

LAWDS

Libraries Activating Workforce Development Skills

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South Central Wisconsin



The LAWDS Project is funded in part by a Laura Bush 21st Century Librarian grant from the Institute of Museum and Library Services.



The LAWDS Project brings together public library staff with staff of local Workforce Development Boards (WDBs) and Wisconsin's American Job Centers to facilitate more seamless support of job-seeking patrons, business owners and entrepreneurs.

A proud partner of the  network

Past Approaches to Public Workforce Development Programming

Supporting the economy by investing in workforce is something the U.S. government has done since the Morrill Act of 1862, which funded agricultural and mechanic schools.

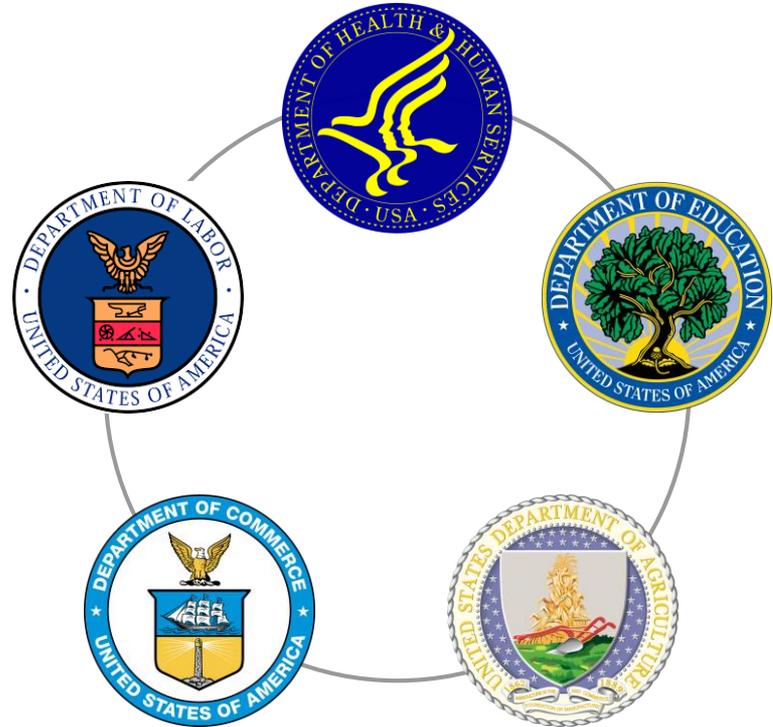
Federal agencies continued to support the workforce development system, often by **specializing** in customers and activities.



A System-Approach to Public Workforce Development

In 2014, Congress passed a federal law, the Workforce Innovation and Opportunity Act (WIOA), with broad bipartisan support.

This legislation required that all government-funded workforce programs **work together as one system** to serve **common customers**.



No Wrong Door

WIOA ushered in the concept of “No Wrong Door” to access federally-funded employment and training programs through coordinated workforce systems.



How Does WIOA Ensure Workforce Systems Are Demand-Driven?

State WDB: Council on Workforce Investment (CWI)

- <http://wi-cwi.org>
- Enhance system capacity and performance
- Improve outcomes
- Promote economic growth
- Engage system partners
- Assist in achieving State plan vision and goals

Local WDBs: Wisconsin Workforce Development Association

- <http://WWDA.org>
- Strategic leader and convener of local workforce development system stakeholders
- Purposes:
 - Provide strategic and operational oversight in collaboration with partners and stakeholders to develop a high-quality system in the local area
 - Assist in achieving State plan vision and goals
 - Maximize and continue to improve the quality and effectiveness of services

Wisconsin's Local Workforce Structure



- 1  Southeast
- 2  Milwaukee County
- 3  Washington-Ozaukee-Waukesha
- 4  Fox Valley
- 5  Bay Area
- 6  North Central
- 7  Northwest
- 8  West Central
- 9  Western
- 10  South Central
- 11  Southwest

How Does WIOA Serve Customers?

The American Job Center Network:

- A nationwide system of workforce partners serving customers in person and virtually at www.careeronestop.org
- Install the **CareerOneStop Mobile app** on your mobile device to have resources at your fingertips

