

WIOA State Goals

Vermont

Goal 1: Maximize equitable access to workforce development services through a seamless, coordinated delivery system that provides a quality, consistent experience for any jobseeker or Vermont employer.

Goal 2: Connect individuals to the training and supports they need to enter an occupation and progress on career pathways resulting in a livable wage.

Goal 3: Strengthen the Vermont economy by working with state and private partners to make data-driven changes that increase the number of women and other underrepresented populations employed in the skilled trades, STEM fields, advanced manufacturing and other Vermont priority sectors.

Goal 4: Ensure all students who graduate from high school are able to pursue and complete post-secondary education, training, apprenticeships or career opportunities, with the education and skills necessary to keep Vermonters competitive in the economic sectors critical to the Vermont economy.

Goal 5: Align the workforce development system to the needs of employers, as well as job seekers, through systematic and ongoing engagement and partnership.

Commented [EK1]: FYI -- these goals were updated March 2018 through a committee of the Board process and approved by the Ops Comm

Connecticut

Adopted **four overarching and complementary goals**, as a policy and strategic framework for the numerous business sector, government, labor, community—based and non—profit partners and stakeholders engaged in Connecticut’s innovative workforce efforts:

- **Support Business Growth:** Connecticut businesses — particularly those in key industry sectors that drive economic growth — will have access to the skilled, talented employees they need to compete effectively, prosper and create new and rewarding jobs and career opportunities for Connecticut workers.
- **Strengthen Current Workforce:** Connecticut workers will possess the critical skills and credentials needed to prosper and advance in careers that pay well and allow them to support their families.
- **Develop Future Talent:** Connecticut’s young people will be equipped and ready for career and postsecondary success as productive contributors to a vibrant and competitive state economy and in their communities.
- **Transform System Capacity:** Connecticut’s multi—faceted workforce/talent—development system will integrate and align goals, strategies, policies, investments, services, infrastructure and technology for effective, accountable performance.

To accomplish the Governor’s vision and meet these goals, CETC endorsed a set of **guiding principles** for Connecticut’s workforce system, calling on all stakeholders to embrace these principles in the work they do:

- Connecticut’s efforts must be business—driven and customer—focused.

- Collaboration among partners and stakeholders is essential.
- Innovation is crucial, including use of technology and new approaches.
- Data and evidence must be used to shape strategy.
- Continuous improvement must be a way of life.

The CETC committee that will be responsible for system performance will develop a corresponding set of objectives and measures for ongoing review to support effective system performance and continuous improvement.

DORS Vocational Rehabilitation Services:

In addition to the overarching goals for Connecticut’s workforce system (outlined above) and the implementation of WIOA— specific goals, the vocational rehabilitation (VR) programs will focus on the goals listed below collectively.

Goal A: Increase employment opportunities for eligible individuals of the Vocational Rehabilitation Program

Goal B: Provide coordinated services to students with disabilities to prepare for careers and postsecondary education after exit from high school.

Goal C: Utilize Innovation and Expansion authority to identify services that can benefit groups of individuals with disabilities to increase access to career information, adaptive technology, and credential attainment.

Board of Regents for Higher Education:

The vision for the Connecticut State Colleges and University System is that a continually increasing share of Connecticut’s population will have a high-quality post—secondary education that enables them to achieve their life and career goals and makes Connecticut a place of engaged, globally competitive communities. This vision and the goals stated below align well with the CETC goals including:

Goal 1: A Successful First Year: Increase the number of students who successfully complete a first year of college.

Goal 2: Student Success: Graduate more students with the knowledge and skills to achieve their life and career goal.

Goal 3: Affordability and Sustainability: Maximize access to higher education by making attendance affordable and our institutions financially sustainable.

Goal 4: Innovation and Economic Growth: Create educational environments that cultivate innovation and prepare students for successful careers in a fast-changing world.

Goal 5: Equity: Eliminate achievement disparities among different ethnic/racial, economic and gender groups.

Temporary Assistance for Needy Families (TANF)

In addition to the overarching goals for Connecticut’s workforce system, the following goals are specific to the TANF and the JFES program:

Commented [EK2]: CT then includes specific goals for each of its core partner agencies – all connect back with the 4 overarching goals

Goal 1: Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

Goal 2: End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

Goal 3: Prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual numerical goals for preventing and reducing the incidence of these pregnancies.

Goal 4: Encourage the formation and maintenance of two-parent families.

JFES Goals

Goal 1: Enable participants, through employment, to become independent from cash assistance by the end of the 21-month time limit established by state law;

Goal 2: Enable participants who become independent from cash assistance to remain employed and independent of cash assistance; and

Goal 3: Ensure that federally established TANF Work Participation rates are met through employment of participants and engagement of participants in other allowable TANF work activities based on the regional and individual assessments of participants' needs.

Kentucky

All Kentuckians will have access to employment in a fulfilling and meaningful career. Individuals with barriers to employment, as defined by the WIOA and Kentucky, include the following.

