

ACTION ITEM
Local Workforce Plan Two-Year Modification
January 1, 2023 – December 31, 2024

Section 108(a) of WIOA and regulations at 20 CFR 679.550 require Local Boards to submit a Local Plan to the State. In addition, WIOA Section 107(d)(11)(B) requires Local Boards to review applications for WIOA title II funds and make recommendation to the State eligible agency to promote alignment with the Local Plan.

This modification to the Regional Plan is a two-year action plan to develop, align and integrate service delivery strategies and resources among the multiple local workforce development areas in a given region. Regions are identified by the State, according to the requirements of WIOA Section 106(a) and 20 CFR 679.510, in order to align workforce development activities and resources with larger regional economic development areas and available resources. The Regional Plan must be consistent with the vision and goals of the State Plan. The substance of the Regional Plan is described at WIOA Section 106(c)(2) and 20 CFR 679.510.

The modification of the local Workforce Services Plan is critical to having a comprehensive plan consistent with the State Workforce Investment Plan that is submitted to the United States Department of Labor (USDOL). All current local Workforce Service Plans are due to CareerSource Florida no later than October 3, 2022.

This is a requirement and is necessary to update/modify on an ongoing basis (as determined by CareerSource Florida) to align with the new goals, processes and procedures put into place in each workforce region.

FOR CONSIDERATION

Approval of this plan by the Chief Elected Officials in both Pasco and Hernando counties. The plan is due to CareerSource Florida no later than October 3, 2022.

August 2022 Overview of WIOA Local Workforce Plan

Approximately every two years, Local Workforce Development Boards (LWDBs) are required to re-submit a Local Plan to the State. This year the plan will be submitted to the Department of Economic Opportunity (DEO). They are responsible for review of each region's plan and ensuring the plans are consistent with the vision and goals of the State Plan. WIOA requires each local workforce development board (LWDB), in partnership with the appropriate chief local elected official(s), to develop and submit a comprehensive four-year local plan to the state.

A Regional Plan is a four-year action plan to develop, align and integrate service delivery strategies and resources among the multiple local workforce development areas in a given region. Regions are identified by the State, according to the requirements of WIOA Section 106(a) and 20 CFR 679.510, in order to align workforce development activities and resources with larger regional economic development areas and available resources. The substance of the Regional Plan is described at WIOA Section 106(c)(2) and 20 CFR 679.510. All local plans must be submitted no later than 5:00 p.m. (EDT) on Monday, October 3, 2022. Please note, the local plan and all attachments must be submitted in a searchable PDF format that is Americans with Disabilities Act compliant.

Additionally, local plans must be modified at the end of the first two-year period of the four-year local plan to reflect changes in labor market and economic conditions and other factors affecting the implementation of the local plan. Federal regulations require states and LWDBs to regularly revisit and recalibrate state plan strategies in response to changing economic conditions and workforce needs of the state (20 Code of Federal Regulations (CFR) 676.135).

WIOA emphasizes the importance of collaboration and transparency in the development and submission of local plans. LWDBs provide leadership, and should seek broad stakeholder involvement, in the development of their local plan. Chief local elected officials, LWDB members, core program partners, mandatory one-stop career center partners, and local economic development entities are an integral part of the planning process. WIOA encourages an enhanced, integrated system by including core programs in its planning and performance requirements. Affected entities and the public must have an opportunity to provide input in the development of the plan. LWDBs must make the plan available electronically and in open meetings to ensure transparency to the public.

In accordance with WIOA, LWDBs are required to provide notice to the public and post a draft of the Local Plan for fourteen to thirty days. PHWB staff posted a legal ad in the local newspapers in addition to posting at: www.careersourcepascohernando.com. The Plan was on the website from July 18, 2022 and was taken down on August 1, 2022. PHWB received no public comments.

On August 18, 2022 the Plan will be submitted to the Executive Committee to approve the Plan and allow staff to submit to the Board of County Commissioners (BOCC) for final approval.

For this submission, PHWB will target seven sectors. This year's targeted sectors are Healthcare, Construction, Manufacturing, Retail Trade, Transportation & Warehousing, Finance and Information Technology.

For the purpose of determining subsequent local workforce development area designation, the term “**performed successfully**” means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and that the local area has not failed the same measure for the last two consecutive program years.

Sustained Fiscal Integrity for all program years means the Secretary of the United States Department of Labor has not made a formal determination that either the grant recipient or the administrative entity of the area misspent funds due to willful disregard of the requirements of the provision involved, gross negligence or failure to comply with accepted standards of administration for the two-year period preceding the determination.

CareerSource Pasco Hernando has both performed successfully (met or exceeded state performance goals) and sustained Fiscal Integrity (no findings by both internal and external auditors).

