

K. PROPOSED POLICY REVISIONS AND ADDITIONS**1. Revisions to Previously Adopted Policies**

These revisions are contained in Section 7 of the Annual Plan.

a. Certification Policy

Per WIB approved policy, all WorkSource Center operators must be certified in order to receive WIA funding from the City. The certification process has been based on Malcolm Baldrige National Quality Award or similar criteria. Prior to PY05-06 the certification and performance evaluation processes were independent of one another. However, as part of the PY 05-06 Annual Plan approved by the WIB, City Council and Mayor, these processes were merged into a single Certification Policy. Proposed revisions to the subject policy for PY 06-07 are contained herein. These revisions modify the existing SOFA upon which contractors have been evaluated and substitute with an updated SOFA II. SOFA II promotes alignment of performance with Baldrige criteria and incorporates elements of the system-wide balanced scorecard that the Department is implementing for PY 2006-07.

b. LEP Policy

Since the inception of WIA, the WIB has targeted Limited English Speakers for services. To more clearly articulate the expectations of WorkSource and OneSource center operators in serving this population, revisions to the subject policy are proposed.

2. Recommended Revisions to Previously Adopted Policies

These revisions are not incorporated herein. The WIB has requested the Department modify them for implementation in 2006-07.

a. Customer Flow Policy

With WIA funds continuing to diminish; the proposed implementation of Department of Labor Common Measures; and the WIB's focus on the provision of training, sector initiatives and leveraging resources; the Customer Flow Policy is being revised to improve client access to training that includes co-investment from business and leads to jobs paying self-sufficient wages with benefits and career mobility. These revisions remain subject to WIB approval.

b. Support Services Policy

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The amount of money available for client support services is limited, so use of such resources needs to be strategic. The WIB has prioritized training opportunities that are connected to employer investment and lead to jobs with self-sufficient wages with benefits and career mobility. Many of those who enter such training programs need resources to support their participation. This policy should be revised to prioritize support services for clients in training who otherwise would not be able to complete the program and move on to employment.

c. Individual Training Account Policy

Current policy identifies several procedural steps that may inadvertently limit client access to training when basic and/or skills specific training may be the client's best opportunity for labor market success.

This policy should be revised to incorporate the WIB priority for promoting access to training, particularly for improving opportunities for clients with significant skills and education barriers to work and by limiting restrictions that may interfere with client opportunity to access both basic skills training and training connected to priority industry and occupational sectors.

d. Definition of Demand Occupations

This policy should be revised to simplify the definition, by 1) emphasizing that programs qualifying for the Eligible Training Provider List must demonstrate employer demand through prior trainees obtaining employment, and 2) prioritize training investments to industry or occupational sector programs that include employer co-investment and commitments to hire trainees.

3. New Policy Considerations

The Workforce Investment Board has requested the Department draft new policies for implementation in 2006-07:

a. Fund Development Priorities Policy

This policy would clarify fundraising priorities for the WIB and the Department's Workforce Development Division, as well as for other organizations that seek the WIB's support for funding applications. The two high-priority areas for fund development in 06-07 would be industry sector-oriented training programs and programs for out-of-school/out-of-work youth.

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b. WorkSource Center Allocation Policy

Currently, initial allocations to WorkSource Centers are based on poverty and unemployment statistics while high-level performance has been rewarded with a mid-year adjustment if funds were available. However, due to diminished resources, little performance incentive funding has ended up being available. This policy would require that both poverty and unemployment and performance be calculated into the initial allocation, ensuring that both measures are taken into account.

c. Alternative Training Programs Policy

This policy would encourage use of non-ITA training programs for populations facing multiple barriers to employment and would adopt criteria to determine the demonstrated effectiveness of the program.