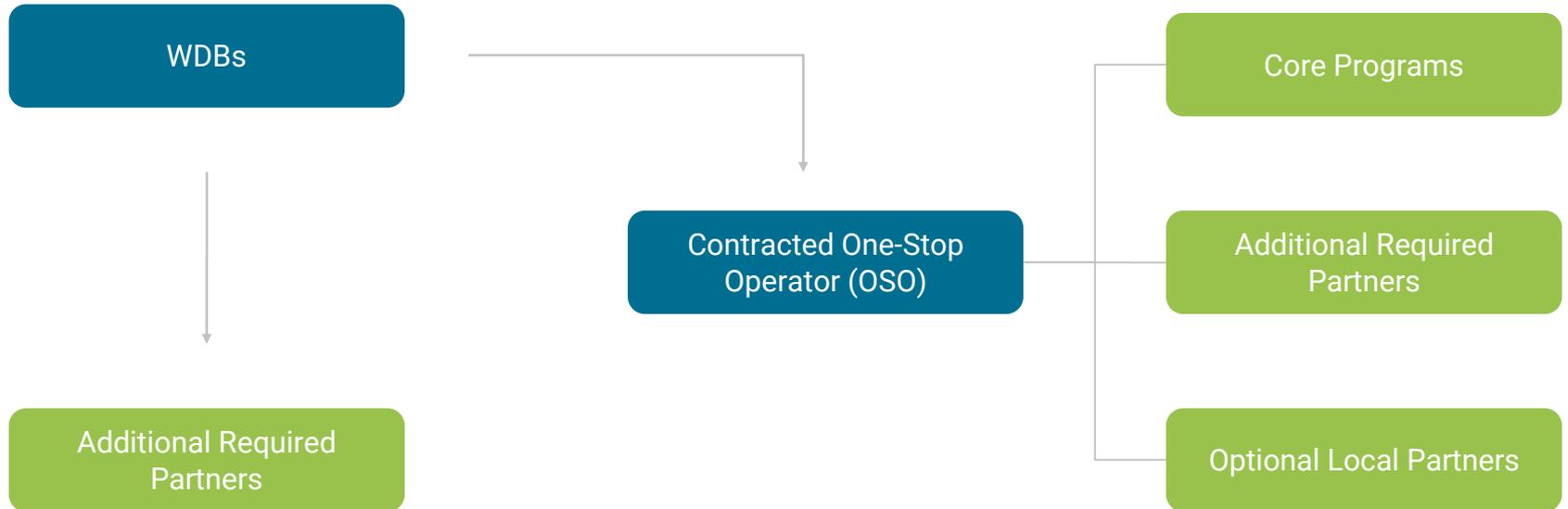
A proud partner of the
american**job**center
network

AJC Network in Wisconsin:

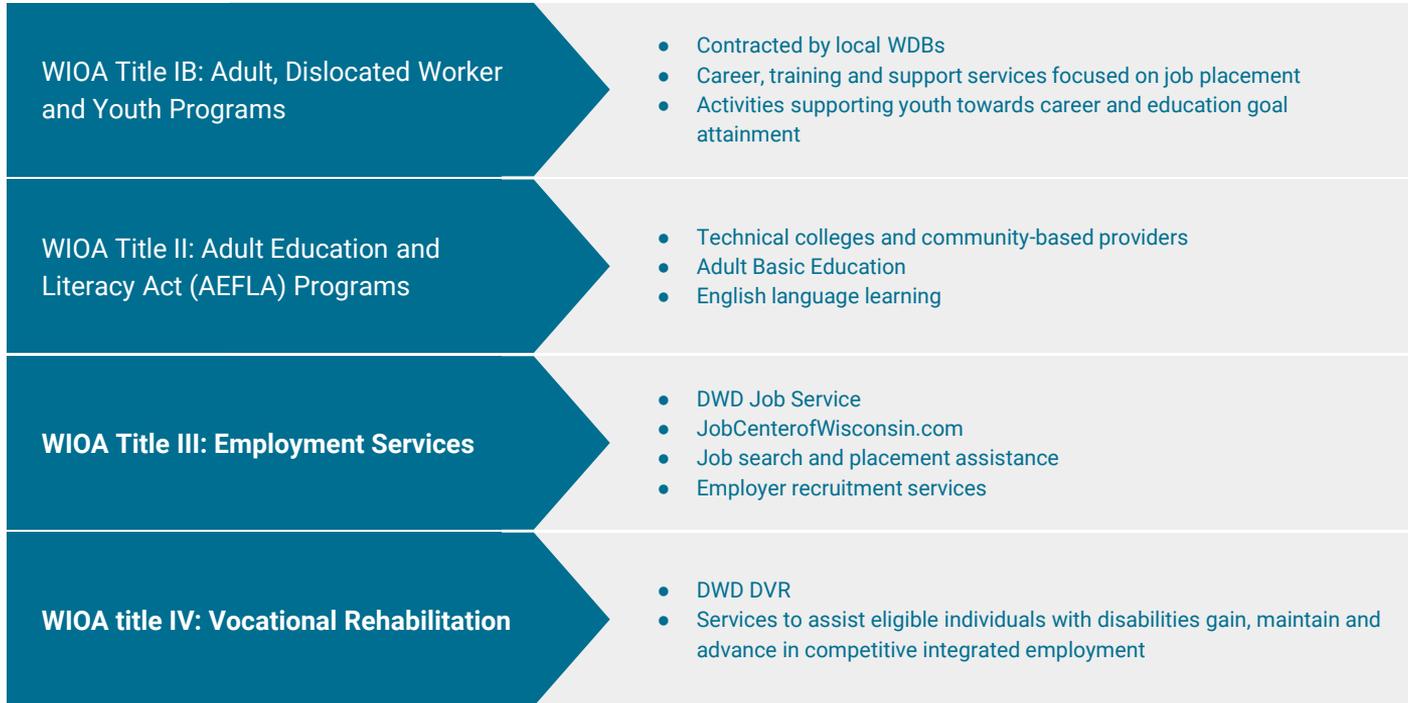
- The Job Center of Wisconsin serves customers 24 hours a day for free
- The website is accessible on mobile devices and offers a menu of tools for job seeking and business customers alike

