

Exhibit C. Policy Agenda and Action Plan



shiftinggears

Policy Agenda and Action Plan for

Wisconsin RISE

Updated Feb 2010

I. Institutionalize Career Pathways and Bridges

Seek to ensure that career pathways—including bridge courses for Adult Basic Education students and English Language Learners—become standard education and training options by revising DWD and WTCS program approval, classification, and funding policies.

Policy Priority #1

Eliminate or mitigate barriers to career pathway development.

Action	Timeline	Lead(s)
A. Revise WIA Eligible Training Provider List (ETPL) to include apprenticeships, bridges, and chunked career pathways training in targeted RISE occupations, and to ensure that contract training can be used to establish participant track record for what will later be ITA.	Policy and process to make this happen 3/31/09. Implementation to begin in April to June 2009.	Mark W. Wurl, DWD
B. Remove career pathways disincentives by securing a WIA waiver on credential requirements in order to align common measures with “chunks.” Existing federal performance measures don’t allow for chunking – participants have to earn a credential in order to be counted. The waiver removes a negative reinforcement, as bridge and pathway participants can be more easily counted as program successes while they advance in small steps.	Policy issuance by 4/1/09, implementation upon release.	Gary Denis and Dianne Reynolds, DWD

C. Review and amend WTCS occupational program development standards and procedures to ensure that embedded credentials are considered during the development of new one- and two-year occupational diploma or degree programs in sectors identified as appropriate for pathway development.	Comprehensive review through April 2010; amendment and rollout by December 2010.	Conor Smyth, WTCS Kathy Cullen, WTCS Annette Severson, WTCS
D. Review and amend WTCS occupational program modification standards and procedures to support reorganizing existing curriculum into system-recognized, credentialed chunks in sectors identified as appropriate for pathway development. (NOTE: D & the former E from the Oct. 2009 version are now combined into this item)	Comprehensive review through April 2010; amendment and rollout by December 2010.	Conor Smyth, WTCS Annette Severson, WTCS
E. Clarify standards for when certificate or technical diploma courses may be offered or credited at an Associate Degree-level to support transferability of courses among chunks of a career pathway.	Review through October 2009; rollout by April 2010.	Conor Smyth, WTCS Annette Severson, WTCS
F. Examine and amend as necessary WTCS performance measurement and accountability systems to encourage career pathway development.	Ongoing.	Willa Panzer, WTCS Julie Tyznik, WTCS
G. Expand options available for working adults to earn a High School Equivalency Diploma (HSED), in collaboration with the Department of Public Instruction.	Ongoing.	Willa Panzer, WTCS Mark Johnson, WTCS

Policy Priority #2		
Align and develop funding sources that encourage and support career pathway development.		
Action	Timeline	Lead(s)
A. Secure a waiver to allow boards to use local WIA funds for incumbent worker training & pilots, allowing them to work with participants not otherwise eligible for WIA. Dislocated worker funds could be used, e.g., for pathway training designed for layoff aversion, and the waiver allows workers to return for the next “chunk” and be served as incumbent workers.	Policy issuance by 4/1/09, implementation upon release.	Gary Denis and Pamela O’Brien, DWD
B. Revise WIA 35% rule to include earlier steps in career pathways toward target occupations, thus making bridge programs eligible training options for WIA Title I participants.	Policy issuance by 4/1/09, implementation upon release.	Gary Denis and Pamela O’Brien, DWD

C. Support Skills Jump Start , as proposed in the Governor’s GROW plan, as a transition strategy toward institutionalization and support of bridge programs. Build on this GROW initiative by developing a WTCS 2011-13 biennial budget initiative to create GPR-funded categorical grant for bridge and pathway course development and delivery.	Develop initiative through June 2010 for inclusion in 2011-13 biennial budget.	Gary Denis, DWD Conor Smyth, WTCS
---	--	--

