup> Quarter After Exit	86.0%	87.0%
	Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$8,000	\$8,200
	Credential Attainment	71.0%	72.0%
	Measurable Skills Gain	34.0%	36.0%
Youth	Employment Rate 2 <sup>nd</sup> Quarter After Exit	70.0%	72.0%
	Employment Rate 4 <sup>th</sup> Quarter After Exit	69.0%	71.0%
	Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$3,100	\$3,200
	Credential Attainment	63.0%	65.0%
	Measurable Skills Gain	30.0%	31.0%

# Performance Goals

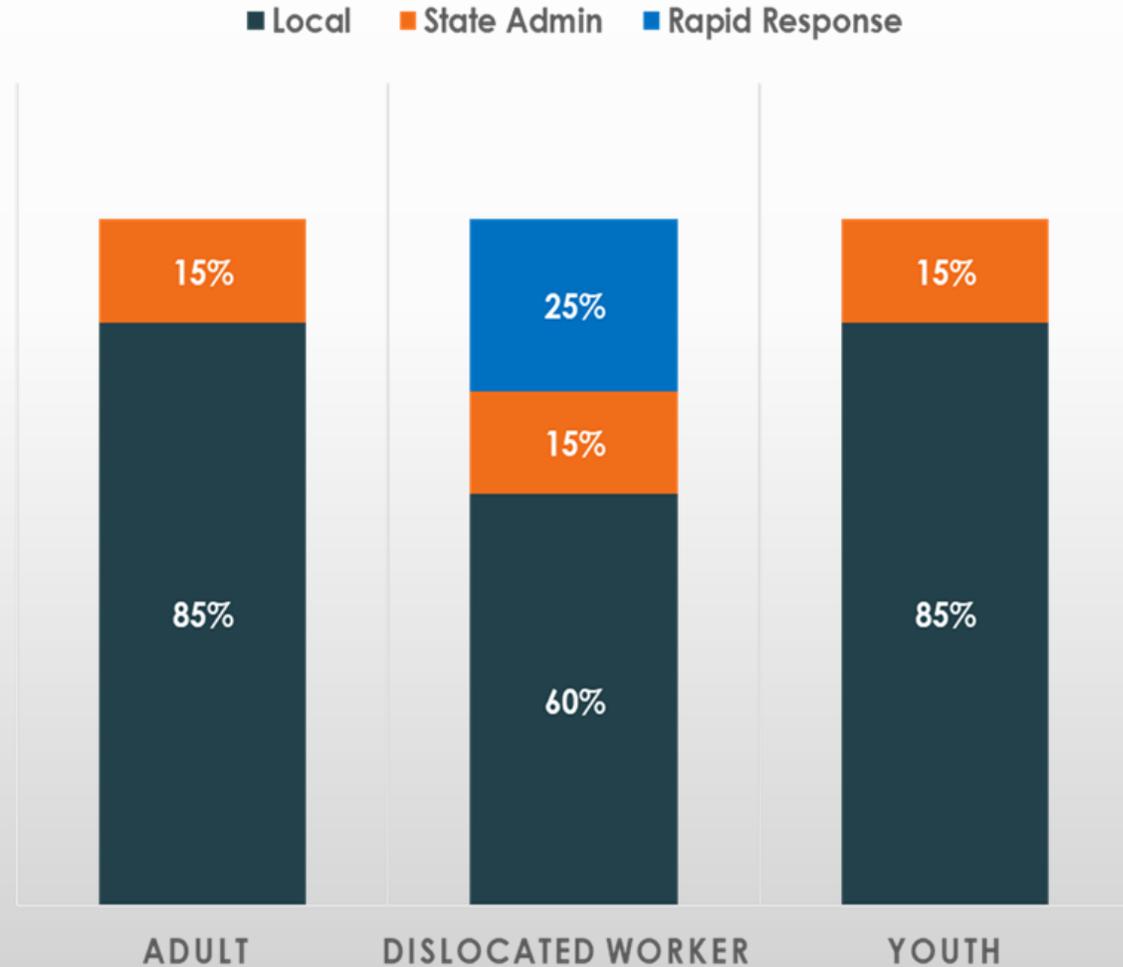
	ARWDB Performance Trends				N
	Percent of Annual Goals Achieved				
Adult Program	PY2017	PY2018	PY2019	PY2020	N
Employment Rate 2nd Quarter After Exit	107.0%	107.5%	106.5%	111.4%	351
Employment Rate 4th Quarter After Exit	112.5%	107.0%	112.9%	111.2%	368
Median Earnings 2nd Quarter After Exit	120.2%	122.4%	121.3%	131.9%	351
Credential Attainment	105.9%	107.3%	103.5%	104.9%	280
Dislocated Worker	PY2017	PY2018	PY2019	PY2020	N
Employment Rate 2nd Quarter After Exit	109.9%	108.8%	100.0%	110.8%	101
Employment Rate 4th Quarter After Exit	111.5%	107.5%	109.5%	113.3%	113
Median Earnings 2nd Quarter After Exit	115.0%	124.9%	125.7%	128.8%	101
Credential Attainment	91.3%	99.4%	91.3%	83.8%	66
Youth Program (NextGen)	PY2017	PY2018	PY2019	PY2020	N
Employment Rate 2nd Quarter After Exit	105.9%	100.2%	112.8%	114.0%	233
Employment Rate 4th Quarter After Exit	110.6%	100.6%	109.8%	108.4%	261
Credential Attainment	102.0%	80.0%	98.4%	107.9%	187