JOB  CENTER
of WISCONSIN

One Local System: Overseen by Local WDBs



Core Programs Provide Streamlined Services



Every WDA Has At Least One Comprehensive AJC Through Which Required Partners Provide Access to Programs

Access ≠ Physical Co-Location | AJCs rely on informed referral systems maintained by OSOs

Some required partners provide employment and training services to targeted populations, including:

- Native Americans
- Migrant and seasonal farmworkers and their families
- Veterans
- People displaced by foreign trade
- Individuals who have been involved in the justice system

Other partners administer specialized activities:

- Access to Career Pathways and credentials for postsecondary students
- Part-time and work-based training for people ages 55+
- Residential education and training programs for people ages 16-24
- Construction training for people ages 16-24
- Unemployment Insurance
- Employment and training activities funded by Community Services Block Grant (CSBG) in the local area
- Employment and training activities funded by Housing and Urban Development (HUD) in the local area

What Job Seekers Might Benefit From WIOA?

I'd like to pursue my GED - and maybe some training - to increase my chances on the job market.

I'd like help speaking with potential employers about accommodations I need due to a disability.

My professional experience has been in the Armed Forces and I don't know how to translate those skills into my job search.

I would be the most reliable worker they've ever had if I could just get some assistance with transportation.

I want to start earning money but have no experience working.

My job search is stalled; no matter what I try, I can't get an interview.

A layoff after 19 years at one employer has shocked me and I don't know if my skills are current.

My current job barely pays the bills - I'm ready for my next step!

What Employers Might Benefit From WIOA?

We're updating our production equipment this year and our workers will need training.

I'm interested in tax credits for hiring qualified workers who face employment barriers.

We're willing to hire people with limited experience but want confidence they are job ready.

I seek military experience in my workforce.

We are a small business that does not have a Human Resources department. We don't have time to post jobs on websites hoping for good candidates.

We want to be competent in equal opportunity practices like providing reasonable accommodations.

I am willing to train the right person for the job but we need assistance to cover extraordinary training costs.

What Services Are Available For All Job Seekers Through The Local Workforce System?

Basic Assessments

- English language proficiency
- Interests
- Skill levels, aptitudes and abilities
- Barriers to employment

Job Search and Placement Assistance

- Resume development and enhancement
- Information on in-demand industry sectors and occupations
- Information on nontraditional employment

Workforce and Labor Market Information

- Job vacancy listings by labor market areas
- Necessary job skills for those vacancies
- Earnings, skill requirements and advancement opportunities of local in-demand occupations

Information About Other Resources

- Referrals to supportive services
- Assistance with filing unemployment claims
- Eligibility assistance for WIOA programs and other training and education financial aid services

JCW's Menu of Job Seeker Tools

Search Jobs

- Perform a job search
- My Favorite Searches
- Career Pathways

Resumes

- My Resumes
- Skills match
- Sample resumes

Unemployment

- Apply online
- RES orientation/assessment
- RES session

Hot Jobs

- State and local hot jobs
- High growth occupations
- Jobs with most openings

Assistance For...

- Job seekers with disabilities
- Ex-offenders
- Veterans

Opportunities

- Registered Apprenticeships
- Youth Apprenticeships
- Training programs

What Services Are Available For Employers Through The Local Workforce System?

