



U.S. DEPARTMENT OF LABOR

ETA VISION 2030

REGIONAL CONVENING

NOVEMBER 14-15, 2023

Follow the Money: Funding Flexibilities and Braiding Funds



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South Delta Planning and
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Partnership

Follow the Money- Funding Flexibilities and Braiding Funds

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- ❑ **Welcome**
- ❑ **Introduction of Presenters**
- ❑ **Session Overview**

Session Presenters

- Ms. Adrienne Young – US Department of Labor, ETA
- Ms. Anita Harvey – US Department of Labor, ETA
- Ms. Chelsea Mates – Michigan Department of Labor, Office of Employment & Training, Workforce Development
- Mr. Zach Nickerson – South Carolina Department of Employment & Workforce
- Mr. James Miller – Mississippi Community College Board
- Ms. Mitzi Woods – South Delta Planning & Development District
- Honorable Errick Simmons – City of Greenville, MS
- Mr. George Wright – Chicago Cook Workforce Partnership

Session Overview

- Explore innovative strategies to effectively utilize available funds;
- Demystifying WIOA formula funding model;
- Discuss flexibility of allocating 15% statewide funding to local areas; and
- Overview of the concept of braiding funds, a real-world example and potential funding sources



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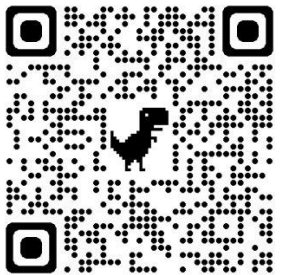


Yes, WIOA Can and Demystifying WIOA Formula Funds

Robin Fernkas and Anita Harvey

Yes, WIOA Can!

- Pursue bold and innovative actions to strengthen our workforce infrastructure, while centering equity in everything we do.
- Recognize the flexibility of, and dispel myths around perceived barriers, of WIOA.
- Together, shift how we think about WIOA – and harness the full potential of WIOA at the local, state, and federal levels to strengthen the workforce infrastructure system.



ywc.workforcegps.org

Share your WIOA innovations with DOL through the WorkforceGPS page or by scanning the QR code.

Yes, WIOA Can! Key Strategies

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Communications

Internal and external



Culture Shift

Revisiting monitoring, guidance, and compliance assistance



Technical Assistance

TA on leveraging and expanding funding



Policy and Guidance

Broadening horizons by clarifying or sharing new guidance

What we do

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Funding

Determine funding to states by statutory and administrative formula

Reports

State grantee fund utilization reports

Reallotment

Determine Dislocated Worker reallotment and recapture

State Plans

Review sub-state formula section of WIOA State Plan

Technical Assistance

Provide technical assistance on sub-state allocation formulas as required

WIOA Youth and Adult Sub-State Allocations:

*Must be allocated to local areas per
Formula or Discretionary rules*

States must choose one of
these allocation methods

**Formula Allocation:
Must be equally split**

$\frac{1}{3}$

ASU

$\frac{1}{3}$

**Excess
Unemployment**

$\frac{1}{3}$

**Disadvantaged
Adult/Youth**

Minimum percentage (stop loss) applies

**Discretionary Allocation: Ratio Split
 $\geq 70\%$ $\leq 30\%$**

**Must be split in equal parts and must
total no less than 70% of total funding**

$\frac{1}{3}$

ASU

$\frac{1}{3}$

**Excess
Unemployment**

$\frac{1}{3}$

**Disadvantaged
Adult/Youth**

Minimum percentage (stop loss) applies

+

**May be split at any ratio
using both factors but no
more than 30% of total
funding**

**Excess
Unemployment**

**Excess
Youth/Poverty**

**Minimum percentage
(stop loss) may apply**

WIOA Dislocated Worker Sub-State Allocations:

*Must be allocated to local areas per
Formula created by the Governor*

States must use the following six
data factors using the most
appropriate data available

Insured
unemployment
data

Unemployment
concentrations

Plant closing and
mass layoff data

Declining
industries
data

Farmer-
rancher
economic
hardship data

Long-term
unemployment
data

Sum of the weights of the six data factors must **add up to 100 percent**

Minimum percentage (stop loss) applies

Maximum percentage (stop gain) not required **but may apply**

Weighting a factor zero is not permitted unless a rationale is presented in
an approved State Plan

Governor's Reserve

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Youth

$\geq 85\%$
Local
Allocations

$\leq 15\%$
Governors
Reserve

Adult

$\geq 85\%$
Local
Allocations

$\leq 15\%$
Governors
Reserve

Dislocated Worker

$\geq 60\%$
Local
Allocations

$\leq 15\%$
Governors
Reserve

$\leq 25\%$
State
Rapid
Response

5% of each program allotment (~1/3 of the 15%)
can be reserved for state administrative costs, the
rest can be used on other statewide activities...

