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Bobby Jindal, Governor
Charles Moniotte, Chairman

Workforce Investment Council

Workforce Investment Council Executive Committee Meeting

Tuesday, August 14, 2012

9:30 a.m.

Louisiana Workforce Commission
1001 North 23rd Street, Baton Rouge, LA

Members of the Executive Committee Present:

Charles Moniotte, Chair
Kathy Bobbs
Curt Eysink
Joe May
Mike Mitternacht
Steven Grissom, Designee for Sec. Stephen Moret
Jim Purcell
Louis Reine
Eddie Rispone
Charles Vandersteen
Supt. John White

Members of the Executive Committee Absent:

Jacqueline Beauchamp
Art Favre
Sec. Stephen Moret
Mike Palamone
Jorge Tarajano

Guests Present:

Latika Bharadwaj
Sachin Chintawar
Kelvin Dandridge
Steven Grissom
David Lefkowitz
Stephanie Miller
Bryan Moore
Paul Theriot

I. Call to Order

Chairman Charles Moniotte called the meeting to order.

II. Comments from the Chair

Mr. Moniotte thanked members for coming to the meeting.

III. Approval of Minutes

A copy of the May and June meeting minutes were provided to the members for their review and approval. All were in favor and none were opposed.

IV. Presentation of Grad Act I and II

Dr. Jim Purcell discusses the high school graduation rate in Louisiana among the students that finished grades K12, with La being above the nation. The question was raised regarding the retention rate in Louisiana. Dr. Purcell's response to the question asked was that Louisiana is actually below in the retention rate.

Six Year Graduation Rates: Compared to the nation, Louisiana rates are low. It is suggested that the state needs more workers with greater skills to help increase future graduation and retention rates. Louisiana graduates produce more than 75% of the Southern Regional Education Board rate. As a state, in higher education we are funded at sixty-one percent of SREB which produces more with fewer funds.

LA GRAD Act (Louisiana Granting Resources and Autonomy for Diplomas Act): Based on statewide performance goals and commitments defined by the legislator the GRAD Act grants colleges and universities increased tuition authority and operational autonomies. The GRAD Act consists of four performance objectives with 62 GRAD Act measures. The Performance Objectives are (1) *Increased Student Success* (2) *Easier Articulation and Transfer* (3) *Aligned Workforce and Economic Needs* (4) *Increased Institutional Efficiency and Accountability*. The GRAD Act measures vary by institutions' specific role, scope and mission. Institutions compete against themselves with self-established targets for improvement. Institutions with problems achieving their target goals but shows performance improvement in the recent two years over the previous three year period is granted GRAD Act funding. The three categories of measures are *Descriptive: worth 1 point, Tracked: worth 1 point and Targeted: worth 2 points*. An institution **must** pass the Student Success Objective to receive funding. GRAD Act repercussions are (1) *No authority to raise tuition: Institutions who pass can increase up to 10%* (2) *Loses performance funding: Currently 15 % of state funds, Failing institutions are eligible to earn up to 75% of their performance funds by entering into GRAD Act Improvement Contract, and* (3) *Not eligible for autonomies*.

Leaders & Laggards Report: Dr. Purcell stated that Louisiana received from the Chambers of Commerce Leaders & Laggards Reports under Statewide Measures on Policy Environment an "A" based on the fact Louisiana has GRAD Act and Performance Funding, which is mentioned in the national report. He proceeded to state that on some of the other measures Louisiana did not do as well, with one measure being **Four Year Schools, Student Access & Success** and the other measure being *Transparency and Accountability*. In the *Student Access & Success* category Louisiana received an "F" and a "D" in *Transparency and Accountability*. Dr. Purcell stated this report was from 1 ½ years ago and that some data points were impacted by Hurricane Katrina. He goes on to state that there is a plan to make the Transparency & Accountability more public via public webpage.

V. Consideration and Approval of Star Rating System

The Director of the Division of Economic Development at LSU presents the Star Rating System. The Star Rating System goal is to provide individuals with ideas on what are the top occupations in the state of Louisiana as well as providing the state with information on what occupations appear to be the best. The Star Rating System consists of 4 components: (1) *Long Term Annual Demand*, (2) *Long Term Percent Growth*, (3) *Current Job Openings* and (4) *Wages*. Each category was rated 1-10 based on percentiles. Categories averaged wages were x2 and divided by 2. Stars were rounded up to the next whole number. Wage rules: (a) 1-20th percentile is a max of 1 star, (b) 21-40th percentile is a max of 2 stars, and (c) 41-50th percentile is a max of 3 stars.

