



TO:	Full Board
FROM:	Marie Kurose, Chief Executive Officer
DATE:	December 14, 2023
SUBJECT:	Regional Strategic and WIOA Local Plan Update

SUMMARY

WIOA requires the state and Local Workforce Development Boards to submit a comprehensive plan every four years. The current plan, developed in 2021 as part of the WDC’s Regional Strategic planning process will expire in June 2024.

The Workforce Training and Education Coordinating Board recently released the Local/Regional plan guidance and timeline to the Local Workforce Development Boards for Program Year 2024-2027. Local Workforce Development Boards, in partnership with the chief local elected officials (CLEOs), are responsible for developing and submitting local plans to the State Workforce Board and Employment Security Department. The final, signed plan must be submitted by May 15, 2024.

The WDC’s The Local Plan planning process provides the opportunity to revisit and update the Regional Workforce Development Strategic Plan.

Steering Committee We are proposing the members of the LWDB, along with CLEO and select community representatives serve as the Steering Committee for the strategic planning effort, provide thought partnership to the Project Team, as well as represent the fuller perspectives of the board. Ideally, the Steering Committee will meet on a regular basis outside of the full board discussion.

BACKGROUND

WIOA requires the governor of each state to submit a Unified or Combined State Plan that includes a four-year strategy and operational plan for the continuing implementation of the state’s workforce development system, with an update after two years. States must have federally approved State Plans to receive funding under the six core programs, pursuant to Section 102(a) of WIOA

State Plans communicate the state’s vision for the state workforce development system. WIOA requires states to demonstrate how they will align WIOA and other federal and state investments across job training and education programs, improve efficiency, and ensure that the workforce system connects individuals with high-quality job opportunities and employers. The Workforce Training & Education Coordinating Board (State Board) is finalizing its [Talent and Prosperity for All](#) strategic workforce plan. This four-year strategy will guide the state’s workforce investments from 2024-28. The plan guides what kind of employment, education, training and related services will be supported in the state’s publicly funded workforce system.

The 2021 WIOA Local Plan was developed through the Regional Strategic Planning process. The WDC Board led a 7-month planning process in mid-2020 to develop a Regional Strategic Plan. The Regional Strategic Plan ('the Plan') established the high-level strategic plan to guide the WDC's priorities and basis for the 2021 WIOA Local Plan. The process and plan were intended to establish shared priorities and serve as a blueprint to drive strategic alignment and coordination of resources for the Workforce Development Council of Seattle-King County (WDC) and its regional partners: county and city government, industry, labor, community colleges, educational and training partners, community-based organizations, and the community.

APPROACH

The plan will be centered on advancing the Regional Strategic Plan priorities and strengthening system alignment, regional partnerships, and collaboration, with the aim of developing a blueprint to guide the region's workforce development effort shared and co-owned by our partners.

Regional Plan Priorities:

- Advancing racial equity and job quality through policy efforts, programs, and investments.
- Commitment to centering racial justice in our work while also addressing other inequities and disproportionately impacted communities to support economic opportunity and inclusion.
- Explicit focus on equitable economic opportunity and outcomes for Black, Indigenous, People of Color (BIPOC) and immigrant and refugee communities, who have historically experienced economic marginalization exclusion
- Improving job quality and the placement workers into quality jobs

Workgroups will be staffed by WDC staff and include extensive engagement with industry, labor, community leaders and other economic and workforce development stakeholders throughout the process. This will include convenings, focus groups, surveys and other strategies to ensure inclusive participation. It is imperative that the community experiences this process as one that authentically considers their input and perspectives.

Strategic Plan Inputs: The plan will update the Regional Strategic Plan as well as address the regional and local planning elements specified in WIOA such as labor market information, economic development, business engagement, sector strategies, career pathways, equal opportunity, and performance accountability. All plans must support the strategy described in the State Plan developed per WIOA Sections 102 and 103, and otherwise be consistent with the State Plan.

- I. Research & Data
- II. Industry Strategies
 - Identification of Priority Sectors/Occupational Clusters
 - Industry and Business Services Strategies and Processes
- III. Stakeholder and Partner Engagement
 - Community
 - Employers
 - Labor
 - Workforce Development funders (City, County, Port, Philanthropy)
 - Economic Development and Chambers
 - Workers/Participants
 - Training Providers

- IV. Workforce System Alignment
 - WorkSource System and program strategies for improved access and services for BIPOC and other priority populations
 - Landscape Analysis related workforce efforts to identify potential points of leverage and partnership.
- V. Training and Apprenticeship Development/Strategies
- VI. Data, Performance Outcomes and Evaluation including Regional Equity Goals and Metrics

TIMELINE

- October 2023: State Workforce Board will release guiding principles for local planning process and review of local plans.
- November 1 — May 15, 2024: Local planning period.
- **December 14, 2023 – LWDB Launch Planning Timeline, Process and Workgroup Recruitment**
- March 1, 2024 – March 31, 2024: Recommended public comment period on local plans.
- **April 4, 2024 – LWDB Vote on Draft Local Plan**
- April 10, 2024: Draft local plan due to State Workforce Board and ESD.
- April 17, 2024: State comments on draft local plans transmitted to LWDBs following review.
- **May 15, 2024: Final, signed local plans due to the Workforce Board and ESD.**
- May 27-28, 2024: Workforce Board takes action on local plans on behalf of the Governor.
- June 2024: Local plans approved by the Governor.
- June 28, 2024: Local Chief Elected Officials and LWDBs notified by Workforce Board of Governor approval of their local plans (official correspondence to follow).

ACTION REQUESTED

Finance & Administration Committee approval of the creation of a Regional/Local Plan Steering Committee to include LWDB members, along with CLEO and select community representatives.