Allowable Uses of the Governor's Reserve

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Must Do (20 CFR 682.200)

- Assistance to state entities and agencies, local areas and one-stop partners related to activities in State Plan
- Training and assistance to local areas related to regional planning and industry and sector partnerships
- Information systems (ex. Accounting)
- Monitoring and oversight
- Disseminating information
- Evaluations

May Also Do

- Implement innovative programs and strategies
- Develop strategies to serve individuals with barriers or focus on non-traditional employment
- Coordinate activities with child welfare system to facilitate provision of services for eligible children and youth
- Facilitate remote access to services
- Enhance local supportive services
- Leverage business outreach efforts to raise employer awareness about apprenticeship requirements associated with infrastructure investments
- Convene all stakeholders of the workforce development system to align resources and efforts that lead to quality results for business and career seekers
- The list goes on....



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Michigan Department of Labor and Economic Opportunity, Workforce Development

Chelsea Mates

Workforce Innovation Team Manager

Required Statewide Activities

- Data and information management system maintenance and staff costs
 - New system in October 2024
- Michigan Training Connect (Eligible Training Provider List) maintenance and staff costs



TRAINING SEARCH

Choose between different methods of finding the providers and programs that meet your specific needs.

Students

Please contact a **Michigan Works! Agency** near you to find out if you qualify for training assistance.

Training Providers

To be **added** to Michigan Training Connect, you will need to complete the automated MITC application. Please click on "CREATE ACCOUNT" button in the top right of this page and select 'Training Provider' to create a new account. Once approved, you will have access to the User Guide and be able to add or modify programs.

Required Statewide Activities

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- Memorandum of Understanding with Michigan Center for Data and Analytics
 - Costs to maintain compliance with labor market information and evaluation requirements
 - Planned evaluation: Long-term outcomes for Workforce Innovation and Opportunity Act (WIOA) Title I participants
- Funding to support areas with high concentrations of WIOA eligible youth
 - Michigan provides annual funding awards
 - 7 Michigan Works! Agencies received awards for Program Year (PY) 2023
 - What can local areas do with this funding?
 - Traditional programming
 - Focus on a unique project

Required Statewide Activities

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- Capacity Building and Professional Development
 - Supporting partnerships
 - Enhancing system capacity to serve those with barriers to employment
 - Ongoing system development and proficiency
 - Professional development
 - Technical assistance



Required Statewide Activities

- Targeted industry and sector strategy initiatives
 - Sector Strategies Employer-Led Collaboratives
 - Broad industry sectors
 - Partnership mobilization
 - Recruitment and training
 - Special initiatives
 - Michigan Career Opportunity Academy for Community Health
 - ▶ Training for at least 240 Community Health Workers
 - ▶ 10 under-resourced communities
 - Michigan Rural Enhanced Access to Careers in Healthcare
 - ▶ Supports tuition and supportive services for individuals entering healthcare
 - ▶ Specific to occupations directly impacting patient care in rural communities

Optional Statewide Activities

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- Customer relationship management software support
 - Coordination and alignment of data systems to carry out requirements of the Act
- Contract for grant writing services
 - Federal, state and philanthropic grant requests to secure funding for state, regional and local level workforce development services
- Support for provision of employment services
 - Michigan's Wagner-Peyser awards:
 - PY20: + .51%
 - PY21: + .21%
 - PY22: - 3.63%
 - PY23: + 2.09%

Optional Statewide Activities

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■ Integrated Education and Training (IET)

- Adult Education providers work directly with the Michigan Works! Agencies
 - 23 Adult Education providers have one or more classroom(s) located within a service center
- Joint development, maintenance and growth of IET programs
- Participants earn a high school diploma or equivalent while receiving training



Local Example: Become a Certified Nursing Assistant (CNA)

"You can get the knowledge, skills and confidence to assist patients with health and daily living activities in a healthcare setting! The CNA program is a 98-hour program with a state approved curriculum which qualifies you to take the Michigan CNA Exam."

Optional Statewide Activities

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- Support for Registered Apprenticeship expansion
 - Apprenticeship Success Coordinators
 - Help employers effectively register, launch and report on programs
 - Focus on underrepresented populations
 - Going PRO Apprenticeships
 - Training incentives and reimbursements
 - Supportive services



Optional Statewide Activities

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- Young Professionals initiative
 - Summer to year-round
 - Direct alignment with WIOA Youth focus on work experience
 - Local flexibility
 - Braided funding



Find the career that's right for you

Services of Michigan Works! Young Professionals are designed to support eligible 14-24-year-olds with educational achievements, career exploration & guidance, job readiness and provide opportunities for skills training.



