

Strong Workforce Program Overview DRAFT

Strong Workforce Program Goals

- Provide career pathways that prepare more un- and underemployed students with pathways to employment that provides livable wages
- Meet increased demand for middle skills workforce with industry-valued credentials
- Close equity gaps in program access, completion, job placement, and earnings of underserved demographic groups

Strategies

- **Allocate funds according to needs of labor market and capacity of colleges to meet those needs** ($\frac{1}{3}$ unemployment rate, $\frac{1}{3}$ CTE FTES, $\frac{1}{3}$ job opening in first year)
- **Utilize 60% of funds to directly resource colleges to provide *more and better* CTE**
 - Enroll more students in CTE programs and offer more CTE programs in pathways where there is labor market demand equal to or greater than the supply
 - Utilize outcomes data to guide investments to obtain better rates of course and certificate/degree completion, job placement and retention, and wage advancement for all students
- **Convene workforce development stakeholders to identify regional labor market gaps, and find ways to work together to build and improve career pathways** that address needs of regional labor markets
 - Mandated stakeholders include Workforce Development Boards, Adult Ed Consortia, K-12, as well as other Higher Ed, Industry, and Civic Leaders
 - First plan due 1/31/17 with annual updates and new plans due every 4th year
- **Direct 40% of funds through regional consortia to facilitate collaborative approaches** that utilize the system's scale to deliver more and better CTE and address regional labor market gaps
 - Colleges vote where to direct funds to best achieve SWP goals
 - All funds must go to colleges
- **Pay attention to results and adjust accordingly**
 - CTE Data Unlocked initiative provides \$50k/college to enhance ability to use data
 - 17% of funds flow according to performance in 2nd and subsequent years (reducing job openings factor from $\frac{1}{3}$ to 17%)
 - Regions recommend changes and Chancellor's Office reports to Governor and Legislature each year

Criteria for Use of Funds

- All expenditures must be directed towards goals of more and better CTE and meeting labor market gaps. Expenditures must target [SWP Metrics](#) and project how investments will improve metrics. Colleges must report out on success at moving metrics
- Colleges must document that funded CTE programs will prepare students for labor markets where the supply of graduates from all sources is not greater than the labor market demand
- Expenditures must not supplant
- Funds must be spent within 2.5 years. 2016-17 funds by 12/31/18
- Legislation affords colleges considerable discretion, but also expects accountability for delivering more and better CTE

Process and Timelines

See DoingWhatMatters.cccco.edu/StrongWorkforce.aspx for most current details

Local Share

(See link to Local Shares Process Flow Chart in the Planning Box on the [SWP Rollout Page](#))

- 7/30/16 [Allocations to Districts](#) released. Districts determine how to allocate within district.
- 9/19/16 Local Share on-line reporting platform available for colleges to begin entering targeted programs, supporting labor market information, targeted metrics, plans for allocation of funds.
- Colleges may validate labor market demand using tools developed by Centers of Excellence or develop from other sources and submit for review to 3-person committee (See links in [Labor Market Research Box](#))
 - Colleges may begin immediately spending funds as soon as plan entered, labor market validated
- 1/31/17 Planning of first year Local Share funds completed and entered into on-line system

Regional Planning

(See link to Regional Shares Process Flow Chart in the Planning Box on the [SWP Rollout Page](#))

- Summer Initial outreach to stakeholders, Labor Market Data Collection and Analysis
- Fall Convening of Member Colleges and Regional Workforce Development Stakeholders to formulate and draft Regional Plan
- 1/31/17 Regional Plan due to Chancellor's Office

Regional Share

(See link to Regional Shares Process Flow Chart in the Planning Box on the [SWP Rollout Page](#))

- 10/31/16 Fiscal Agent determined, decision making process for allocation of funds determined
- 10/31/16 On-line system for receiving applications for Regional Share available
- Fall Region's member colleges determine allocation of funds
- 1/31/17 Planning and allocation of first year Regional funds completed and entered into on-line system