In 2021, the Florida Legislature unanimously passed the Reimagine Education and Career Help (REACH) Act which further codifies the intent of WIOA in Florida law. The REACH Act increases collaboration among key state-level partners, CareerSource Florida, the Department of Economic Opportunity, the Department of Education, and the Department of Children and Families to improve access to workforce programs for all Floridians, increase accountability by focusing on outcomes, and ensure alignment of the workforce system to the needs of Florida employers.

With the passing of the REACH Act, modifications were made to the Plan. Those changes are identified below.

Changes to Plan

INTRODUCTION

Changes allowed LWDBs to post local plans for public comment for a minimum of 14 days and a maximum of 30 days. In the past, 30 days was mandatory.

Plan Submission

The biggest change is that the plan must be submitted in a searchable PDF that is ADA Compliant.

Attachments

All attachments are now in one section of the plan instead of scattered throughout. LWDBs may also insert links to the attachments rather than adding additional pages to the plan.

Plan approval

Everything related to plan approval is now in one section. DEO will review plan using checklist that aligns with requirements. In past DEO and CSFL reviewed together. Now DEO is responsible for making a recommendation to CSFL. DEO will advise local boards, in writing, of any deficiencies in the local plan modification. The local plan will be considered to be approved upon written notice by DEO unless there are deficiencies in workforce investment activities that have been identified through audits, and the local area has not made acceptable progress in implementing plans to address the deficiencies; the local plan does not comply with applicable provisions of WIOA and the WIOA regulations, including the required consultations and public comment provisions, and the nondiscrimination requirements of 20 CFR Part 38; or the local plan does not align with the state plan, including with regard to the alignment of the core programs to support the strategy identified in the state plan in accordance with WIOA § 102(b)(1)(E) and 20 CFR 676.105.

All plans and questions must now be sent to DEO at WIOA-LocalPlans@DEO.MyFlorida.com. In the past these were sent to CSFL

Organizational structure

1. Chief Elected Officials – removed attachment to attachment section
2. Local Workforce Development Board
 - c. added the word members
 - d. changed describe how the board “convened” and that they are providing input; working with stakeholders locally and they are providing feedback

Local Grant Subrecipient (local fiscal agent or administrative entity)

Updated to who receives

- a. funding – PHWB is the administrative entity
- b. staff are PHWB employees

One-Stop Operator and One-Stop Career Centers

This section was formerly called one-stop system.

It is now required to provide the name of the entity selected as the One Stop Operator (OSO) and the effective date of the contract.

It is now required to provide address and type of access point (comprehensive, specialized center or affiliate site) for all One Stop Career Centers. Another requirement added to this modification is that each comprehensive One Stop Center must be open to walk in customers no less than 8 hours per day. Section g was updated to require how access to all required partners is provided (co-located, electronic, referral) as well as to optional partners.

Provider of Workforce Services

Changes in sections a-d, workforce and career services are used interchangeably.

- a. Updated –name of entity/entities selected to provide workforce services (this does not include training services)
- b. Updated – what OSO does
- c. What career services are provided.
- d. If Board is Direct Provider of Services, provide last date of approval

(6) Youth Service Provider

- a. Name of chosen Youth Service Provider, was provider competitively procured and the term of contract.

- b. Describe competitive procurement process
- c. Any additional criteria youth providers are best positioned to deliver program elements
- d. Substantial change – what Provider provides all 14 elements (Eckerd provides all 14)

Analysis of needs and available resources – no changes to this section

Local Workforce Development Board Strategic Vision and Goals

Clarified information – include goals – no substantial changes

What are our goals and vision as described in WIOA 116(b)(2)(A) (20 CFR 679.560(a)(5)). Describe our strategies.

Description of Strategies and Program Services

1. No change to A and B
2. Slight modification - Describe and assess the type and availability of adult and dislocated worker employment and training activities in the local area (WIOA §108(b)(7) and 20 CFR 679.560(b)(6)). This must include a description of local policies and procedures for individualized career and training services in the Adult program to give priority to veterans, recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
3. previously in another section under program services – just slightly modified and CFR added
4. d. slight modification - added language - or in another area to which a participant is willing to relocate (WIOA §134(c)(3)(G)(iii)). Previously under description of program services and is now listed independently in the 2022 plan modification.
5. Youth workforce investment activities – previously found in analysis of need and available resources. Inclusion of CareerSource [Florida Administrative Policy 095 – WIOA Youth Program Eligibility](#).
6. Updated to include - Define the term “requires additional assistance to complete an educational program or to obtain or retain employment” and describe the circumstance(s) or other criteria the LWDB will use to qualify a youth under this eligibility barrier (20
7. Self-Sufficiency definition – under workforce vision and strategic goals previously – additional wording. In previous iteration describe the definition of “self-sufficiency” used by your local area is now broken down to include a, adults and b, dislocated workers.

New addition - If self-sufficiency is defined differently for other programs or populations served in the local area, describe the definition of “self-sufficiency” used for those programs as well. NOTE: if the local area utilizes a self-sufficiency definition that exceeds 250% of the Lower Living Standard Income Level (LLSIL) or LLSIL wage rate, the description must include the rationale/methodology used by the local area to determine the local area’s self-sufficiency standard.