- Long-term Unemployed
- Homeless Individuals
- Displaced Homemaker
- Older Individuals in Kentucky
- Ex-offenders
- Persons with disabilities
- English language learners
- Migrant/seasonal farm workers
- Single parents/pregnant women
- Veterans
- Individuals facing substantial cultural barriers
- Low Income Services

The following goals of the Economic 2015 Competitiveness Agenda spring from the WorkSmart Kentucky Plan and will inform the new administration and new KWIB as together they sustain and expand the competitiveness of Kentucky's economy and engage in a new round of strategic planning.

Goal 1: Career Pathways and Sector Strategies — Collaborate with business and industry to define career pathways for critical state and regional sectors.

Commented [EK3]: Kentucky does not set clear goals -- at least it was hard to discern if they did -- but this general goal section is delineated by target population. Because we are just focusing on goals in this document ... for brevity I removed the text that simply stated the programs KY has to serve these populations.

Goal 2: Work-Based Learning Infrastructure — Create a state-level framework to facilitate employer engagement in work-based learning and ensure consistency in definitions used across the education and training continuum partners regarding definition.

Goal 3: Workforce Services Infrastructure Realignment — Continue to evaluate and realign services and support structures to expand on efforts to build a truly customer-centric model at the local level.

Goal 4: Data and Performance-Informed Decision Making — Ensure the collection of the right data to inform policy and practice among the partners to create an efficient and effective talent pipeline. • Identify what data we have and what we need (data mapping);

Minnesota

In order to realize our vision for a stronger workforce development system, Minnesota’s WIOA Plan will focus on two primary goals:

1. Reduce educational, skills training and employment disparities based on race, disability, disconnected youth or gender.
2. Build employer-led industry sector partnerships that expand the talent pipeline to be inclusive of gender, race and disability to meet industry demands for a skilled workforce.

Montana

Montana’s workforce system goals include:

- Continuing to tap what have historically been considered non-traditional labor pools;
- Streamlining duties of local service providers to allow holistic focus on the goals of WIOA;
- Devising an employer engagement strategy that includes all partners including local workforce organizations that operate outside the State’s Workforce Development System, and is not solely built on collecting job postings;
- Understanding customer needs and expectations and acknowledging that while employment is the goal, our value to customers cannot always and only be measured in those terms;
- Ensuring that career planning is a central piece of our integrated service delivery model;
- Automating ongoing customer intake to better evaluate customer data and help drive more effective and consistent service delivery;
- Performing better data analysis to evaluate customer needs and system efforts, set better expectations, and increase overall situational understanding;
- Gain better understanding of local workforce needs and initiatives through local workforce organizations that operate outside the State’s Workforce Development System; and
- Help direct resources to local workforce initiatives and organizations that are employer focused and collaborative which operate the State’s Workforce Development System.

New Hampshire

Our workforce development system has identified the following **five (5) goals** in order to ensure our system **A)** prepares an educated and skilled workforce, including preparing youth and individuals with barriers to employment and other populations, and **B)** meets the skilled workforce needs of employers.

GOAL 1: CREATE A DEMAND-DRIVEN WORKFORCE DEVELOPMENT SYSTEM THAT BASES STRATEGIES, SERVICES, AND INVESTMENTS ON A DATA-INFORMED APPROACH, WITH A FOCUS ON SECTOR STRATEGIES.

- 1.1 Establish a framework to support industry-driven sector partnerships throughout the state
- 1.2 Build upon the Interagency Business Team's (IBT) momentum surrounding collaborative business services strategies by engaging additional partners and formalizing information sharing protocols
- 1.3 Engage more locally with economic development to ensure the systems are aligned and operate from an up-to-date understanding of in-demand sectors and occupations with regular sector analysis at the state and local levels.

GOAL 2: OFFER FLEXIBLE TRAINING AND EDUCATION OPPORTUNITIES THAT ARE ALIGNED TO BUSINESS NEEDS, INCLUDING THE DEVELOPMENT OF CAREER PATHWAYS AND APPRENTICESHIPS FOR ALL POPULATIONS, INCLUDING YOUTH AND PERSONS WITH DISABILITIES TO PREPARE FOR EMPLOYMENT.

- 2.1 Leverage knowledge/experience from industry-driven sector partnerships to inform career pathways offered in New Hampshire and promote greater access for youth, persons with disabilities and other target populations.
- 2.2 Ensure career pathways include opportunities to develop foundational skills; Include adult education as an entry-point to career pathways for individuals who have not previously earned their high school diploma or the equivalent; continue the WorkReadyNH and/or similar programs for individuals in need of soft skill/employability skill development.
- 2.3 Continue the expansion of sector based/supported employment/credential industry specific training programs for OSY participants.
- 2.4 Work with network of the state's community colleges and other postsecondary education institutions to expand best practices related to flexible, business driven training and education
- 2.5 Work with K-12 education, career and technical education, postsecondary education, and business to promote career pathways for in demand sectors and occupations to students in the talent pipeline.
- 2.6 Continue to advance apprenticeship as a workforce strategy.

