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Bobby Jindal, Governor
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Workforce Investment Council

WORKFORCE INVESTMENT COUNCIL STRATEGIC PLAN

Building a nimble, responsive workforce development system capable of quickly aligning education and training opportunities with employer needs will ensure continued economic growth and establish Louisiana as the best place to find the next great employee.¹

Vision

Louisiana will be the best place to get a job or grow a business.

Mission

The Workforce Investment Council (WIC) supports the development of an employer-led, demand-driven workforce development system based on occupational forecasts in which training, education, and services for job seekers prepare Louisiana residents for high-wage, high demand career opportunities in Louisiana.

STRATEGIC GOAL 1: FORECASTING

Provide and continue to develop robust, credible industry and occupational forecasts and labor supply analyses that identify current and future workforce demand and drive policy and resource decisions.

1. Maintain comprehensive and accurate industry and occupational short- and long-term forecasts which are refreshed annually to reflect dynamic workforce needs.

Metric 1: Define targeted response elements and response rate from regional partners on industry and occupational forecasts by March 2016 WIC meeting.

Metric 2: Track and report on the

Metric 2.1: Delivery of industry and occupational forecasts to the Occupational Forecasting Conference (OFC) each April.²

Metric 2.2: Delivery of industry and occupational forecasts for approval at the June WIC meeting.

Metric 2.3: Delivery of Star Jobs Rankings to the OFC each July.

Metric 2.4: Timely online posting of forecasts and Star Jobs Rankings each August.

¹ According to Act no. 426 of the 2015 Louisiana Regular Session, the purposes of the Workforce Investment Council include (1) Meeting the requirements of the federal Workforce Innovation and Opportunity Act of 2014, 29 U.S.C. 3101 et seq. in order to receive funds relevant to workforce activities authorized by the law; (2) advising the governor on the needs of the state's employers and the state's workforce along with strategies for its continued improvement; (3) creating a common vision, a strategic combined state plan and outcomes that will coordinate and integrate a workforce development delivery system to assure the greatest cooperation possible between public and private entities; and directing the Occupational Forecasting Conference in determining such official information that is necessary for planning and budgeting with respect to workforce development.

² According to [LA Rev Stat § 23:76](#) the Occupational Forecasting Conference is a committee of the Workforce Investment Council charged with projecting state and regional job growth and demand.

2. Position the industry and occupational forecasts as *The Louisiana Occupational Forecast* and guide for resource allocation.

Metric 1: Define then determine usage of *The Louisiana Occupational Forecast* by September 2016 WIC meeting.

Metric 2: Hold at least two meetings per year to educate and promote the adoption of *The Louisiana Occupational Forecast* with state agencies, education and training providers, employers, and the broader workforce community.

3. Support collaboration among state agency partners to continue the annual development of a workforce supply and demand analysis to identify workforce gaps.
4. Support the continued development of user-friendly tools (i.e., Star Jobs; My Life, My Way; and HiRE) that appropriately communicate the forecast and gap analysis to each customer type (i.e. business and industry, job seekers, state agencies and policymakers, educational institutions, workforce development boards, and community-based organizations) enabling more informed decision-making and planning.

Metric 1: Deliver the gap analysis by the June WIC meeting each year.

Metric 2: Deliver a plan to address gaps by the September WIC meeting each year.

5. Coordinate the development and launch of a statewide outreach campaign, including communications and marketing, with the goal of educating students, parents, influencers, educators, job seekers and workforce development stakeholders about career opportunities available in Louisiana, the pathways to those opportunities, and available support services.

Metric 1: Deliver and present a draft outreach campaign plan by the March 2016 WIC meeting.

Metric 2: Commence planned campaign upon approval of the new forecast and gap analysis.

STRATEGIC GOAL 2: GROWTH AND ALIGNMENT

Meet current and future workforce demand by better aligning Louisiana's education and training enterprise to produce more people with the skills, abilities, and credentials that meet the needs of Louisiana business and industry.

1. Develop a Louisiana-specific tool that links instructional programs with employment outcomes, helping residents identify education and training pathways that lead to high-wage, high-demand careers.³

Metric 1: Oversee delivery of the Louisiana State University contract and data sharing agreements with pertinent stakeholders by the March 2016 WIC meeting.

Metric 2: Deliver tool by the December 2016 WIC meeting.

2. Support growth in the Louisiana labor force pipeline by promoting:

- a. An increased high school graduation rate.

Goal: Reach an 80 percent graduation rate by 2020, which is the rate in top states as defined by the National Center for Educational Statistics.

- b. Education, training, and job opportunities for individuals with barriers to employment, as defined by the Workforce Innovation and Opportunity Act.⁴

Goal: Pending performance metric release from United States Department of Labor.

- c. The preparation and connection of unemployed and underemployed individuals with skills training for high-demand occupations.

Goal: Pending performance metric release from United States Department of Labor.