VI. Discussion of 2020 Occupational Forecast Outreach Plan

The presenter speaks of challenges faced with obtaining occupations without a high school degree. The discussion continues at length on the qualifications and requirements for **Top Occupations** with the following degrees:

- Graduate or Professional Degree
- Bachelor's Degree
- Associate Degree
- Post-Secondary, Non-degree Award
- High School Diploma
- Less Than High School Education

VII. Presentation on Course Choice by Louisiana Department of Education

Dave Lefkowitz, Deputy Superintendent with the DOE, addressed the following matters regarding Course Choice:

What is Course Choice and its destination

The Course Choice Program is an integral component of Louisiana Believes, the State's plan to empower students and teachers. Course Choice will provide new and exciting choices to help students improve their job readiness. Businesses will be able to offer training courses, internships and apprenticeship programs that prepare our state's students for high-paying 21st Century jobs.

Overview of Implementation

The first year of implementation, the Course Choice program will focus on developing course offerings in (1) *career and technical course offerings*, (2) *core academic subject offerings*; and (3) *college credit course offerings (Advanced Placement credit, IB credit or college credit)*.

Course Choice Program Vision

In the second year of implementation and beyond, the Course Choice program will expand dramatically. Course Choice will provide highly innovative new career and technical education courses that promise to provide Louisiana students with academic and career training opportunities previously unimaginable said Lefkowitz.

VIII. Consideration and Approval of WIC Strategic Plan

The Committee discussed the elements of the update to the Strategic Plan by addressing the following:

Strategic Goal #1: Increase the High School Graduation Rate

- a. **Benchmark Objective:** Increase the Louisiana cohort high school graduation rate to 80% by 2014

Recommended Implementation Strategies:

- b. Provide a comprehensive set of early childhood development programs (Age 0 to 5)
- c. Design and implement a complimentary set of programs and services focused on preventing high school dropouts and recovering youth that drop out of high school
- d. Evaluate school calendar and schedule for potential changes that would better accommodate student learning and today's family circumstances
- e. Maintain a strong statewide accountability system

Strategic Goal #2: Increase the Educational Attainment of the State's Adult Population to the Southern Regional Education Board States' Average by 2025.

Objective 2-1: Through collaboration with the Board of Elementary and Secondary Education (BESE), graduate more students from high school ready for college or career.

Objective 2-2: Increase the college-going rate of high school graduates.

Objective 2-3: Increase the number of adults age 25 and older enrolled in postsecondary education programs.

Objective 2-4: Improve postsecondary persistence/retention rates. (1st to 2nd Year and 1st to 3rd Year)

Objective 2-5: Increase graduation of transfer students.

Objective 2-6: Increase the rate and number of students earning a postsecondary credential.

Strategic Goal #3: Align Postsecondary Resources with Workforce Needs

Objective 3-1: Develop a skilled workforce to support an expanding economy.

Objective 3-2: Entering postsecondary undergraduate enrollment balanced to approximately 50-50 between two-year/technical colleges and four year universities by 2014.

Strategic Goal #4: Develop a Comprehensive (Demand) System that Credibly Forecasts and Effectively Communicates Workforce Demand and Identifies Priority Workforce Education and Training Needs

- **Benchmark Objectives:** Maintain comprehensive and accurate industry and occupational short-term and long-term forecasts that are actionable at the state and regional levels

Utilize the Occupational Forecast to deliver workforce development services through an integrated network of state agencies, educational institutions, local workforce investment boards and community-based organizations

Increase the number of people working and highly skilled potential workers in Louisiana

Recommended Implementation Strategies:

- Coordinate all job placement and business engagement activities across state agencies

- Support the implementation of credible, portable credentials and skills assessments throughout the workforce delivery system
- Increase business engagement by developing and leveraging partnership through the local workforce investment boards

Strategic Goal #5: Implement a Comprehensive Accountability System for Workforce Development Results

- **Benchmark Objectives:** Maintain an accountability system consistent with the goals of the Strategic Plan

Embrace the concept of diversity to ensure Louisiana's workforce is a reflection of the diversity found in Louisiana's population

Recommended Implementation Strategy:

- Charter a project team of key stakeholders to design accountability system

Strategic Goal #6: Increase the Labor Force Participation Rate

- **Benchmark Objectives:** Increase labor force participation rate to the national average by 2015

Embrace the concept of diversity to ensure Louisiana's labor force is a reflection of the diversity found in Louisiana's population

Recommended Implementation Strategy:

- Create a committee of key stakeholders to study and make recommendations to increase the labor force participation rate in the state
- Realign unemployment insurance and workers' compensation (workforce development) programs as reemployment services
- Support training for job seekers that prepares them for jobs that provide financial Independence
- Work with business and industry to increase the opportunities for nontraditional sources of labor, including veterans, ex-offenders, people with disabilities and people with language barriers, to achieve sustained employment

IX. Other Business

None

X. Public Comments

None

XI. Adjournment

Meeting was adjourned