# Workforce Funding



# Workforce Funding

- Adults: Individuals 18+ who are unemployed /underemployed
- Dislocated Workers: Individuals 18+ who have been laid off from their job through no fault of their own and are unlikely to return to the same type of job or industry.
- Youth: Individuals 14-24 who are basic skills deficient and have another barrier to their education or employment success.



# Workforce Funding

	2017	2018	Change	2019	Change	2020	Change	2021	Change	2022	Change
National	\$ 2,930,691,000	\$ 2,999,321,000	2.3%	\$ 3,002,917,000	0.1%	\$ 3,089,873,000	2.9%	\$ 3,118,725,000	0.9%	\$ 3,118,725,000	0.0%
Georgia	\$ 90,126,496	\$ 90,813,833	0.8%	\$ 83,886,868	-7.6%	\$ 78,268,354	-6.7%	\$ 70,927,292	-9.4%	\$ 63,834,563	-10.0%
Locals	\$ 72,978,889	\$ 67,082,538	-8.1%	\$ 61,681,042	-8.1%	\$ 57,310,294	-7.1%	\$ 51,933,357	-9.4%	TBD	
ARWDB	\$ 11,873,591	\$ 10,430,592	-12.2%	\$ 10,557,414	1.2%	\$ 8,817,675	-16.5%	\$ 8,195,721	-7.1%	TBD	

## Allocation Formula:

- 1/3 on relative number of unemployed
- 1/3 on relative number of excess unemployed (number of unemployed in excess of 4.5 percent of labor force), and
- 1/3 on relative number of economically disadvantaged youth/adults (Youth/Adult), or number of people unemployed longer than 15 weeks (DW)



