

Maryland WIOA Alignment and Integration

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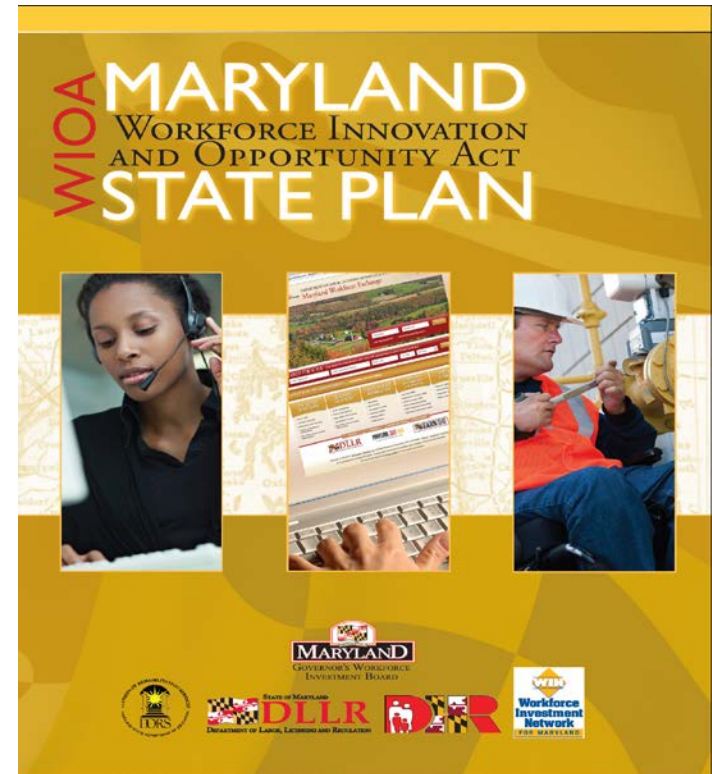
Disconnected Workforce System: Collaborative Messaging

- Co-branded efforts
- Policy workgroups with universal participation
- Template MOU's and Resource Sharing Agreements
- Creating opportunity for public comment



State Workforce Plan

- The State Plan represents an opportunity to critically analyze services which are currently provided, and find ways to effectively provide services to customers
- Emphasizes customer service, government efficiency, and how Maryland can meet the needs of businesses and *all* of the State's jobseekers.
- Focus is on how the system can approach a need
- Greater focus placed on business-driven strategies



We've come a long way...

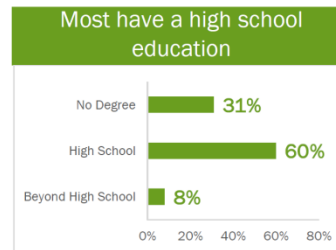
- April 1, 2016 Plan submission
- April 20, 2016 Maryland releases guidance for local and regional plans
- July 1, 2016 All MOUs are extended to Dec. 31, 2016
- Sept 28, 2016 Local performance negotiations completed for Title I and Title III
- Aug 31, 2016 Local plans submitted to the State
- Oct 1, 2016 State Plan finally approved by feds
- Dec 7, 2016 GWDB conditionally approves Local Plan
- Dec 14, 2016 Letters sent to Local Areas
- Dec 31, 2016 MOUs due
- Jan 17, 2017 Adult Education Competition
- March 31, 2017 Regional Planning Submitted
- June 14, 2017 All Regional and Local Plans approved
- July 1, 2017 RSA, One-Stop Operator Procurement

Confronting Our Fears... with Data!

TANF Administrators fears:
customers would not be welcomed and well-served by American Job Centers

AJC fears:
TANF customers will be impossible to place and will hurt performance.

Temporary Cash Assistance (TCA) Recipients in Maryland



Many have recent work experience, but their earnings are low

- ❖ 53% worked in the year before receiving TCA
- ❖ Earned a median of **\$4,616** in that year
- ❖ 62% worked in the year after leaving TCA
- ❖ Earned a median of **\$8,153** in that year

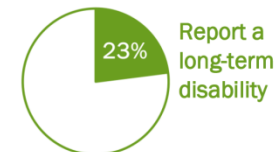
They do not receive welfare for long periods of time

- 62% received assistance for 2 years or less in last 10 years
- 13% received assistance for more than 5 of the last 10 years

Typically, they are African American women with 1 or 2 young children

- ❖ 90% are female
- ❖ 74% are African American
- ❖ 32 years old, on average
- ❖ 71% have 1 to 2 children
- ❖ 44% have a child under 3 years old

Some have disabilities that are expected to last over 1 year



Inconsistent Performance Measurement Systems

Title I (Adult and Dislocated Worker), Title II, Title III, Title IV, Trade, JVSG	Title I (Youth)	TANF
Employment 2 nd Quarter After Exit	Education and Employment Rate 2 nd Quarter After Exit	Federal: WPR
Employment 4 th Quarter After Exit	Education and Employment Rate 2 nd Quarter After Exit	
Median Earnings 2 nd Quarter After Exit	Median Earnings 2 nd Quarter After Exit	State: Job placements, \$10/hr
Credential Attainment	Credential Attainment	
Measurable Skills Gains	Measurable Skills Gains	
Effectiveness in Serving Employers	Effectiveness in Serving Employers	

Benchmarks of Success

Five goals organized around an overall vision to:

Increase the earning capacity of Marylanders by maximizing access to employment, skills and credentialing, life management skills, and supportive services.



Benchmarks of Success

- Started with Maryland's participation in the Systems to Family Stability National Policy Academy through the US Department of Health and Human Services' Office of Family Assistance.
- Maryland's team wanted to utilize this 18 month initiative to develop clear strategic goals and measurable benchmarks to define the State Workforce System's success.
- Once formulated, the benchmark document was shared with over 900 stakeholders during a two week public comment period.
- Comments were reviewed and additional, intensive technical assistance was provided through the continued support of HHS.
- Framework built as a leadership tool to guide strategic conversations

Draft Strategic Goals for Organizational Alignment

1. Create and use a common comprehensive employment readiness assessment accessible to all across the workforce development system by DATE
2. Create and use a common case management tool across the workforce development system by DATE
3. Increase the % of workforce partners that are integrated through co-location, cross-training, and/or technological access by date
4. Create and implement a professional development system for the workforce development system by DATE
5. Increase the annual % of workforce development system partner organizations who provide formal benefits counseling
6. Increase the annual % of Maryland's workforce system customers co-enrolled in WIOA workforce programs

Resource Sharing

- Develop strong statewide policy
- Provide a template
- Involve Attorney General
- Promote co-location strategies
- Offer training, feedback, technical assistance
- Clear escalation and resolution process

Most importantly.... Measure!

Remember the benchmarks?

Within the first few years, we will be able to measure *proportionate use and relative value*

Co-enrollment will guide Resource Sharing in future years.