

# Summary: WIOA Plan

## Upper Peninsula Michigan Works!

The Workforce Innovation & Opportunity Act (WIOA) is the primary workforce legislation for the United States. This legislation supports employer relationships that drive workforce preparation, implemented through robust partnerships. It emphasizes regional collaboration and planning, and therefore requires that a comprehensive plan be developed across regions, incorporating input from all stakeholders. This plan combines the required regional plan with the local plan that each Workforce Development Board (WDB) must develop. Together, they comprise the WIOA Plan, which reflects the strategies, goals, and activities of numerous partners in Michigan's Upper Peninsula.

The process for creating this plan involved representation from all WIOA partners and began with the Upper Peninsula Michigan Works! Strategic Plan. Input sessions were held in population hubs throughout the region, where partners from economic development, secondary and postsecondary education, and community resources were invited to share their ideas regarding workforce development services provided by UPMW!. The resulting Strategic Plan was then expanded to incorporate strategies appropriate for the workforce system as a whole. In addition, a survey was sent to board members and other partners for feedback.

The strategies identified during this process are shared in this summary under four primary categories, which the UPMW! will use for ongoing strategic planning purposes, as well as tracking and reporting: Training, Employer Services, Program Coordination, and Data Management.

## Training

The workforce system in the Upper Peninsula prioritizes training of all types, in order to increase skill sets of the local workforce. This includes basic and secondary academic skills, occupation-specific skills, and employability skills that apply to all jobs (also known as "soft skills"). Numerous partner training institutions provide this training, such as Adult Education, Career and Technical Education, and Postsecondary education. In addition, local employers provide on-the-job training, and partner with education to institute apprenticeship models.

Specific Training strategies identified in the plan include:

- Improve the region's credential attainment rate.
- Offer Soft Skills trainings through American Job Centers to participants, partners, and local employers.
- Expand Integrated Education and Training – a co-enrollment approach that combines Adult Education with occupational training in an in-demand career.
- Increase the number of WIOA-approved training programs.
- Increase use of USDOL Registered Apprenticeships.
- Leverage the Career and Education Advisory Council to enhance partnerships across private sector, workforce development, and education.
- Increase resources to support workforce training, especially for incumbent workers.

## Employer Services

As a demand-driven system, employer needs are paramount. When we know what employers need, we can best prepare job seekers and youth. Specific strategies identified in the plan regarding employer services include:

- Certify all employer services staff in the Business Solutions Professional model to enable a common framework for employer engagement.
- Continue close partnerships with economic development to identify employer needs, leverage resources, and increase capacity.
- Develop and maintain connections with partner programs that offer services beyond workforce development, such as SBDC, PTAC, MMTC, and more.
- Expand the Business Resource Network, UpLift.
- Increase career awareness through collaborative activities with local schools, such as Talent Tours and Career Expos.
- Utilize sector-based approaches to connect employers with common workforce needs.

## Program Coordination

Programs and services provided by all partners must be coordinated to reduce duplication and achieve common goals. Specific strategies identified in the plan regarding program coordination include:

- Increase co-enrollment among WIOA programs and partner services, including Adult Education, Vocational Rehabilitation (MRS and BSBP), Veterans Services, and Jobs for Michigan's Graduates.
- Ensure strong relationships with community resource providers to help participants overcome barriers to employment.
- Leverage customer traffic in American Job Centers to increase enrollment in all WIOA programs.
- Identify career pathways for in-demand occupations.
- Increase access to services for all programs, including virtual services.

## Data Management

Programs and services should be data-driven, responding to anticipated trends and managing performance. The WIOA Plan presents an analysis of Labor Market Data and Economic Conditions. This analysis identifies, among many other projections, the top growth occupations as Production, Transportation and Material Moving, Business and Financial Operations, and Personal Care and Service. The analysis also identifies steady population decline and the widespread geography as significant factors in strategy development for the workforce system.

In addition to reviewing labor market data, the workforce system must strive for continuous improvement using data as a guide. Partners must share information wherever possible to ensure thorough understanding of target customers and service design.

## Other

Other aspects of the WIOA Plan include descriptions of the existing workforce development system, administrative cost arrangements among partners, program performance goals, priority of service for veterans and eligible spouses, and use of direct delivery in lieu of subcontracts.

## Link to Full Plan

Below is the link to view the entire plan. Please send any comments or feedback to:

[mwjob@upmichiganworks.org](mailto:mwjob@upmichiganworks.org)

### **Link to full plan:**

<https://upmichiganworks.sharepoint.com/sites/office/OfficePrivate/Forms/AllItems.aspx?viewid=e3563e5d%2D9be8%2D46b8%2Da491%2D94d90250f6b1&id=%2Fsites%2Foffice%2FOfficePrivate%2FBoards%2F5FLEO%20and%20Workforce%2FUPMW%20Workforce%20Development%20Board%2F2020%20Meetings%2FUPMW%202020%2D2023%20WIOA%20Combined%20Regional%20and%20Local%20Plan>

I will also send the link via a separate email – this link will allow you to access the document for viewing on our SharePoint site. If you have any issues accessing, please contact Tracy Roberts:

[troberts@upmichiganworks.org](mailto:troberts@upmichiganworks.org)