Workforce Investment Act
One Stop System Overview

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What We Will Cover

- Intent of WIA One Stop Structure
- Oklahoma Example
- What is your role in moving this forward?
Intent of WIA One Stop Structure

- To truly *align* and *braid*
  - Services
  - Resources
to meet customer needs
Historical Perspective

MDTA (Manpower Development Training Act)

CETA (Comprehensive Employment and Training Act)

JTPA (Job Training Partnership Act)

WIA (Workforce Investment Act)

1962
1973
1982
1998
Board Evolution

Value Add

Core

- Program compliance
- Fund Proposals
- Develop Programs
- Human Capital
- Architect & Facilitator
- Organize Community Resources
**System Evolution**

- Siloed Programs and Funding Sources
- Collection of Agencies
- Aligned and Braided System of Services/Resources
Why Is This Important?

- Current skills mismatch
- Need an effective on-going talent pipeline
- Requires a workforce development system not a collection of agencies
Oklahoma Works!
“A New Day, New Way”
Customer Focused, Business Driven

System Thinking & Alignment

- Customers
  - Wealth Creation for:
    - Business/Employers;
    - Job Seekers/Students

- DHS
- DRS
- OESC
- Adult DLW Youth
- K-12
- Regents/Colleges
- Career Tech
- ABE
- ODOC/Econ Dev.
How Did This Evolve?

- Studies
  - Tom Coburn
  - Governor’s Council for Workforce and Economic Development
- Oversight Committee
- Task Force
What is It? A Process to...

1) **Build** and **align** all agencies into a community-wide system

2) **Certify** the System
System Building and Alignment Steps

1. Create Lead Partnership Team:
   - Determine a convener/mediator
   - Involve key partners
   - Form/Integrate lead team

2. Develop Vision for An Integrated System:
   - Define what “system” means or “vision”
   - Describe an integrated system’s characteristics and benefits

3. Implement Unified Plan:
   - Team staff
   - Integrate augmented services
   - Track policy changes

4. Develop Unified HRCE Development Plan:
   - Determine local workforce issues
   - Develop solutions, goals, and measures
   - Determine partner roles and create memorandum of understanding
   - Identify policy changes
   - Create a budget

5. Develop Team Action Plan:
   - Complete organizational assessment
   - Develop initial team action plans
   - Request training sessions

AHA Consulting
Role of the WIBs

- Convene the partners
- Lead the system building and alignment process
  - Unified planning
  - Service mapping
  - Process mapping
  - Resource mapping
  - Continuous improvement
- Add standards and measures as needed
System *Certification*

- Certifies systems and not separate centers/offices
- Provides/rewards momentum for partners to work together
- Components – Based on feedback
  - Framework – Process (How we will do it)
  - Standards and Measures – Content (What we need to do/reach)
Oklahoma’s Standards

- 3 Categories
- Developed by subcommittees using feedback
- Reviewed/recommended by
  - Task Force – 3 questions
  - Workforce Systems Oversight Committee
- Approved by GCWED
Outcomes

- Oklahoman’s will have the right skills needed by employers
- Support for business
  - Location
  - Expansion
  - Retention
- Higher paying jobs
- Increased per capita income
- Facilitates efficient/profitable businesses
- Improved Oklahoma economic status
Why Important to Partner Organizations (WIIFMs)

- Streamlines services
- Provides greater service provision efficiencies (non-duplications)
- Identifies /addresses service gaps --opens new service options
- Creates a positive image
- Gains public support
What Is Your Role?

- Decide system alignment and certification are required
- Promote it
  - Staff
  - Community
- Support it
  - Staff
  - Community
- Reward it
Questions?

And for further information:

www.ok.gov/okworks/System_Certification_Overview/index.html