Educate



Empower

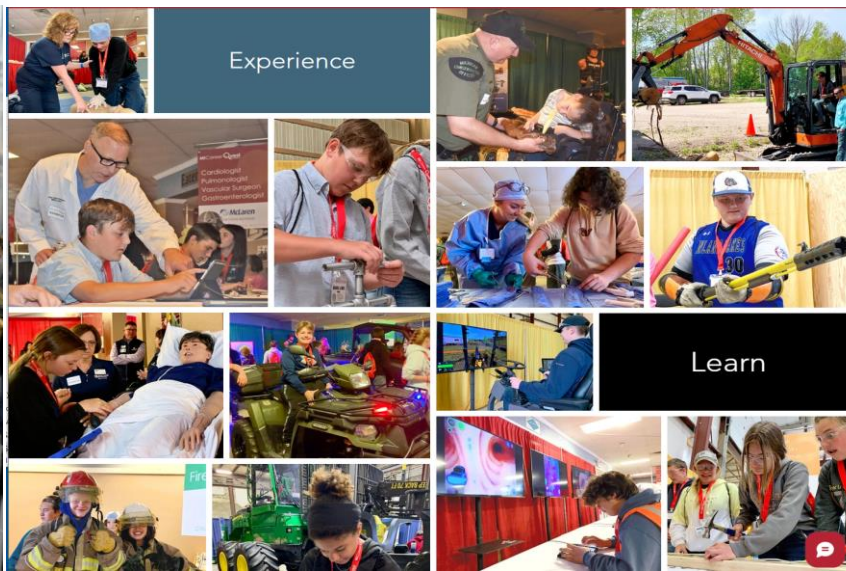


Employ

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Optional Statewide Activities

- Career Exploration and Experience Events
 - Highlight regional in-demand businesses
 - Provide an overview of the industry and occupations
 - Highlight education requirements
 - HANDS ON activities



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- ## Video 1



Optional Statewide Activities

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■ One-time awards

- Additional support for training statewide
- Pilots and demonstration grants
 - Commercial Driver's Licenses for justice-involved citizens
 - Short-term training for unemployed individuals and recipients of public assistance
 - Additional local in-demand training funding to meet 80 x '30 goal

Project Selection and Decision Making

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- Meeting job seeker and employer needs
 - Statewide
 - Local
- Elevating best practices
- Pilots and demonstrations



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Funding Flexibilities and System Collaboration