Policy Priority #3 Ensure the value of career pathways is recognized across education and workforce development sectors.		
Action	Timeline	Lead(s)
A. Develop a set of state requirements for implementing career pathways at a local level by building on lessons learned in the 2009 WIA one-year plan (above), and build them into the new state 5-year WIA plan (2010), as well as subsequent incremental state and local 2-year plans. The plans will ask WDBs to elaborate and implement CP model in collaboration with local technical colleges and in alignment with identified sector needs.	Local Plan requirements to be issued in February, 2009; local planning upon release.	Gary Denis and Dianne Reynolds, DWD Conor Smyth, WTCS
B. Require that local WIA plans address Career Pathways by developing and including relevant policy language around implementation and CP operational elements in DWD’s next incremental WIA (1-year) state and local plans.	State Plan due to USDOL by 4/15/09.	Gary Denis and Pamela O’Brien, DWD
C. Rewrite directives for WIA Business service teams, requiring them to organize as regional teams that will work with business and industry workgroups in GROW regions to establish employer needs, identify links to career pathways, and convey these to local job centers.	Local Plan requirements to be issued in February, 2009; local planning upon release	Gary Denis and Dianne Reynolds, DWD
D. Develop and disseminate a policy statement detailing the complementary relationship between adult career pathways and Perkins Programs of Study and requiring coordination of these efforts.	By April 2010.	Kathy Cullen, WTCS Willa Panzer, WTCS Annette Severson, WTCS

II. Refocus on Human Capital – And Support its Development

Shift Wisconsin’s workforce development focus from immediate job placement to advancement through career pathways, and institutionalize this effort through policies that improve assessment, career and benefits counseling, and referral, and make career pathway education and training more affordable for low-income working adults.

Policy Priority #1

Make career pathways more affordable for low income working adults by increasing federal, state and employer investment in related training.

Action	Timeline	Lead(s)
A. Explore policy options for ways to use WIA, W2 or other workforce development funds to temporarily cover tuition, books and fees up-front for working students eligible for tuition reimbursement from their employers.	Comprehensive review through June 2010; rollout by January 2011.	Gary Denis, DWD
B. Advocate funding Opportunity Grants , as proposed in the Governor’s GROW plan, as a transition strategy toward providing funding for working adults who are not eligible for traditional student financial aid.	Ongoing.	Linda Preysz, DWD Morna Foy, WTCS
C. Make better use of FoodShare Employment and Training (FSET) by: 1) expanding the MATC (Milwaukee) model statewide and draw down FSET benefits by running match between FoodShare participants & current students); 2) developing incentives for FoodShare recipients to self-identify and thus access FSET to support training in a career pathway; or 3) identify a comprehensive state policy that doesn’t put burden on locals to get agreements in place—and runs match on eligibility—so pathway students could get FoodShare and FSET benefits if desired.	Review and evaluation through June 2010; proposal and rollout by January 2011.	Conor Smyth, WTCS Sarah White, COWS

Policy Priority #2

Make career pathways a logical and accessible choice for Wisconsin workers and job-seekers through policies that improve assessment, career and benefits counseling, and referrals.

Action	Timeline	Lead(s)
A. Explore policy options to better coordinate WIA and Apprenticeship in providing support and assessment to career pathways candidates and participants.	By June 1, 2009.	Rita Black-Radloff, DWD Kathy Wellington, DWD Marge Wood, WTCS
B. Write into Job Center standards that the program provide a minimum of one certified employment counselor per Comprehensive Job Center (1 per WDA).	Local Plan requirements to be issued in February, 2009; local planning upon release.	G. Denis & Dianne Reynolds, DWD
C. Revise Job Service Master Plan and job descriptions for Job Service staff to focus on job-seekers as their major customer. Set up a call-center system to manage employer job orders so that JS employees can focus on assisting job-seekers with Job Center of Wisconsin (online resources), assessment, enrollment, and case management.	Ongoing.	Brian Solomon, DWD