3. Ensure compliance with requirements to maximize federal workforce development funding for Louisiana.

Metric 1: Meet federal diversity requirements for WIC membership. (Annually)

Metric 2: Meet federal diversity requirements for WDB membership. (Annually)

Metric 3: Ensure LWC is in compliance with federal formulas for funding allocations. (Annually)

³ Louisiana-specific tool will link the Classification of Instructional Program codes (CIPs) to Standard Occupational Classification codes (SOCs). This is the key to connecting labor supply (instructional program entrants and completers) with workforce demand (state occupational forecasts), resulting in a *single* data-driven solution for aligning workforce supply and demand.

⁴ According to WIOA guidance, individuals with barriers to employment include homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; farmworkers; individuals within two years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families program; single parents (including single pregnant women); and long-term unemployed individuals.

4. Adopt policies likely to lead to high-wage employment outcomes that reflect state diversity demographics.

Metric1: Number of policies brought to WIC members for consideration. (Quarterly)

5. Increase the percentage of high school graduates who are ready for work or post-secondary education and training that aligns with workforce demand and career opportunities.

Metric1: Number of policies brought to WIC members for consideration. (Quarterly)

Metric 2: Pending the development of metrics by the Department of Education and the Board of Regents.

6. Ensure that *The Louisiana Occupational Forecast* and gap analysis are used by stakeholders to prioritize resource investments.

Metric 1: Track the number of statutes that require alignment with *The Louisiana Occupational Forecast* and gap analysis. (Annually)

7. Support increased production of post-secondary credentials and apprenticeship programs that lead to high-wage, high-demand career pathways.

Metric 1: Develop a tool by the March 2017 WIC meeting to track the percentage of post-secondary credentials and apprenticeship programs leading to 4- and 5-star jobs. (Annually)

Metric 2: Determine a target reduction in selected Tier 1 and Tier 2 workforce gaps by the September 2016 WIC meeting.

Metric 3: Commence reporting on the reduction of selected workforce gaps at each September WIC meeting.

8. Promote meaningful, portable industry credentials supported throughout the workforce delivery system that align to workforce demand.

Metric1: Deliver and present a draft plan to systemically track the number of credentials by September 2016 WIC meeting.

Metric 2: Commence planned campaign within six months of September 2016.

9. Brand Louisiana Star Jobs and HiRE as the best tools to identify high-wage, high-demand jobs in Louisiana, and the education and training necessary to attain those jobs.

Metric 1: Number of new employers using Star Jobs by posting jobs. (Quarterly)

Metric 2: Number of new job seekers using Star Jobs to look for education, training, and jobs. (Quarterly)

Metric 3: Track the number of jobs filled. (Quarterly)

Metric 4: Track the number of Tier 1 jobs filled. (Quarterly)

STRATEGIC GOAL 3: ACCOUNTABILITY

Institute a system of accountability for the workforce development system. Ensure WIC accountability to the Governor of Louisiana, other WIC members, and the Louisiana Workforce Commission, and promote accountability of the Workforce Development Boards as defined by WIOA to the WIC.

Workforce Investment Council

- Conduct a formal stakeholder analysis by the June 2016 WIC meeting, which will be incorporated into the WIC strategic plan to better understand roles, responsibilities, interactions of all workforce development partners.
- Submit a strategic plan in alignment with WIOA to the Governor and annually report plan progress as required by statute.
- Hold stakeholders accountable for achieving agreed-upon strategic goals that align workforce supply and demand.
- Evaluate the effectiveness of Workforce Development Boards in meeting workforce demand. LWC to provide draft evaluation process within three months of receiving federal performance guidelines.
- Direct the activities of the Occupational Forecasting Conference.
- Drive state and local policy to support the alignment of education and training with workforce demand.
- Oversee the Industry-Based Certification (IBC) Council, responsible for evaluating the alignment of credentials with state workforce demand for inclusion on the IBC State Focus List.
- Oversee, jointly with the Board of Regents, the evaluation of two-year and shorter-term programs for TOPs Tech eligibility in alignment with state workforce demand.
- Oversee the evaluation of apprenticeship programs in alignment with state workforce demand with input from the State Apprenticeship Council.
- Contribute to the evaluation of TOPs Tech Early Start training providers to ensure alignment with state and regional workforce needs.
- Support the alignment of Jump Start Pathways with statewide and regional workforce demand through the Graduation Pathway Review Panel.

Louisiana Workforce Commission

- Support the operations of the WIC.
- Secure WIC adoption of policies governing the operations of the WDBs.
- Provide operational oversight of WDBs and the operations funded through the LWC in workforce development areas.
- Measure and report on the performance of WDBs and workforce development regions.
- Monitor and provide technical assistance for WDBs and regions regarding service delivery, training services, performance management and accountability systems, information services, and program finances.

Workforce Development Boards

- Develop local and regional workforce plans that align with the WIC strategic plan and the combined state plan⁵ as required under WIOA.
- Align regional workforce development plans and performance outcomes to meet forecasted workforce needs.
- Work with the LWC to gather input for the industry and occupational forecasts from local and regional Louisiana driver firms, economic development organizations, and trade associations.
- Work with the LWC to develop service-delivery models that best meet the needs of their region.

APPROVED BY THE LOUISIANA WORKFORCE INVESTMENT COUNCIL

Chair: Chale Njatta

Date: 12/12/15

⁵ The Combined State Plan outlines a four-year strategy including federally-required core program as defined by WIOA and partner programs as defined by LWC.