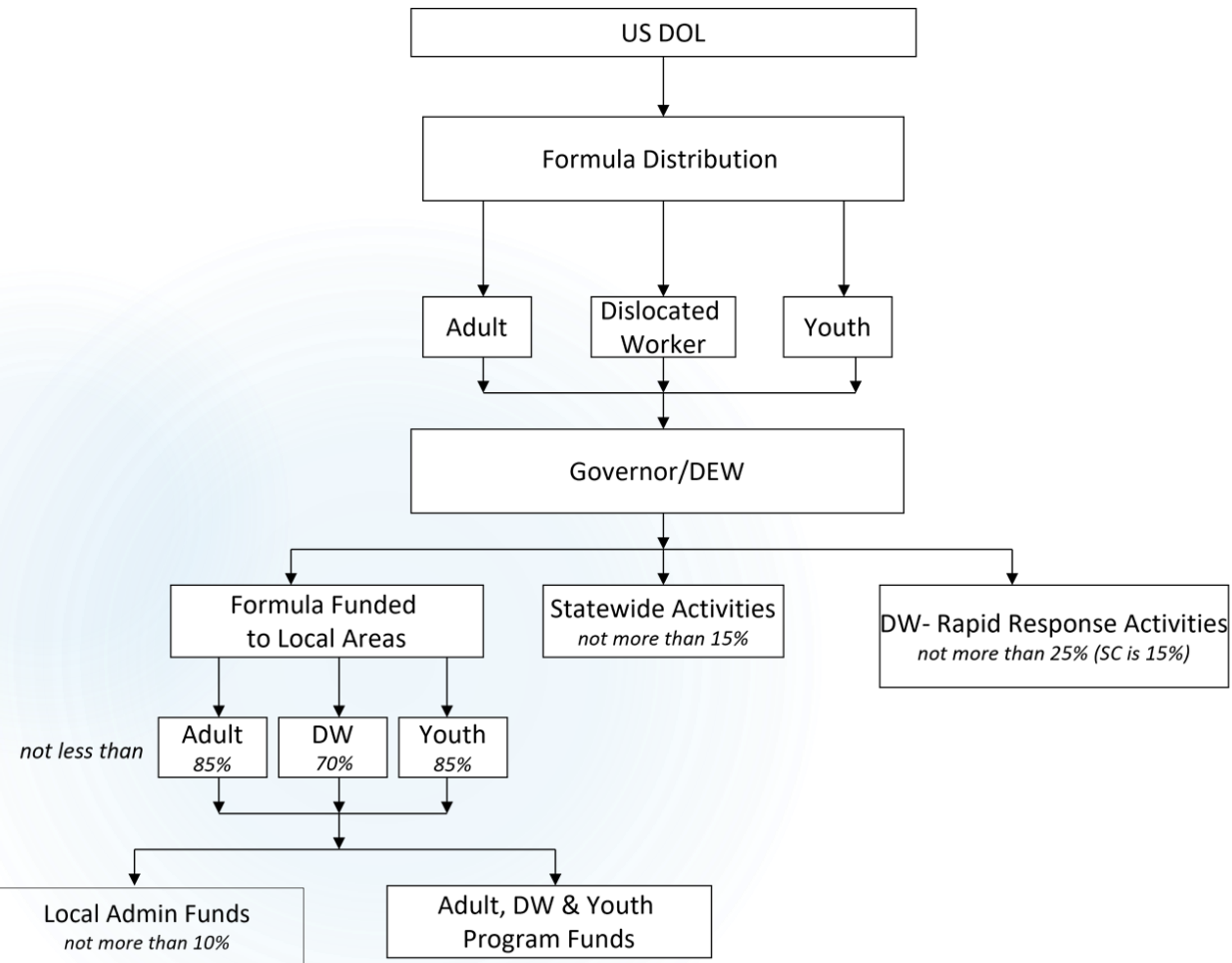
Presentation Points

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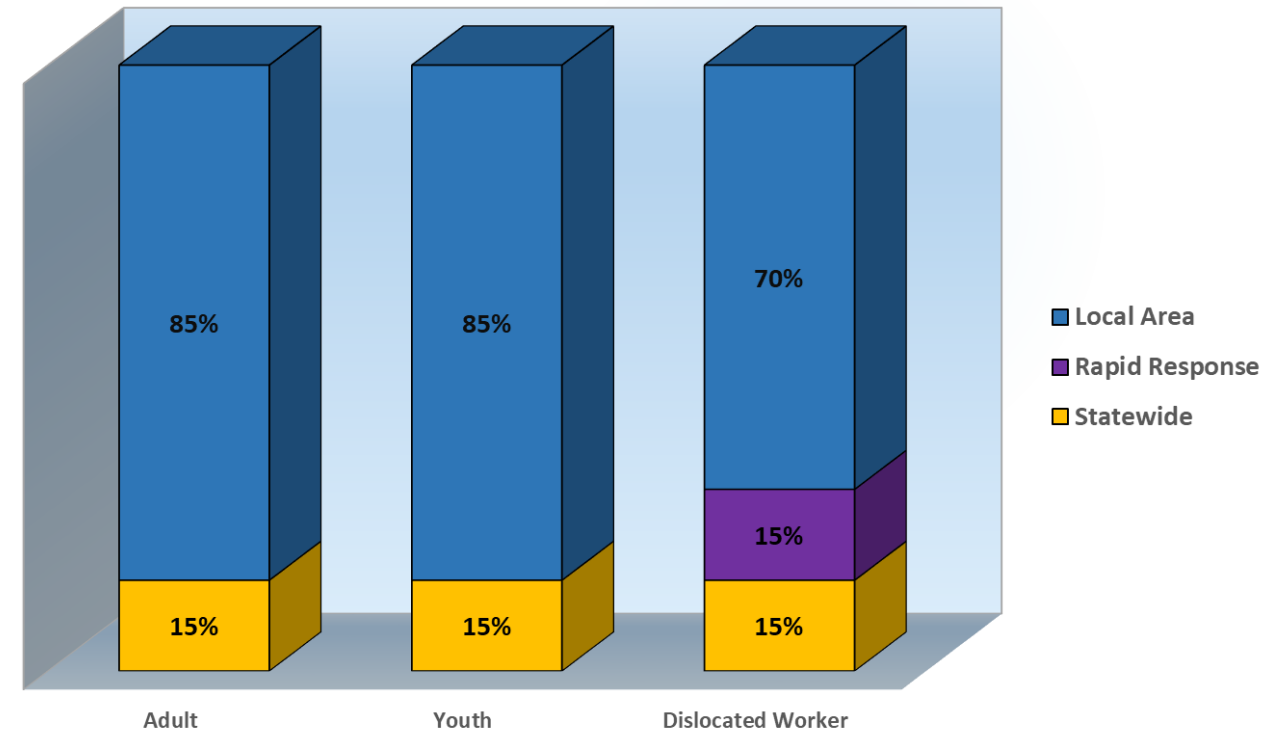
- Flow of Funding
- Rapid Response Funding Flexibilities
- Statewide Activities Funding Flexibilities
- Addressing Restrictive Policies

Flow of Funding

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State Allotments



Rapid Response Funding Flexibilities

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- 20 CFR 683.120(f)(2) provides that a State may reserve up to 25 percent of its allotted dislocated worker funds for rapid response activities described in the Workforce Innovation and Opportunity Act (WIOA) sec. 134(a)(2)(A) and 682.300 through 682.370 and allows for unobligated rapid response funds to be used to carry out statewide activities.
 - 20 CFR 682.330 identifies layoff aversion activities as described in 682.320, as applicable, as required rapid response activities.
 - 20 CFR 682.320(b) states, "Layoff aversion activities **may** include:"

Rapid Response Funding Flexibilities: Sector Partnerships Grant

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- The purpose of rapid response is to promote economic recovery and vitality by developing an ongoing, comprehensive approach to identifying, planning for, responding to layoffs and dislocations, and preventing or minimizing their impacts on workers, businesses, and communities.
 - 20 CFR 682.300(b)(4) highlights strategic planning, data gathering and analysis designed to anticipate, prepare for, and manage economic change, as a component of a successful rapid response system.
 - 20 CFR 682.320(b)(2) identifies ongoing engagement, partnership, and relationship-building activities with businesses in the community, in order to create an environment for successful layoff aversion efforts and to enable the provision of assistance to dislocated workers in obtaining reemployment as soon as possible, as an appropriate layoff aversion activity.