# Leadership – LEO Board



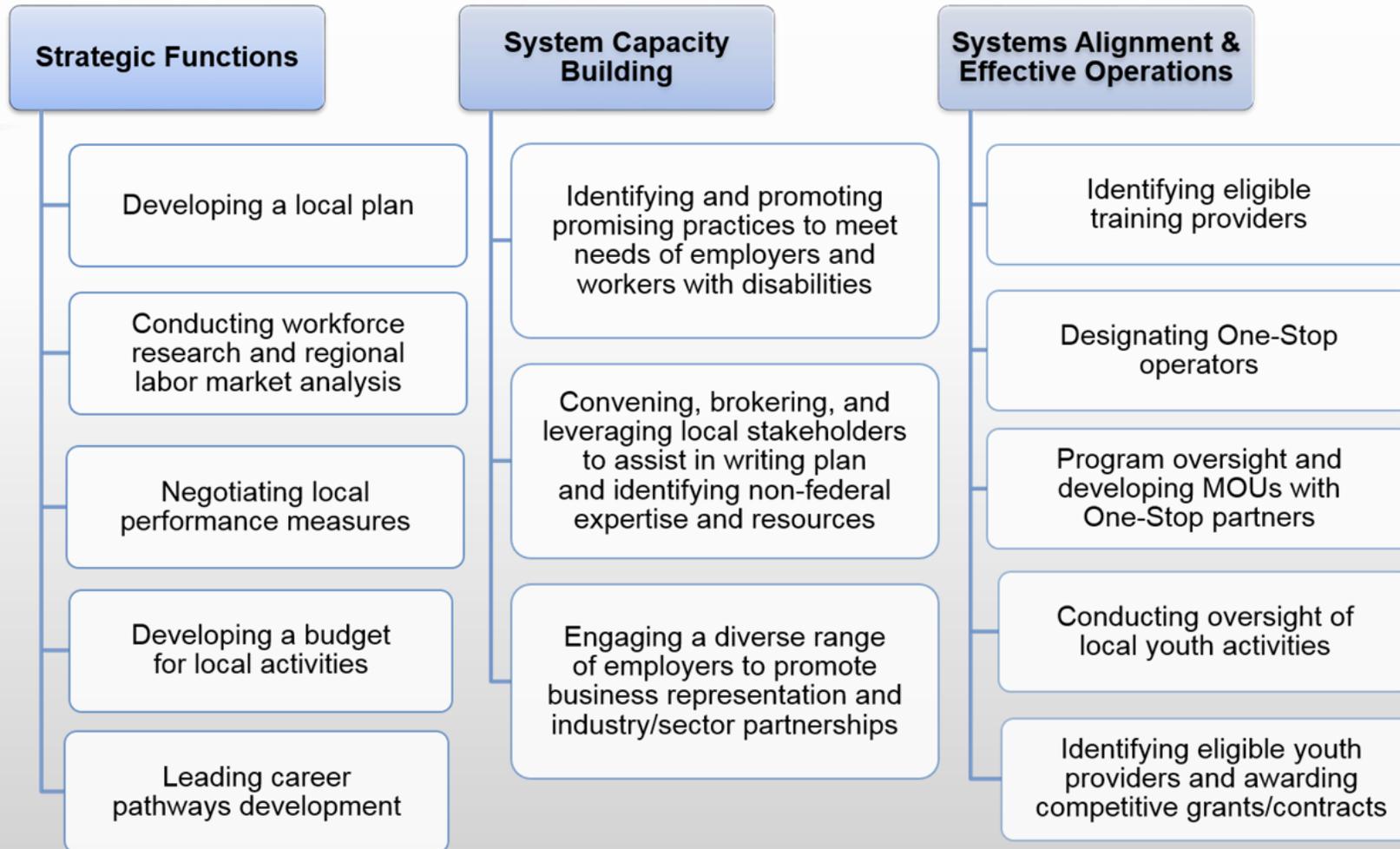
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- In those Local Workforce Development Areas comprised of more than one county or municipality, there may exist a Local Elected Officials Board, which shall be comprised of the mayors and county commission chairpersons within the designated local workforce development area.
  - A CLEO shall be appointed or elected by the LEO Board.
  - A CLEO's term shall run concurrent with the term set by his or her respective elected office.
  - A CLEO/LEO Board may appoint a Fiscal Agent to administer the WIOA funds for a Local Workforce Development Area.
  - A CLEO/LEO Board develops a process for sharing of liability with respect to the misuse of WIOA funds.
  - A CLEO/LEO Board establishes a local workforce development board appointment process.

# Leadership – LWDB

- 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



# Leadership – LWDB Roles and Responsibilities



# Leadership – ARWDB Goals

- Provide strategic and operational oversight in collaboration with the required and additional partners and workforce stakeholders to help develop a comprehensive and high-quality workforce development system in the local area and larger planning region;
  - Assist in the achievement of the state’s strategic and operational vision and goals as outlined in the Unified State Plan or Combined State Plan; and
  - Maximize and continue to improve the quality of services, customer satisfaction, and effectiveness of the services provided.
- ❖ 19 points of action specified for ARWDB to conduct in agreement with the CLEO

# Leadership – ARWDB Expectations

- Come well-prepared to meetings.
- Join at least one standing committee of the board.
- Notify the ARWDB Chair or staff when unable to attend meetings.
- Do not send a representative; actively participate through meeting attendance, questioning, advice, and advocacy.
- Act and vote on behalf of the broad mission and long-term interests of the Board, but not based on the interest of a single constituency.
- Avoid conflicts of interest, but if they are unavoidable, disclose conflicts and follow policies for removing oneself from a discussion and/or vote.
- Respect the confidentiality of Board deliberations and information provided to the Board.
- Understand and observe the respective roles and responsibilities of the Board and the Local Elected Officials.
- Take advantage of opportunities to become more educated about the Atlanta Regional Workforce Development Board and its environment.

# Local Workforce Plan – 2020 to 2023

- Workforce Plan for ARWDB Area – 7 counties
- Provides guidance and direction for workforce service delivery
- Directs the investment of \$12-15 million annually
- The goals of the ARWDB include the following:
  - Ensure Atlanta region **employers have a trained workforce** and labor market services to make us more competitive in the global economy, and to maximize economic development opportunities for the Atlanta region.
  - Ensure Atlanta region **residents have access to high-quality labor market information, quality training, and employment services** to facilitate finding jobs or obtaining better jobs in the local economy.
  - Ensure Atlanta region **residents have access to** literacy, basic education, and basic workplace skills necessary for **educational and career advancement**.
  - Be recognized by customers and stakeholders as a **responsive and effective workforce system**.