Training Solutions

- Youth and Registered Apprenticeships
- On-the-Job Training (OJT)
- Work Experience for youth and young adults
- Customized training
- Incumbent worker training

Recruitment and Placement Assistance

- Build job descriptions
- Post job openings and collect applications
- Customized screening and referral of qualified applicants
- Recruitment and hiring events

Workforce and Labor Market Information

- WisConomy.com
- Wages, skill requirements, advancement opportunities and credentials for local in-demand occupations
- Employment projections

Information About Other Resources

- Hiring incentives: WOTC, WI Veteran Employment Grant Program and Fidelity Bonding
- Guidance on reasonable accommodations
- Labor Law Clinics and educational seminars by DWD

JCW's Menu of Employer Tools

Business Resources

- New hire reporting
- Division of Vocational Rehabilitation
- H-2A Foreign Labor
- Unemployment
- Labor Law Clinics

Human Resources

- Layoff services
- Workers' compensation
- Employment posters
- Hiring events
- Special populations

Post Jobs

- Enter a new job posting
- Job posting summary
- Wage comparison

Search Candidates

- Search resumes
- My Favorite Searches
- Labor market information

WIOA Title IB programs (Adult, Dislocated Worker and Youth) provide individualized services guided by Career Planners.

Adult and Dislocated Worker Programs

- Comprehensive and specialized assessments
- Short-term pre-vocational services
- Internships and work experiences
- Workforce preparation activities
- Financial literacy services
- English Language Acquisition

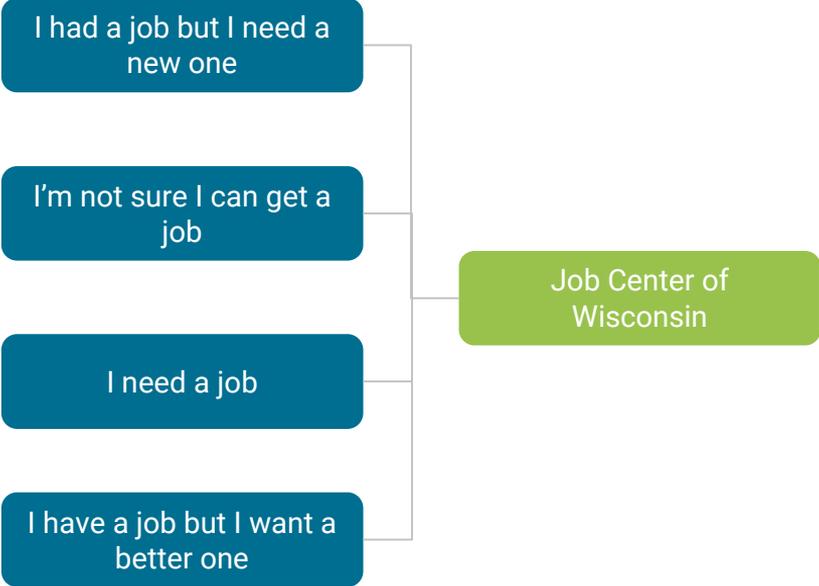
Youth In-School and Out-of-School Programs

- Tutoring and instruction leading to secondary school completion
- Alternative secondary school options
- Work experiences
- Financial literacy services
- Leadership development opportunities
- Adult mentoring

**What About Job
Seekers Who Need
Individualized
Services to Obtain or
Retain Employment?**

Participant Training Decision Process

Participant



Career Planner



WIOA Title IB Program Participants Who Need Skill Development May Receive Training

Work-Based Training Options

- On-the-Job Training
- Incumbent Worker training
- Customized training



Occupational Skills Trainings

- Provided through the Wisconsin Eligible Training Program List (ETPL)
- Lead to an industry-recognized credential



Apprenticeships

- Youth Apprenticeships
- Registered Apprenticeships
- Earn wages through employment

Priority of Service for Veterans and Eligible Spouses

At American Job Centers

Veterans and eligible spouses receive Priority of Service at Wisconsin's American Job Centers. They also receive priority for programs and services operated through the American Job Centers, such as early entry to career fairs and exclusive access to job postings on JCW for the first 24 hours of posting.

Employment Tools for Veterans Available on JCW

- Identify themselves as a veteran to connect with veteran-friendly employers
- Use the built-in military crosswalk to research the transferable skills between military and civilian jobs
- Use advanced search features to find jobs with their Military Occupational Specialty (MOS) Code
- Access Wisconsin State Government's non-competitive hiring process by uploading their DD214/DD215 and VA-issued disability rating letter to their JCW account (for those with a 30% or greater disability rating)

- U.S. Small Business Administration: <http://www.sba.gov>
- Wisconsin Economic Development Corp: <http://www.wedc.gov>
- Service Corps of Retired Executives: (715) 834-1573
- Western Dairyland Small Business Assistance: (715) 836-7511
- UWEC Small Business Development Center: (715) 836-5811

Thinking About Business? Business Ownership?

How Do Two Systems Work Together to Serve Humans?

What are some opportunities for actionable cross-system coordination at the state or local levels?



What are some positive practices occurring through partnerships between the library system and the workforce system?



What barriers or obstacles might we have to overcome to be successful?

What's next?



Thank You!



West Central Wisconsin
Workforce Development Board



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DEVELOPING A THRIVING WORKFORCE



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