

GREATER LOWELL WORKFORCE AREA

Executive Summary of the FY15 Workforce Development Operational Plan

I. INTRODUCTION

The Greater Lowell Workforce Investment Board (GLWIB), in partnership with the Chief Elected Official (CEO), Kevin Murphy, Manager, City of Lowell, is responsible for developing an Annual Plan for Fiscal Year 2015 and submitting the plan to the Massachusetts Department of Career Services, after making it available for public comment. Local Workforce Investment Boards, through the annual planning process, must assure that effective service and positive outcomes remain the overarching goal for all local providers and that quality is not compromised in the wake of challenges posed to the workforce system.

As stated in our 2009-2014 Strategic Plan, the Greater Lowell Workforce Investment Board remains dedicated to developing and sustaining a skilled and educated workforce to respond to current and emerging labor market needs. We will pursue this goal by assessing the needs of employers, expanding the skill set of the local workforce to meet those needs and enhancing the youth pipeline. While our strategy remains unchanged, we must continually assess and improve our effectiveness to meet the increased demand for services coupled with decreases in funding allocations and resources. We will move forward with sector initiatives designed to increase job training and placements.

The GLWIB will continue strong collaboration with its partners to maximize regional resources and sharing of best practices for effective service delivery in support of our goals:

- Goal #1: Promote a highly skilled and educated workforce capable of earning a sustaining wage, ensuring access for all individuals and families to opportunities for employment services and career development.
- Goal #2: Meet the workforce needs of current and future employers, supporting economic development, business competitiveness, and job growth.
- Goal #3: Enhance the organizational effectiveness and capacity of the GLWIB to provide leadership, engage key stakeholders, and maximize the use of resources to sustain an effective workforce development system.

Interested parties are encouraged to submit written comments on the Executive Summary to the Greater Lowell Workforce Investment Board by July 2015. The two-part plan focuses on (1) budget and projected service levels and (2) narrative. The complete FY15 plan will be available on the GLWIB website in July 2015. Copies of the plan may also be obtained by contacting the GLWIB, 107 Merrimack Street, Lowell, MA 08152; 978-937-9816.

II. WIA Allocations

WIA Title I Adult	\$ 493,663
WIA Title I Dislocated Worker	\$607,366
WIA Title I Youth	\$ 528,190
Total	\$1,629,219

III. Budgets (and/or Budget Narrative)

\$5,272,686

IV. WIA Adult and Dislocated Worker Programs

Through the One-Stop Career Center (OSCC) workforce development system, adult and dislocated worker job seekers will have access to a broad array of services from a comprehensive assortment of employment programs. WIA provides for basic core services, which are available to all job seekers, and additional intensive and training services are available to persons predicated on meeting certain eligibility criteria. Examples of Core, Intensive and Training services include:

- Career Center Seminar (CCS)
- Career Action Plan (CAP)
- Job Search/Job Readiness Workshops
- Individual Career Counseling/Career Planning
- Comprehensive Assessments
- Labor Market Information
- Remedial Education/Occupational Skills Training
- Job Development and Placement Assistance

Training opportunities for eligible Adults and Dislocated Worker job seekers are obtained through Individual Training Accounts (ITA's) from a wide network of qualified training providers. Based on funding availability eligible individuals may receive up to \$5,000 in funding assistance for Adult Basic Education (ABE) and/or HiSET (High School Equivalency Test), English for Speakers of Other Languages (ESOL), and/or Occupational Skills Training.

The One-Stop Career Centers partner with several non-WIA funded agencies providing services to Adults and Dislocated Workers to include the Department of Elementary and Secondary Education, Massachusetts Rehabilitation Commission and Massachusetts Commission for the Blind for persons with disabilities, the Department of Transitional Assistance funded education and training services to public assistance and food stamp recipients, and Title V services to older workers. The Center also collaborates with the Lowell Police Department in providing assistance to ex-offenders. Veterans have Priority of Service at the Career Center of Lowell.

Adults:

Approximately 30-40 Adult job seekers will be served in Fiscal Year 2015.

WIA Adult Performance Goals:

• Entered Employment Rate	79%
• Employment Retention Rate	85%
• Six month earnings	\$12,400

Dislocated Workers:

Approximately 180-190 Dislocated Worker job seekers will be served in Fiscal Year 2015.

WIA Dislocated Worker Performance Goals:

• Entered Employment Rate	82%
• Employment Retention Rate	92%
• Six month earnings	\$20,500

In addition, other WIA and non-WIA funding sources assisting dislocated workers will include:

- Department of Career Center Services “Rapid Response”
- National Emergency Grants (NEG’s)
- Trade Adjustment Assistance
- On-the-Job Training (OJT)

V. Wagner – Peyser

Wagner-Peyser funded employment services provide universal access to core services delivered through the Career Center of Lowell. The Career Center will focus on providing a variety of employment related labor exchange services including but not limited to job search assistance, job referral, and placement assistance for job seekers. During FY 15, approximately 7,500 job seekers will receive labor exchange services.

VI. Business Services

The Business Team will assist employers in recruiting and hiring qualified and talented job seekers. During FY 15, approximately 450 employers will be provided services through the Career Center. Services will consist of job postings, applicant screening and referrals; Work Opportunity Tax Credit (WOTC); on site recruitments; job fairs; labor market information; On the Job Training (OJT), Business Workshops.

VII. Youth WIA Youth Programs

The Greater Lowell Workforce Investment Board in partnership with the Career Center of Lowell provides funds organizations in Lowell to support and maintain a framework of education, training and employment services for at-risk youth 14-21 years of age. Our goal is to re-connect these youth with education and employment strategies, which will lead to a life-long attachment with the workforce and ultimately economic self-sufficiency. Approximately 85 Youth job seekers will be served in Fiscal Year 2015.

WIA Youth Performance Goals:

• Entered Employment or Education Rate	80%
• Degree/Diploma/GED/ Certificate Attainment Rate	68%
• Literacy/Numeracy Gain*	45%

- Our priorities for FY 2015 will be to continuously improve the employment/educational services offered in the Young Adult Career Center which is integrated within the Career Center of Lowell. The Young Adult Career Center Seminar and Career Action Plan (CCS/CAP) workshop will continue during FY 2015 as the gateway for youth ages 14-24 accessing services.
- The Young Adult Career Center area provides an inviting, friendly environment with the opportunity for the young adult to network and interact with their peers in the Resource Room. The Young Adult Career Center mirrors the services offered the Adult and Dislocated Worker within the Career Center of Lowell to include workshops.
- The GLWIB Connecting Activities program will provide on-site services for students at Lowell High School, Greater Lowell Technical High School, and Dracut High School, and will be expanding outreach to include more Greater Lowell schools. The Connecting Activities provides Massachusetts Work-Based Learning Plans and anticipates placing more than 250 area high school into part-time jobs.
- The 2014 (FY 15) Young Adult Summer Jobs Program (July 7-August 20, 2014) will provide work readiness training and subsidized employment opportunities for 345 youth (ages 14-21) in Lowell, MA.