GOAL 3: INCREASE AWARENESS OF SERVICES AVAILABLE THROUGH THE TALENT DEVELOPMENT SYSTEM TO SUPPORT BUSINESSES AND INDIVIDUALS

- 3.1 Employ proven strategies for marketing and outreach that target audiences (e.g. small and medium-sized businesses, sector-specific stakeholders, long-term unemployed individuals, underemployed individuals, youth, etc.)

Commented [EK4]: NH has 5 goals and each goal has several sub-goals.

3.2 Work with chambers of commerce, business and industry associations to promote services of NH Works and its partners to businesses.

3.3 Work with community-based organizations, libraries, schools, and partners' networks to promote services of NH Works and its partners to individuals and youth.

GOAL 4: STREAMLINE ACCESS TO EMPLOYMENT AND WORK-AND-LEARN OPPORTUNITIES

4.1 Explore a common information system or the ability for system interfaces that will increase individuals' and businesses' access to all employment and training resources available to support their needs.

4.2 Expand the infrastructure for employers and individuals to pursue work-based learning opportunities along the full spectrum of options (internships, apprenticeship, etc.); map the existing resources and assets to support work based learning in New Hampshire; continue to assess business interest in work-based learning and the ideal engagement strategies from the businesses' perspectives; determine the most appropriate way(s) to link resources from various programs and partners to offer full spectrum of work-based learning opportunities.

4.3 Make it easier for businesses and individuals to navigate the workforce development system by simplifying language and avoiding acronyms and "system lingo".

GOAL 5: EXPAND COMMUNICATION AND COLLABORATION AMONG PARTNER AGENCIES AND PROGRAMS

5.1 Explore opportunities to share information more systematically among partners.

5.2 Prioritize professional development of front-line staff on business services, partner programming/resources, and best practices.

5.3 Develop a peer-to-peer learning network that offers opportunities for all levels of staff to identify best practices within the state, encourages information sharing among partners, and reinforces professional development of staff.

Ohio

The state established **three strategic goals** to accomplish WIOA's primary purposes:

Identify Business Needs. Workers and training institutions need a reliable, consistent method for identifying the most in-demand jobs and the skills that workers need to fill them. Developing that ability—and encouraging participation from employers—is the first step to aligning the system and training programs with those needs. By summarizing the workforce needs for an industry, the state can better align qualified workers with the needs of employers to create a more efficient and organized workforce. This is key to preparing an educated and skilled workforce and meeting the skilled workforce needs of employers.

Connect Businesses & Workers. Ohio's workforce development efforts are currently spread out over 100 programs in 13 state agencies. The state is committed to moving reforms to provide efficient,

responsive, and cost-effective services to employers and workers. OWT and the Governor's Executive Workforce Board are dedicated to improving these programs to ensure better coordination with a commitment to putting people to work. This is also key to preparing a skilled and productive workforce and meeting the skilled workforce needs of employers.

Align Training to Business Needs. Businesses in Ohio strive to connect with qualified people to fill high-demand job openings. The state needs to work in partnership with business and education to identify critical opportunities to expose and inform students of Ohio's most in-demand jobs. With a directionally accurate forecast of businesses' most urgent job needs, the education and training system will be in a better position to fill the gaps. This is another key goal for preparing a skilled and productive workforce and meeting the skilled workforce needs of employers.

Wisconsin

ACCESS

A primary goal for Wisconsin is a system that is fully accessible to any Wisconsin resident. Access is defined not only physically but programmatically. An objective of this goal is the concept of "no wrong door" within job centers, meaning that an individual seeking assistance at a job center will be welcomed at any point of intake. The state's common intake policy will reinforce this. No wrong door is important in ensuring that an individual with a "barrier" to employment, such as age or disability status, will not be routed prematurely to a particular program without informed customer choice and an accurate assessment of how s/he might be best served.

ALIGNMENT

The state board will ensure that the customers of Wisconsin's talent development system have experiences that reflect programs in alignment with each other. This alignment of policies, resources and partners shall enhance the experiences of customers. Coordination of services and leveraging of resources to serve customers better will be reflected in the number of co-enrollments, ensuring that individuals are served effectively and efficiently. Integration of information systems is vital to the alignment of core and one stop programs by ensuring that staff have the necessary information to understand a holistic picture of the participant's situation and progress.

ACCOUNTABILITY

Wisconsin's WIOA programs will have successful outcomes that provide participants with access to stackable credentials and appropriate training and or employment services to achieve and maintain self-sufficiency. These outcomes shall demonstrate continuous Page 33 improvement and responsiveness to changing economic conditions. The CWI WIOA Committee reviews federal performance outcomes at each meeting.

Wyoming

Goal 1: Ensure Wyoming employers have access to a skilled, high-quality workforce in today's changing economy

Goal 2: Ensure Wyoming people who want to work have access to an open, streamlined, and effective workforce development system

Goal 3: Ensure all Wyoming Youth have access to opportunities to be career and college ready