Rapid Response Funding Flexibilities: Sector Partnerships Grant (Continued)

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- South Carolina's Labor Force Participation Rate has trended down over the past 30 years and remains significantly below the national average.
 - The S.C. Department of Employment and Workforce (DEW) convened a task force to research and explain the deficit of participants in the workforce compared to the surplus of jobs available.
 - The Task Force commissioned two research studies in the summer of 2022 that found that the top five self-reported barriers to getting a job are:
 - Low pay
 - Gaps in employment history
 - Optimal hours not available
 - Lack of Transportation
 - Health/disabilities

Rapid Response Funding Flexibilities: Sector Partnerships Grant (Continued)

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- With employers expressing workforce as a top concern and sector partnerships as a viable rapid response funded strategy to address barriers to workforce participation, funds were allocated for the reinvigoration and/or expansion of sector partnerships.
 - Three regions, comprised of 10 local areas, applied and were awarded funding.

Statewide Activities Funding Flexibilities

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- 20 CFR 682.210 identifies specific activities, but provides flexibility for states in determining allowable activities by stating, “Allowable statewide employment and training activities **may** include:”
 - The Department of Labor has clarified this by stating, “The regulation at § 682.210 is not designed to be an exhaustive list, but more illustrative of the types of allowable statewide activities that may be provided with these funds.”
- Some of the identified allowable activities are:
 - (c) Developing strategies for serving individuals with barriers to employment, and for coordinating programs and services among one-stop partners; and
 - (h) Supporting the provision of career services in the one-stop delivery system in the State as described in 20 CFR 678.430 of this chapter and WIOA secs.129(b)(2)(C) and 134(c)(2).

Statewide Activities Funding Flexibilities: Secret Shopper Initiative

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- The vision for the American Job Center (AJC) network (which includes SC Works centers) reflects the long-standing and ongoing work of dedicated workforce professionals to align a wide range of publicly or privately funded education, employment, and training programs, while also providing high-quality customer service to all job seekers, workers, and businesses.
- In this vein, funding was allotted for a secret shopper initiative with the intent of:
 - Capturing jobseeker and employer feedback; and
 - Identifying opportunities for continuous improvement.

Statewide Activities Funding Flexibilities: Discretionary Grants to Local Areas

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■ SC Works Center Signage Refresh Grants

- A result of the secret shopper initiative and continuous improvement efforts.
- In an effort to ensure local areas have appropriate resources to adhere to the expectation of clear, prominent, and unambiguous signage to effectively promote SC Works and ensure that customers can easily locate centers in their community.

■ Engage, Build, and Serve Grants

- While the workforce system is actively researching and implementing cost-effective service models, there is a pressing need for local areas to deploy innovative outreach, business engagement, and career service strategies to build strong regional economies, especially in rural areas.

Statewide Activities Funding Flexibilities: Discretionary Grants to LWDA's (Continued)

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- Funding was allocated to:
 - advance business engagement;
 - sector partnerships;
 - community and participant outreach; and
 - comprehensive career and training services, with an emphasis on Work-Based Learning (WBL) and rural employment strategies.
- While formula funds to local areas have limitations on funding amounts for certain training activities, like Transitional Jobs and Incumbent Worker Training, statewide activities funding does not.

Addressing Restrictive Policies

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- Understanding the flexibilities of WIOA funding, it is imperative that service delivery models are implemented that take full advantage of all available resources.
- In alignment with Yes, WIOA Can!, to promote collaboration, partnership, innovation, and the effective braiding of funds, state and local boards should review and revise policy that directly and/or indirectly hinders said activity.

Addressing Restrictive Policies: Participant Cost Rate (PCR) Policy

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- On September 28, 2017 the State Workforce Development Board (SWDB) approved the WIOA PCR policy. The policy required local areas to spend 30% of their combined local Adult and Dislocated Worker program expenditures, including Rapid Response for additional assistance funds, on participant costs.
- The PCR calculation includes expenditures for all types of training, basic skills upgrading and General Educational Development Test (GED) preparation, supportive services necessary (and not otherwise available) to enable an individual to participate in WIOA activities, assessments, testing, and WBL wages and/or stipends.

Addressing Restrictive Policies: Participant Cost Rate Policy (Continued)

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- The original intent of the policy was to set a benchmark for participant expenditures to more effectively focus federal resources on talent development and meeting employer needs.
- There are multiple factors that made it difficult for local areas to meet the expected rate. One factor that relates here is that WIOA is a secondary resource for training and supportive services.
- The abundance of other resources available to pay for training and supportive services among partners and additional grant funding opportunities, made it difficult for local areas to expend their dollars.

Addressing Restrictive Policies: Participant Cost Rate Policy (Continued)

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- On June 28, 2023, the SWDB voted to revise the calculation to include salaries, fringe and indirect costs of staff working directly with participants.
- By including the salaries, fringe benefits and indirect costs of staff working directly with participants:
 - The calculation still evaluates expenses on participants, but includes the staffing necessary for the delivery of participant services.
 - This change encourages local areas to:
 - Use their WIOA Title I formula dollars to staff appropriately for direct services to participants;
 - Apply for additional grants being made available to the workforce system; and
 - More effectively partner with entities that provide supportive services and/or training that aligns with participants' needs.



