

SWIC WIOA Implementation Task Force Meeting 5.26.16

Agenda

- ETPL and Criteria for Demand
- ETPL and Performance Criteria
- Update on State/Local Plans

ETPL Criteria on Demand

The Law

States must establish criteria for:

- initial eligibility, and
- continued eligibility to evaluate providers annually.

One such criteria that *shall be* taken into account is DEMAND -- the degree to which training programs relate to in-demand industry sectors and occupations in the State. [WIOA Sec. 122 and TEGl 41-14]

Current (WIA) approach regarding demand

- Each Region determines demand based on criteria developed by the regions:
 - Hoosier Hot 50
 - Local knowledge of needs
 - Various data sources (including varying combination of Indiana Career Connect Data, HH50-State, HH50-Regional, Short Term Projections (HbtN), Long Term Projections (HbtN), BLS Data, IBRC Data, STATS Indiana, Job Openings & Wages Report, Business Services data from employer meetings, Economic Development officials, and Staff Information
- Reviewed anywhere from monthly to every 18 months

Other States WIOA

approaches regarding demand

Louisiana:

- Training services provide through ITAs are limited to demand occupations and may be made available only through providers on the ETPL.
- 3 levels of “demand”:
 - Level 1 - Top Demand: 4 or 5 star occupation in each regional labor market area (RLMA)
 - Level 2 - Demand: 3 star occupation in each RLMA
 - Level 3 – Locally Determined: WDBs can submit documentation to show there is local demand, i.e. job orders, employer surveys, or targeted industries.

Louisiana Star Jobs:

<http://www.laworks.net/Stars/default.aspx>

Louisiana Star Jobs Marie

www.laworks.net/stars/

3 Click an occupation for more details.

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Star Rating	Occupational Title	Best Match or Related	Currently Advertised Jobs	Wages		
				hourly	annual	
				Entry-level	Typical	Experienced
★★★★★	Welders, Cutters, Solderers, and Brazers Find Training	Best	157 Show Current Listings	\$14.24	\$20.65	\$29.14
★★★★★	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders Find Training	Best	1 Show Current Listings	\$12.62	\$18.10	\$25.11
★★★★★	First-Line Supervisors of Mechanics, Installers, and Repairers Find Training	Related	210 Show Current Listings	\$17.30	\$28.06	\$45.66
★★★★★	First-Line Supervisors of Production and Operating Workers Find Training	Related	188 Show Current Listings	\$16.05	\$29.61	\$55.84
★★★★★	Industrial Machinery Mechanics Find Training	Related	60 Show Current Listings	\$14.28	\$22.10	\$35.77
★★★★★	Inspectors, Testers, Sorters, Samplers, and Weighers Find Training	Related	59 Show Current Listings	\$12.51	\$19.40	\$32.38
★★★★★	Plumbers, Pipefitters, and Steamfitters Find Training	Related	204 Show Current Listings	\$14.68	\$21.83	\$29.14
★★★★★	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products Find Training	Related	337 Show Current Listings	\$20.27	\$34.96	\$57.96
★★★★★	Boilermakers Find Training	Related	17 Show Current Listings	\$13.60	\$25.25	\$35.47
★★★★★	Construction and Building Inspectors Find Training	Related	24 Show Current Listings	\$15.90	\$25.60	\$41.16

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Associated Training

Louisiana Star Jobs x HiRE - Available Programs x
https://www.louisianaworks.net/hire/CIS/programs.asp?session=occdetail_lms&geo=22010

- My Dashboard
- How We Can Help You
- Employment Strategy
- Directory of Services
- Quick Menu
- Job Search
- Resumé Builder
- Services for Individuals
- Career Services
- Job Seeker Services
- Education Services
- Labor Market Services
- Community Services and Benefits
- Financial Services
- Unemployment Services
- Veteran Services
- Youth Services
- Senior Services
- Disability Services

Programs

Program Name	Provider Name	Location	Eligible for financial assistance under the Workforce Innovation & Opportunity Act (WIOA)	Tuition	Program Length
120 Hour Pipe Welding Certificate 1; <1yr	Sparc Academy	Sulphur, LA		\$1,920	120 Hours
280 Hour GMAW/FCAW Welding Certificate 1; <1yr	Sparc Academy	Sulphur, LA		\$4,000	280 Hours
280 Hour SMAW Welding Certificate 1; <1yr	Sparc Academy	Sulphur, LA		\$4,000	280 Hours
400 Hour Welding Certificate 1; <1yr	Sparc Academy	Sulphur, LA		\$6,850	400 Hours
900 Hour Advanced Welding Certificate 1; <1yr	Sparc Academy	Sulphur, LA		\$15,300	900 Hours
Advanced Welding - Technical Competency Area Certificate 1; <1yr	LCTCS - Bossier Parish Community College	Bossier City, LA		\$1,986	1 Semesters/Terms
Aluminum Technician Certificate 1; <1yr	Compass Career College	Hammond, LA	✓	\$10,997	33 Weeks
AWS Advanced Welder SMAW- Open Root Pipe Welds Cert. or Diploma 3 months to 6 months	LCTCS - River Parishes Community College	Sorrento, LA	✓	\$1,100	10 Weeks
AWS Entry Welder SMAW-Open V Groove Welds Cert. or Diploma less	LCTCS - River Parishes Community College	Sorrento, LA	✓	\$1,100	10 Weeks

Taskforce Questions on LA demand model

Q. How are the demand needs of local areas incorporated into the larger statewide job demand list?

Q. Does LA have any issues with employers hiring those who have attained the desired skills? Concern was expressed by the taskforce that employers will express the skill needs for employees, but they don't always hire the people who have acquired the desired skills.