# Regional Workforce Plan – 2020 to 2023

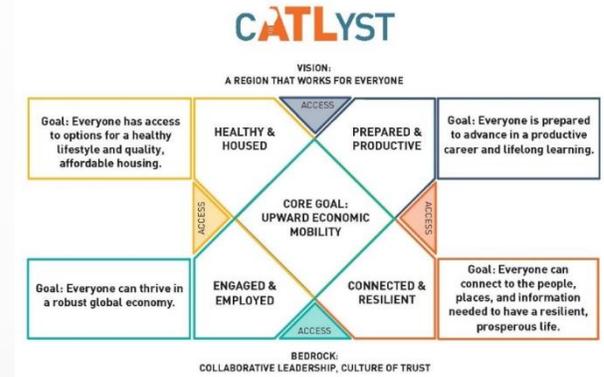
- Workforce Plan for Region 3 encompassing 10-counties, 5 LWDAs
- Support **regional innovation and integration** activities implemented at the local level.
- Foster meaningful and **targeted relationships with key partners** in the business, education, training, and credentialing communities to better serve 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”.
- **Coordinate employer engagement and business services** across the region and foster strong relationships with employers to find the talent they need.
- **Improve economic mobility** in the region by collaborating to reduce racial, socioeconomic, and other inequities in workforce outcomes.

# Regional Coordination



- Regional Workforce Plan
- Metro Atlanta Industry Partnerships
- Systems Change for Economic Mobility
- Metro Atlanta Exchange for Workforce Solutions
- Equity@Work
- Monthly Directors Meetings
- Regional Outreach Campaign
- ATLworks.org

# ARC Program Integration



## WIOA is designed to:

- Help job seekers access employment, education, training, and support services to succeed in the labor market
- Match employers with the skilled workers they need to compete in the global economy

## Competitive Economy Goals:

- Building the region as a globally recognized hub of technology and innovation
- Developing a highly desired workforce, able to meet the needs of 21st Century employers

## Prepared and Productive Priorities:

- Continue to expand the region's involvement in sector partnerships & programming
- Address gaps in education, workforce development, and social support offerings
- Establish a collective impact approach to re-engage disconnected workers

# ARC Year In Review



Nicole Scruggs

## JOB SEEKER SUCCESS STORY

It has taken a while for Nicole Scruggs to live her lifelong dream of working as a registered nurse. Now 47 years of age, Nicole completed an associate degree in nursing in 2019 and now works at the emergency observation unit at Northeast Georgia Medical Center in Gainesville.

Thanks to funding through the federal Workforce Innovation and Opportunity Act (WIOA), Nicole was able to complete a two-year program in nursing at Gwinnett Technical College. WIOA covered tuition for four semesters of school, books, materials for her labs, her uniform, “everything,” she says.

WIOA, which helps eligible job seekers access employment, education, and training, also paid for her RN licensing NCLEX exam and prepared her for her current job. It also provided an allowance for gas mileage and food.

“The associate degree challenged me,” Nicole says. “It changed me. Now I know that I’m able to take on any challenge.”

Nicole says the nursing program gave her the foundation and technical skills to do what she needs to do at work every day. She is now halfway through her bachelor’s in nursing so she can take on leadership roles.

Before being able to attend nursing school, Nicole worked as a bill reviewer for an insurance company. When she got laid off, she saw this as an opportunity to go to school to pursue her dream. WIOA made this financially possible, and she’s now living her dream.

“Sometimes I have to stop and say ‘Oh my goodness, I’m a nurse,’” Nicole quips.

Number Served by County					
County	Adult	Dislocated Worker	Youth	Total	Employers
Cherokee	37	16	44	97	15
Clayton	298	49	164	511	31
Douglas	82	21	73	176	18
Fayette	43	12	16	71	6
Gwinnett	476	182	173	831	75
Henry	119	31	55	205	25
Rockdale	103	24	30	157	8
Other (in-state)	162	22	13	197	253 **
Other (out of state)					56***
<b>Total</b>	<b>1320</b>	<b>357</b>	<b>568</b>	<b>2245</b>	<b>487</b>

\*\* Number of employers in other counties in Georgia hiring WIOA trainees

\*\*\* Number of employers in other states hiring WIOA trainees



Prepared by  
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# ARC Year In Review



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***Thank You***

Converting your business from Good to Great.

Metro Atlanta

 **WORK  
SOURCE  
GEORGIA**

Connecting Talent with Opportunity