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Braided Funds – What is it?

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■ What is it?

- Multiple independent funding streams coming together to fund a single project
- Each “strand” never loses its identity and grantees report to all awarding agencies regarding how specific funds are spent

Braided Funds – Why do it?

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- Why do it?
 - Fill gaps in services
 - Streamline services
 - Program sustainability
 - Expend services
 - Extend reach

Braided Funds – Where to find it?

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■ Where to find?

- Federal grants
- State grants
- Local/community-based grants
 - Community mapping
- Non-profit organizations
- Private sector

Keep in mind...

- Braided does NOT equal Blended
- Avoid duplication of services
- Cost allocation
- Maintain clear supporting documentation



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FOLLOW THE MONEY- FUNDING FLEXIBILITIES AND BRAIDING FUNDS

DELTA AVIATION PROJECT (DAP)

Delta Aviation Project Partners

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- Mississippi Community College Board (MCCB) (DOL Grantee)
- Mississippi Delta Community College (MDCC)
- South Delta Planning & Development District (SDPDD)
- Washington County Economic Alliance (WCEA)
- City of Greenville, MS
- Greenville Kearns Aerospace Maintenance (GKAM)
- Airline Maintenance Service (AMS)







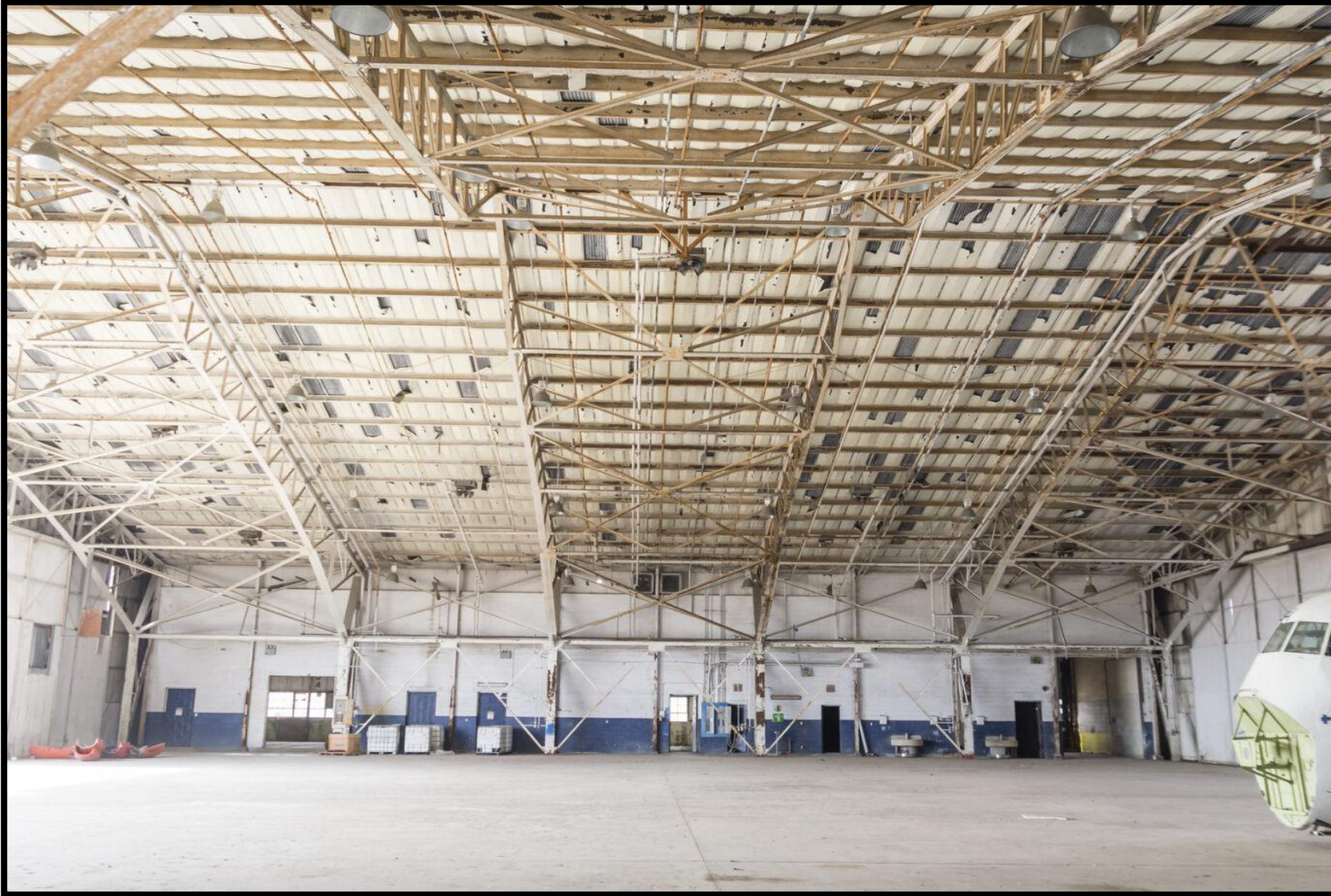




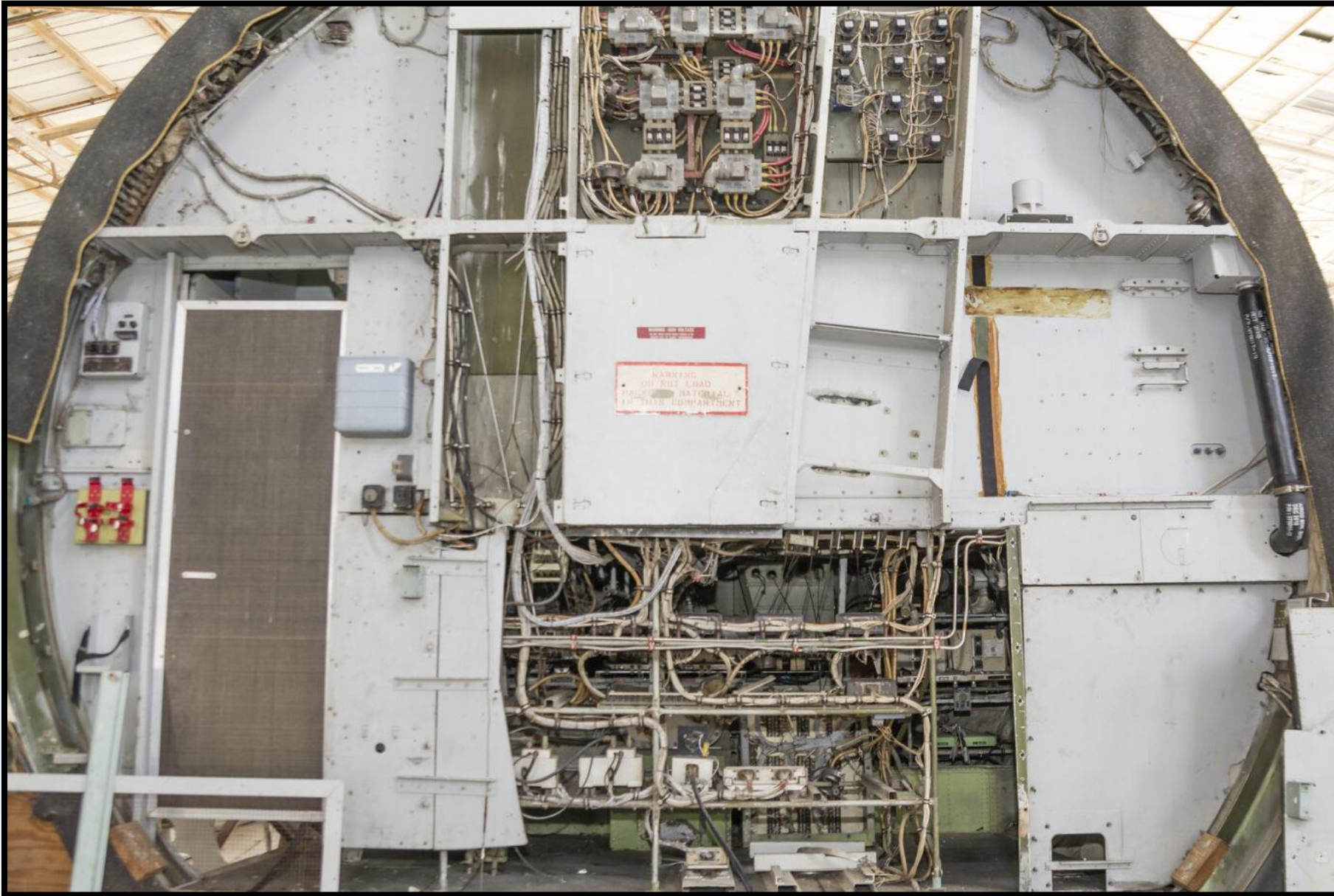




















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- Ms. Mitzi Woods, Workforce Director, SDPDD
- Ms. Hillary Boggs, Chief Operating Officer, WCEA
- Ms. Angelica Motton, Workforce & Special Programs, WCEA
- Honorable Errick D. Simmons, Mayor, City of Greenville, MS



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The Chicago Cook Workforce Partnership (The Partnership)