Q. Has LA had any pushback from employers in executing the star system? If so, how do you address this pushback? What are the strategies for getting buy in from employers?

Other States

approaches regarding demand

- Idaho:
 - Program criteria for the ETPL: the program of training leads to a high-growth/high-demand occupation* with a minimum entry wage of \$10/hour.
 - Idaho provides a list of such high-growth/high-demand occupations based on Idaho labor market information.
 - The three main components are Hot Jobs data, Real-Time job listings and feedback from employers gleaned from Department business specialists and Department regional economists.

Other States

approaches regarding demand

- New Jersey:
 - WIA policy still in place; similar to LA
 - ITA can only be issued for in demand occupations
 - In demand list is a state wide list.
 - Regions can add in demand occupations by going through an approval process
 - ETPL list has all training programs, with “In Demand” designee next to programs that can be funded with WIOA dollars

INDIANA'S FUTURE DEMAND METHODOLOGY

Computation Engine for Federal Projections

Improve BLS Model and Variable Selection

More Accurate 2 and 10 year Projections

Computation Engine for Job Demand Outlook

BLS Model plus Additional Data Sources

More Accurate Current Demand and 1-10 Year Outlook

Employer Data

Existing Jobs

New Jobs

Turnover/Retention

Ongoing Skills Validation

Improved Understanding of Indiana Job Outlook

JOB DEMAND OUTLOOK

Predictive Analytics is used through the Computation Engine to provide additional data to better understand future job demand. However, this information is only one part of understanding the landscape of positions that will be available over the coming years. Employer data is critical to completing that picture and giving all stakeholders the necessary information to plan for Indiana's workforce needs.

The right skills, at the right time, in the right way.

Discussion Considerations

- What does the taskforce think of Louisiana, New Jersey and Idaho's demand approach?
- What implications might there be for Indiana to consider as it develops the technology for the demand-driven workforce system?

Performance Criteria

The Law

- States **must** establish criteria for continued eligibility to evaluate providers **annually**. The criteria **shall** take into account the performance of providers of training services with respect to the following performance accountability measures in WIOA, sec. 116 (Governors are encouraged to establish minimum performance standards):
 - the percentage of program participants who are in **unsubsidized employment during the second quarter** after exit from the program;
 - the percentage of program participants who are in **unsubsidized employment during the fourth quarter** after exit from the program;
 - the **median earnings of program participants** who are in unsubsidized employment during the second quarter after exit from the program;
 - the percentage of program participants who **obtain a recognized postsecondary credential**, or a secondary school diploma or its recognized equivalent during participation in or within 1 year after exit from the program.

Performance Criteria

	Completion Rate	Entered Employ/2Q	Employment 4Q	Wage at Placement	Credential Consideration	WIOA Customers
Texas	60%	60%		At least \$7.25		
Mass	70%	60%		State min wage		
Alabama	40%	40%				60% completion rate
Maryland		61%				61% employment rate
Idaho				At least \$10	Defines high quality	
Nebraska		50%	65%	At least \$7020 quarterly		
Indiana	27% credit-bearing 60% short-term					
Oklahoma	20%	20%		At least \$7.25		

State Performance Metrics

Calculations:

- **Completion Rate** (% of participants that either earn a diploma or a credential listed as a program outcome by the provider)
- **Entered Employment Rate** (% of participants in employment Q2 after exit) -285 programs have no placement data
- **Employment Retention Rate** (% of participants in employment Q4 after exit) -285 programs have no placement data
- **Median Earnings** (of participants in unsubsidized employment Q2 after exit)
- **Credential Rate** (% of participants who obtain recognized credential during participation or 1 year after exit) this is only the rate of students getting/passing the outcome(s) (credential) listed for the program by the provider

State Performance Metrics

Current Results:

Metric	All Enrollees	Enrollees using ITAs (WIA/WIOA \$)
Total Students-reporting period	20,851	2,587
Completion-Overall	72%	90%
Completion-Non-Degree (only-old 60% cutoff)	90%	96%
Completion-Degree (only-add 28% cutoff)	65%	88%
2 nd Qtr.	34%	40%
4 th Qtr.	27%	34%
Credential Rate	44%	65%
Wage	\$32,600	\$31,700

Current Program Breakdown

	Total	Waivers	<10	Auto Approved	Eligible for Review
ALL	1899	819	208	39	833
Used by WIA/WIOA	685 (36%)	176	68	4	437

If we applied the following metric levels to all students and also to ITA funded students only:

- 30% and above using the best of the 2nd or the 4th quarter employment rate, OR
 - 50% and above for the Credential Rate , OR
 - \$20,800 and above for the median wage cutoff
- 158/833 would be removed (9 Vincennes/44 ITCC)/ 18 have had ITA students (see list of possible removed programs)

Performance Criteria

Discussion
and
Questions

WIOA Update

- State Plans
- Local Plans
- WIOA Regulations
- Performance Negotiations