

Fact Sheet:

Developing a Globally Competitive Workforce

The public workforce investment system is a valuable resource to support your human resource capabilities. The system offers essential resources and tools to transform your workforce to meet the changing demands of the 21st-century economy and to develop a more competitive workforce.

Enhance Your Human Resource Capacity

American Job Centers

- ◆ More than 2,400 American Job Centers (AJCs) are located across the country to assist thousands of businesses in recruiting, hiring, training or upskilling your workforce.
- ◆ Business Service Representatives at AJCs offer a range of customized training options to meet businesses' needs.
- ◆ The AJCs provide information about local and federal resources to assist with business decisions such as marketing and economic development opportunities.

Business Services Toolkit

- ◆ This online resource provides access to virtual tools and resources that any company can use, as well as links to more specialized services.

Upskill and Diversify your Workforce to Meet New Demands

Expanding Registered Apprenticeship Opportunities

- ◆ Programs offer a proven, high caliber training strategy for workers to learn the skills that employers need for American businesses to grow and thrive in a competitive global environment.
- ◆ Customizable and flexible Registered Apprenticeship programs match employers' needs to meet employers' changing demands.

Incumbent Worker Training

- ◆ Business-led state and local workforce boards offer training services to help companies remain competitive by updating or enhancing the skills of their current workforce.
- ◆ Workforce boards can reimburse employers, on a limited basis, for the extraordinary costs of training new hires through on-the-job and customized training.

Engage in Long-Term Workforce Planning

State and local workforce boards lead sector strategy and career pathway initiatives - regional, industry-focused approaches to workforce and economic development that improve access to good jobs and increase job quality in ways that strengthen an industry's workforce.

Useful Links

Career One-Stop Business Center is your source for help to hire, train, and retrain a strong workforce:

<http://www.careeronestop.org/BusinessCenter/index.aspx>

American Job Center Locator provides contact information for the nearest American Job Center:
<http://www.careeronestop.org/LocalHelp/local-help.aspx>

Business Services Toolkit offers a range of tools for customized solutions to your workforce needs:
<http://www.careeronestop.org/businesscenter/toolkit/toolkit.aspx>

Registered Apprenticeship Quick-Start Toolkit is your guide to Building a Registered Apprenticeship Program:
http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf



Opportunities Through the Workforce Innovation and Opportunities Act (WIOA)

- ◆ The Workforce Innovation and Opportunities Act (WIOA), signed into law by President Barack Obama on July 22, 2014, is the first legislative reform of the public workforce system in 15 years. The law replaces the Workforce Investment Act of 1998 and amends the Adult Educational and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.
- ◆ With the passage WIOA, the workforce system now has greater flexibility to engage employers in developing the workforce for an economic region – from preparing entry-level workers, to retraining transitioning workers, to upskilling incumbent workers.
- ◆ WIOA modernizes and streamlines the workforce system, promoting stronger coordination of services and programs, wider business involvement in delivering training, and enhanced support for jobseekers with disabilities and unemployed youth not in school.

Improves Services to Employers and Promotes Work-Based Training

- ◆ WIOA contributes to economic growth and business expansion by ensuring the workforce system is job-driven, which supports matching employers with skilled individuals.
 - ❖ State and local boards will promote the use of industry and sector partnerships to address the workforce needs of multiple employers within an industry and to meet the workforce needs of local and regional employers.
 - ❖ Local areas can use funds for demonstrated effective strategies that meet employers' workforce needs, including incumbent worker training, Registered Apprenticeship, transitional jobs, on-the-job training, and customized training.
 - ❖ Employers may have access to have incentives to meet their workforce needs and offer opportunities for workers to learn with increased reimbursement rates for on-the-job and customized training.
 - ❖ The effectiveness of services to business will be measured.
- ◆ WIOA offers opportunities to address developmental skills through the Adult Education and Family Literacy Act – Title II of WIOA. Employer partnerships with education providers are eligible entities under Title II, creating opportunities for employers and providers to team up and offer foundational skill development for low-skilled workers looking to get ahead.
- ◆ Businesses, under WIOA, can collaborate with American Job Centers, community colleges, and adult education providers to develop integrated education and training programs at the workplace to help employees gain basic and technical skills and advance to the next level of work.
- ◆ WIOA promotes greater collaboration between Registered Apprenticeship and the Title I programs in several ways, including recognizing Registered Apprenticeship programs as eligible training providers for the Adult and Dislocated Worker formula programs and recognizing completion of a Registered Apprenticeship certificate as a post-secondary credential.
- ◆ Pre-apprenticeship training is an authorized Youth program activity to help participants meet entrance requirements for Registered Apprenticeship programs.

Effective Dates for Implementation and Technical Assistance

In general, WIOA takes effect on July 1, 2015; however, the planning requirements and common indicators of performance take effect on July 1, 2016 and other exceptions specifically noted in the law.

DOL is working in coordination with the Department of Education and the Department of Health and Human Services to support the public workforce system to implement WIOA. The DOL WIOA Resource Page (www.doleta.gov/WIOA) will include updated guidance and resources, as well as communicate opportunities to provide input. The WIOA Collection Page (wioa.workforce3one.org) provides links to technical assistance tools and information to support implementation. Questions regarding WIOA can be emailed to DOL.WIOA@dol.gov.