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Non-Profit Entity

Serving Chicago and Cook County

\$50 M in WIOA funds annually

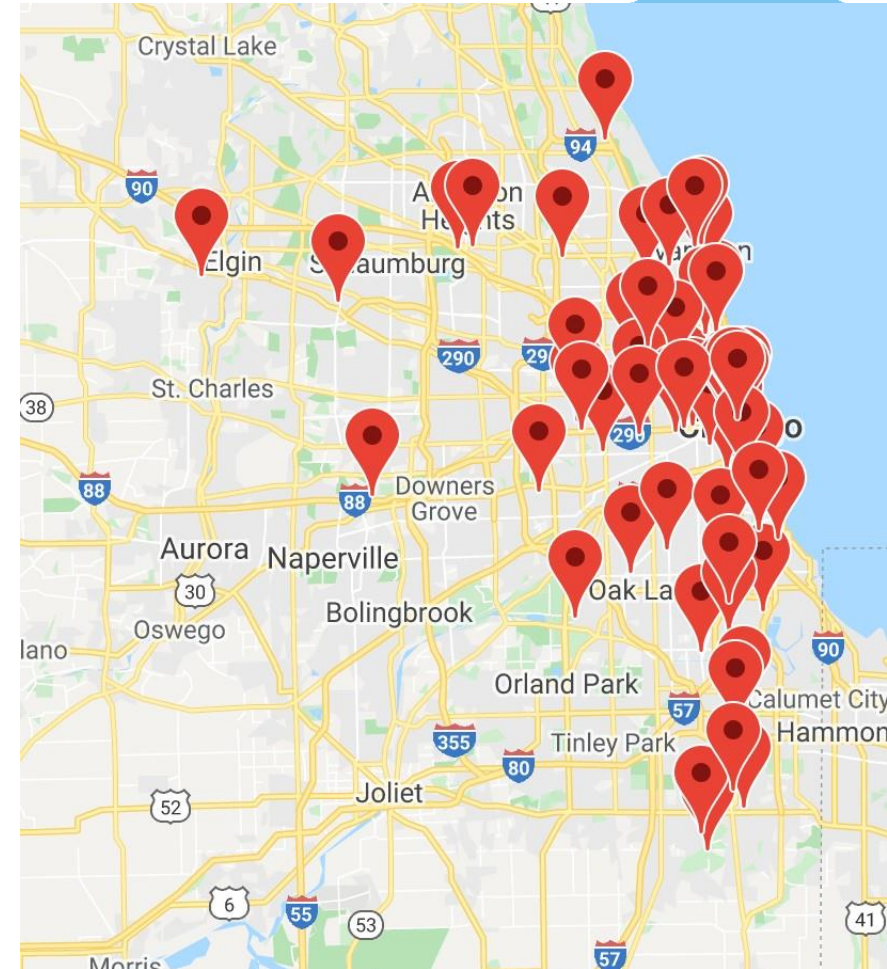
5 M + residents in the region



Non-Profit Entity: Umbrella Organization Leading Regional Network

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- Network of 90+ delegate agencies, American Job Centers, satellite sites, and sector-driven centers
- 2,000 + employer partners
- Many services target communities with high rates of poverty and individuals facing barriers to employment
- Not-for-profit structure allows The Partnership to raise philanthropic and competitively procured funds to enhance existing workforce services



Our (WIOA) WHO: PY 2022

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The Partnership manages the largest public workforce system in the nation

4,134

WIOA adult
customers served

July 2022 – June 2023

2,455

WIOA dislocated
customers served

July 2022– June 2023

2,801

WIOA young adult
customers served

July 2022– June 2023

972

Businesses Served

July 2022 – June 2023

100+

Community Locations

*Delegate Agencies and
American Job Centers*

2,000

Employers have
collaborated with
the Partnership

Since 2012

Braiding

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**Public (WIOA) with
Public**



Our WHAT: WIOA Example 1

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- Braids Title 2 funding at Chicago City Colleges (CCC) with WIOA Title 1 funding to fund **health care sector career pathway programs**
 - WIOA career coach guest speaker to Title 2 (Adult Basic Ed) at CCC class
 - Streamline WIOA intake process during class
 - Students register for WIOA Adult programming and can receive an Individual Training Accounts (health care sector-based classes)
- (Project interrupted during pandemic and is now restarting)*

Our WHAT: WIOA Example 2

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- Cook County Career Connector Events
- Braids ARPA funded program with WIOA-funded staff to provide hiring events in Suburban Cook County



Braiding

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**Public (WIOA) with
Private**



Braiding Examples: Public - Private

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- Hospitality Hires 2023 (for past 6 years)
- Braids private funds from hospitality sector sponsors with WIOA-funded staff to host annual sector-focused hiring event



Braiding

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**Public (non-WIOA) with
Private**



Braiding Examples: Public - Private

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Opportunity Works Graduation 2023

- Regional paid internship program
- Serves out of work/school young adults in suburban Cook County
- Funded by Cook County and private sector
- Funds cover 8-week intern wages; cover salary for employer and gives interns career-pathway work experience

Braiding: Other Funders

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Braiding with Other Funders Projects

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Project	Funder	Focus
Chicago Community Health Response Corps (formerly Contact Tracing)	City of Chicago/Chicago Dept of Public Health	Public Health
ConstructionWorks	Illinois Tollway	Construction
CTA Red-Purple Modernization	Chicago Transportation Authority	Construction
CHA Jobs Plus	Chicago Housing Authority	Workforce Development
Opportunity Works	Cook County/Private	Sector Internships - Youth
The Road Home	Cook County	Re-Entry
50+Back to Work	AARP Foundation	Workforce Development
Career Pathway Navigator	Cook County	Workforce Development
Good Jobs Challenge	US Economic Development Association (EDA)	IT, Manufacturing, TDL, Healthcare
Career Activation Project	Private	Workforce Development

Braiding Examples: Partnership with Other Public Funders

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Questions?