

EXECUTIVE SUMMARY

LWDA #14 LOCAL WIOA PLAN

The following document was prepared in accordance with guidance published by the Workforce Development Services Division, Virginia Community College System, for the purpose of providing Local Workforce Development Areas (LWDAs) with the procedures for the development and submission of their local area plans as required under the Workforce Innovation and Opportunity Act (WIOA). The local plan serves as a 4-year action plan to both develop, align, and integrate LWDA service delivery strategies and support the State's workforce development vision and strategic/operational goals. Consequently, it is intended to set forth strategies to achieve the following outcomes:

1. Guide investments in economic, education and workforce training programs to focus on providing relevant education and training to ensure that individuals, including youth and individuals with barriers to employment, have the skills to compete in the job market and that employers have a ready supply of skilled workers;
2. Apply job-driven strategies within the One-Stop Service Delivery System;
3. Enable economic, education, and workforce partners to build a skilled workforce through innovation in, and alignment of, employment, training, and education programs; and
4. Incorporate the local plan into a broader regional plan where there is a shared responsibility for these activities among multiple Local Workforce Development Boards (LWDBs) operating within a state designated regional labor market area.

Following the second year of operations, WIOA requires that LWDBs, in partnership with their area's Chief Local Elected Officials, prepare and submit modifications to their original plan that reflects changes in labor market and economic conditions or in other factors affecting the implementation of the local plan.

As noted in the Plan Preface, the first section of this document addresses the Greater Peninsula Workforce Development Board's (GPWDB's) approach to specific policy issues that have been identified in the Virginia Combined State Plan, as areas of "policy emphasis." These areas provide a framework for the development of local board policies and decisions as to how WIOA Youth, Adult, and Dislocated Worker Funds should be invested in the delivery of services to the board's job seeker/worker and employer customers. Collectively, such investments are meant to accomplish the following:

1. Increase business engagement with the local public workforce system while delivering value to area employers;
2. Achieve measurable skills development in the board's job seeker/worker customers through the attainment of business recognized workforce credentials;
3. Place job seekers/workers in jobs within in-demand occupations that show promise for long-term growth in industries that are important to Virginia's and the Greater Peninsula LWDA's economic growth;
4. Help individuals, to include those with barriers, gain access to upwardly mobile careers providing a middle class standard of living; and
5. Ensure that the Board's investment of WIOA Funds in the local public workforce system generates a positive "return on investment" for its customers and stakeholders.

The second section of the plan includes an analysis of the regional economic conditions, a review of other strategic planning elements and concludes with an in-depth overview of the local workforce development system's programs, partners, and service delivery strategies. Data used to address regional economic conditions and labor force issues was derived from a number of local, regional, and state level studies and surveys available to the GPWDB's Staff.

Regarding economic conditions, LWDA 14 began to experience employment declines associated with the Great Recession in the second quarter of 2008. This decline advanced at an accelerated rate through the first quarter of 2009 and reached its lowest point in the first quarter of 2010. From the first quarter of 2012 through the second quarter of 2013, employment grew at a steady pace but has since generally posted modest declines over the most recent nine quarters. As of the third quarter of 2015, employment remained well below its previous peak within the local area.

The following sectors of the local economy have demonstrated steady employment growth: Healthcare; Arts, Entertainment and Recreation; and Accommodation and Food Services. While still providing significant employment opportunities the follow industries have seen recent declines in overall employment: Manufacturing; Finance and Insurance; and Construction. Two emerging sectors that may also provide growing employment opportunities include Professional, Scientific, and Technical Services; and Transportation and Warehousing.

Seven occupational groups are expected to make up 75% of projected job vacancies. They include: *Building and Grounds Cleaning and Maintenance*; Healthcare Support; *Sales and Related Occupations*; Food Preparation and Serving Related Occupations; *Office and Administrative Support*; Production; and *Transportation & Material Moving Occupations*. However, of the seven occupational groups listed, four are expected to have a high concentration of part-time positions (noted in italic font above).

As to the local workforce development system's operational elements, the plan notes that the work of the local Board is guided by its continued adherence to the following core values: locally designed and market based; comprehensive (focused on a multi-level workforce development approach); collaborative (emphasizing the importance of working with all local/regional partners); quality conscious; customer focused (serves both job seekers/workers and employers); accountable; and delivers services that promote a high standard of living/quality of life.

Regarding the provision of services, all youth activities will continue to be delivered by the New Horizon's Regional Education Center (NHREC), while Adult and Dislocated Worker Services will be delivered by a contracted One-Stop Operator working in unison with the One-Stop Operator Team (includes the NHREC, Virginia Employment Commission, Thomas Nelson Community College, Peninsula Regional Education Program, Virginia Department of Aging and Rehabilitation, and the GPWDB Title I Career Services Staff. The plan concludes with a number of Board approved policy attachments along with enclosed comments submitted by some of its partner agencies that address various aspects of the plan and the service delivery strategies that are set forth within it.