



# WIOA IMPLEMENTATION PLAN

## SECTION I: BACKGROUND

The WIOA implementation plan is intended to identify project goals, activity levels, spending targets, and timeframes that are directly linked to achieving grant goals.

The plan is also required to address performance accountability, which must include at minimum:

- Meeting operational goals such as planned service level and expenditure targets;
- Meeting performance outcome goals;
- Managing sub-recipient and contractor performance; and
- Using performance data for continuous improvement.

## SECTION II: PROJECT GOALS

All project goals support and fall within the scope of the UPWARD Talent Council Michigan Works! WIOA Local Plan.

Goal #1 – Expend the WIOA Allocation relatively evenly throughout the Program Year

Goal #2 – Ensure all required WIOA Local Policies are in place

Goal #3 – Establish local policies or procedures when additional local guidance would be helpful, but is not required

Goal #4 – Evaluate regional organizations to identify possible additional providers of the 14 Youth Elements; UPWARD Talent Council Michigan Works! may continue to be the most appropriate provider

Goal #5 – Promote the Skilled Trades Training Fund to provide training to incumbent workers, rather than using limited WIOA funding

Goal #6 – Continue commitment to quality implementing an integrated services delivery model across all funding sources.

## SECTION III: PERFORMANCE ACCOUNTABILITY

### **MEETING OPERATIONAL GOALS**

Expend the minimum percentage (currently 20%) of the overall WIOA Youth allocation on Work Experience

Expend the minimum percentage (currently 50% under a state-level waiver, but 75% without the waiver) of the overall WIOA Youth allocation on Out-of-School Youth

Ensure all 14 Youth Elements are offered to Youth participants

As standard practice, evaluate Out-of-School Youth Enrollments to determine whether or not co-enrolling them as WIOA Adults would be appropriate and advantageous to the participant

As standard practice, evaluate Jobs for Michigan's Graduates Enrollments to determine whether or not co-enrolling them as WIOA Out-of-School Youth or WIOA In-School Youth would be appropriate and advantageous to the participant

As standard practice, evaluate all Enrollments to determine whether or not the customer may benefit from services provided Service Center partners or through referral to community based organizations

### ***MEETING PERFORMANCE OUTCOME GOALS***

UPWARD Talent Council Michigan Works! will make every effort to meet negotiated performance goals.

Increase WIOA enrollments of customers who do not receive training services.

Establish a system for managing WIOA exits, where Case Managers propose exits, which are reviewed and approved or recommended to continue services with participants. After each round of approvals, estimate the performance measure calculations based on those approvals.

As standard practice, evaluate Dislocated Worker enrollments to determine whether or not co-enrolling them as WIOA Adults would be advantageous to the participant; similarly, evaluate Adult enrollments to determine whether or not co-enrolling them as WIOA Dislocated Workers would be advantageous to the participant

As standard practice, partner with our Adult Education Partners to determine whether or not enrolling their participants as WIOA Out of School Youth would be advantageous to the participant; similarly, WIOA Out of School Youth Staff can evaluate Out of School Youth customers to determine whether or not a referral to the AEFLA Program would be appropriate

Establish a system for reviewing Individual Employment Plans/Individual Service Strategies for all WIOA enrollments.

### ***MANAGING SUB-RECIPIENT AND CONTRACTOR PERFORMANCE***

Monitor sub-recipient and contractor performance through data analysis and on-site monitoring.

### ***USING PERFORMANCE DATA FOR CONTINUOUS IMPROVEMENT***

Evaluate performance measures by Workforce Services Specialists annual basis in order to identify staff that may benefit from additional training on performance measures and/or development of successful career management strategies.

Employer Services Specialists continue to work with employers within the region to urge increased wages for occupations

Training Specialists will work to identify and promote high performing Training Providers

Work with Training Providers to develop high quality credentials, including those that are industry-recognized

Establish and promote localized Business Resource Networks within the Region to increase employee retention and possibly overall earnings

#### SECTION IV: CONTINUOUS IMPROVEMENT PLAN

UPWARD Talent Council Michigan Works! Intends to continuously pursue improvement to increase efficiency in processes, procedures and local policies. We will also explore innovative service delivery methods and models in an effort to better serve the customers in our region. Learning from, and sharing with, other Michigan Works! Agencies is an important part of continuously improving our region and the State of Michigan as a whole.

UPWARD Talent Council Michigan Works! will establish, implement and improve training models for professional development of our Staff.

UPWARD Talent Council Michigan Works! intends to keep pace with technological advances in order to equip customers with the tools and skills necessary to be successful in today's workplace.

UPWARD Talent Council Michigan Works! will continue to contribute to and participate in collaborative efforts at every level of the Michigan Works! System from the local level up to the national level, as appropriate.