Supportive Services and Needs-Related Payments:

New requirement – describe support services and needs-related payments and limits and levels for this region – policy 109

Individuals with Disabilities:

No change – previously under workforce vision and strategic goals.

Linkage with Unemployment Insurance (referred to as Reemployment Assistance in Florida) programs:

No change – previously under workforce vision and strategic goals 2020

Highest Quality of Services to Veterans and Covered Persons: Describe the LWDB’s strategies and policies for providing veterans and covered persons with the highest quality of service at every phase of services offered. Policies must be implemented to ensure eligible veterans and covered persons are aware of their entitlement to priority of service, the full array of programs and services available to them, and applicable eligibility requirements for those programs and/or services.

Mention of policies and procedures aimed at Priority of Service for Veterans under Programs and services and modified the above section.

Entities Carrying Out Core Programs

No change – in 2020 a, b and c were all combined but no change to requirement.

Employer Engagement

No change to a and b but added “such strategies and services may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers. These initiatives must support the strategies described above”.

Enhancing Apprenticeships

No change

DESCRIPTION OF THE LOCAL ONE-STOP DELIVERY SYSTEM

General System Description: Describe the one-stop delivery system in your local area, including the roles and resource contributions of one-stop partners (WIOA §108(b)(6)).

No change other than there was a subsection c in 2020 instructions but is not included in 2022 instructions

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Customer Access: Describe actions taken by the LWDB to promote maximum integration of service delivery through the one-stop delivery system for both business customers and job seekers.

Integration of Services

No change

Sub-grants and Contracts: Describe the competitive process used by the LWDB to award sub-grants and contracts in the local area for WIOA-funded activities (WIOA §108(b)(16)).

New requirement

Service Provider Continuous Improvement

In 2020, this was listed as System Improvement – no other changes

COORDINATION OF SERVICES

Coordination of Programs/Partners

No change

Coordination with Economic Development Activities: Describe the strategies and services that are used in the local area to better coordinate workforce development programs and economic development (20 CFR 679.560(b)(3)(iii)). Include an examination of how the LWDB will coordinate local workforce investment activities with local economic development activities that are carried out in the local area and how the LWDB will promote entrepreneurial skills training and microenterprise services (WIOA §108(b)(5) and 20 CFR 679.550(b)(4)).

No change – slight change to wording

Coordination with Rapid Response: Describe how the LWDB coordinates workforce investment activities carried out in the local area with statewide rapid response and layoff aversion activities (WIOA §108(b)(8) and 20 CFR 679.560(b)(7)). The description must include how the LWDB implements the requirements in CareerSource Florida Strategic Policy 2021.06.09.A.2. – Rapid Response and Layoff Aversion System and CareerSource Florida Administrative Policy 114 – Rapid Response Program Administration.

New requirement

Industry Partnerships

No change prev. found under description of program services

Coordination with Relevant Secondary and Postsecondary Educations: Describe how the LWDB coordinates relevant secondary and postsecondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services (WIOA §108(b)(10) and 20 CFR 679.560(b)(9)).

Modified name – was previously under Coordination of Education and Workforce Investment Activities - no change to requirement

Coordination of Transportation and Other Supportive Services: Describe how the LWDB coordinates WIOA Title I workforce investment activities with the provision of transportation assistance, including public transportation, and other appropriate supportive services in the local area (WIOA §108(b)(11) and 20 CFR 679.560(b)(10)).

No change other than mentioning WIOA Title 1.

Coordination of Wagner-Peyser Services

No change

Coordination of Adult Education and Literacy

No change

Reduction of Welfare Dependency: Describe how the local board coordinates workforce investment activities to reduce welfare dependency, particularly how services are delivered to TANF/Welfare Transition and Supplemental Nutrition Assistance Program (SNAP) Employment & Training (E&T) participants, to help individuals become self-sufficient. This description must include strategies and services that will be used in the local area to support co-enrollment of Welfare Transition and SNAP E&T participants into other workforce development programs. 20 CFR 675.100(h) and 20 CFR 680.620

No change but additional wording (highlighted)

PERFORMANCE & EFFECTIVENESS

The local workforce plan must include: all new requirements below. Did not exist in 2020 Planning Instructions.

(1) The local levels of performance negotiated with the Governor and CLEO(s) with WIOA section 116(c), to be used to measure the performance of the local area and to be used by the LWDB for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I Subtitle B, and the one-stop delivery system in the local area. (WIOA §108(b)(17) and 20 CFR 679.560(16)(b))

(2) Describe the actions the local board will take toward becoming or remaining a high-performing board, consistent with the factors developed by the state board pursuant to section 101(d)(6) of WIOA.

(3) Describe how the LWDB considered feedback from one-stop career center customers when evaluating the effectiveness of its one-stop career centers.

END OF LOCAL PLAN INSTRUCTIONS