



## PARTNER AGENCY ROLES



The Louisiana Workforce Commission is leading the development of the state's new demand-driven workforce development system, integrating training

programs, support services and employment services across government agencies into a cohesive system to better serve employers and job seekers. The aim of the reforms is to align the supply of workers with the needs of business and industry to make Louisiana's workforce a greater asset in the state's ability to retain and expand existing businesses and recruit new ones.

The LWC is creating a Workforce Investment Council to engage business and industry to a greater degree than ever before to improve job forecasting and establish priority workforce needs. These job forecasts will drive community and technical college program priorities and funding to strengthen their role in workforce development and to align them with the hiring needs of Louisiana's employers in every region of the state.

As part of the effort to fill job vacancies in the state, the LWC also will work to expand the workforce by pulling in more of the Louisianans who are not fully participating in the workforce and by recruiting trained workers from other states for jobs that our existing workforce cannot fill today.

The LWC also is decentralizing its workforce development functions by strengthening its field operations and improving the service offerings of Business and Career Solutions Centers around the state, and by regionalizing the operations of the Workforce Investment Boards.



Louisiana Economic Development (LED) has identified the lack of an available, trained workforce as one of the biggest barriers for

businesses wanting to expand in or locate to Louisiana. This identification has directed LED to view workforce development as a critical component in economic development. It also has resulted in LED establishing partnerships with Louisiana Workforce Commission and Louisiana Community and Technical College System (LCTCS) to help ensure job training programs are aligned with the needs of our growing economy.

As part of its mission under Gov. Jindal's administration, LED has established a Business Retention/Expansion

team to focus exclusively on cultivating Louisiana's existing businesses. The team will work with top companies around the state to identify obstacles and expansion opportunities. This information will be used to inform changes in state public policy needed to support economic growth.

### Louisiana Fast Start—Program Overview

Recognizing that the availability of trained and qualified employees has become a mission-critical site selection factor, LED is currently implementing the Louisiana Fast Start program to provide a turnkey employee training and delivery solution for company relocation and/or expansion projects in Louisiana. This initiative has been designed according to best practices in place elsewhere and will be administered largely through partnerships with LCTCS and private training providers, with program launch scheduled for the fourth quarter of 2008.

Louisiana Fast Start will directly assist companies seeking to relocate and/or expand in the following ways:

- identifying and screening high-potential employees
- developing customized training materials utilizing the latest computer-based technologies and video production techniques
- delivering employee training in a manner specifically tailored for companies and/or facilities that are establishing or expanding operations

The vision of Louisiana Fast Start is for Louisiana to become a top-five state in the nation in terms of employee solutions for company relocation and expansion projects. Louisiana Fast Start is anticipated to immediately become an absolutely essential component to LED's business recruitment and expansion efforts by fully addressing a top company concern—the availability of trained and qualified employees.



The Louisiana Community and Technical College System is being repositioned as the primary provider of job training services in the

new workforce delivery system. This is a direct response to the reality that most jobs require more than a high school diploma but less than a four-year degree.

Programs offered by LCTCS and their funding will be driven by the needs of business and industry. LCTCS will work with businesses and the LWC to anticipate job needs,





develop curriculums to meet those needs and recruit students for the programs.

Centers of excellence at technical colleges will focus on key industries in each economic region and coordinate workforce development planning and activities in the public and private sectors. Through regular interaction with business leaders, Workforce Investment Boards, partner state agencies, local stakeholders and four-year universities, LCTCS will develop programs in high-demand fields, including marine manufacturing, cyber security, energy exploration and production and emergency response.

LCTCS is demonstrating its commitment to employers and students by offering a Day One Guarantee that graduates are job ready in their field on their first day on the job or they will be retrained for free.



The Department of Education and school districts across the state will be instrumental in preparing students to meet the workforce needs of our state. With its mission to create a world-class education system in Louisiana, the Department recognizes a crucial

responsibility to equip students with the knowledge and skills they need for life-long success.

Specifically, Career and Technical Education (CTE) programs are helping students make critical decisions regarding career paths, post-secondary education and job training through career information, instruction, hands-on applications and community-based learning.

And due to an increased level of funding from state appropriations, \$3.2 million for the 2008-2009 fiscal year, middle and high school CTE programs will be expanded, including:

- Additional options for Industry Based Certifications to include offerings such as Emergency Medical Technician, Dental Radiology, Adobe Certified Associate, Automotive-ASE and Pharmacy Technician.
- Increasing the number of students in CTE and Louisiana Community and Technical College System dual-enrollment classes by 10 percent this year. The dual-enrollment program allows 11th and 12th grade students to earn both high school and college credit by taking college-level courses. The program affords academically prepared students the opportunity to get a head start toward earning a college degree, allows students in need of remediation to develop college readiness through enrichment courses, and provides work skills training to students planning to enter the workforce.
- Increase the number of students participating in career awareness, career exploration and work-based learning activities. In 2006-2007, more than 4,400 students

participated in work-based learning jobs and internships earning more than \$10.3 million.

In addition, the Board of Regents received an increase of \$4 million in its appropriation to support the Louisiana Early Start program. This program allows high-school students to earn credit for college courses and workforce training while still in high-school.

And to ensure Louisiana offers students options that align with their personal goals for their future, this year's freshman class, the Class 2012, will be the first to participate in Louisiana's optional diploma program. Depending on their college and career interests, at the end of their sophomore year, Louisiana students will now be able to pursue either an academic path or a career/technical path, earning either a Louisiana Core 4 Diploma or Louisiana Basic Core Diploma.



The Department of Public Safety and Corrections releases more than 15,000 people from prison each year. They need jobs to support themselves and their families. With the proper education and vocational support while incarcerated, they can make a significant contribution

to the state's efforts to meet the workforce needs of business and industry.

DPS&C is already helping Louisiana businesses with more than 3,800 offenders participating in work release programs. Over the next few years, DPS&C will work to increase that number and to expand technical education and skills training opportunities for offenders through various reentry programs.

Training offenders while they're in prison and helping them find jobs when they're released not only helps grow Louisiana's workforce, but it reduces crime and re-incarceration rates, lowers the costs of operations within the prison system, makes our communities safer and turns tax burdens into taxpayers.



The Department of Social Services staff members come into contact with people every day who want to work but lack the support system needed to

find or keep a job. A lack of affordable child care, unreliable transportation, disabilities and poverty add to their challenges.

DSS strives to connect those clients with the services that will allow them to become productive members of society. As part of Louisiana's integrated workforce development model, DSS is developing a system to engage those who





are outside the workforce who need support services to enter and remain in the workforce.

DSS' No Wrong Door Initiative is making it easier for its clients to access support services, and the workforce redesign will create a one-door system for citizens across the state to access employment, training and support services regardless of which agency they contact.

A partnership of the Louisiana Workforce Commission, the Office of Juvenile Justice and the Departments of Education, Health and Hospitals and Social Services is launching Louisiana's first Neighborhood Place. It will give people a central location for a broad range of services that support families, including student achievement services, child care assistance, Medicaid/LaCHIP, food stamps, workforce development and child welfare services.

