

U.S. Employment Services and Workforce Programs



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Overview

- Program and policy goals
- New law and directions--WIOA
- Management and system opportunities and challenges

U.S. Workforce Goals and Programs

- Labor Exchange (e.g., job matching, job placement, labor market information)
- Human Capital Investment (e.g., skills, education, job training, apprenticeships)
- Economic Development (e.g., tax credits, business partnerships, trade)
- Opportunity/Equity /Social Inclusion (e.g., skills upgrading, wage supplements, Youth development, exoffender services, wage subsidies)
- Reinforcement of Work Ethic (e.g., work requirement, work test)
- Worker Security (e.g., unemployment insurance, workers compensation, subsidized jobs)

U.S. Program Structures

- Federalism and intergovernmental systems
 - "Formula" funded programs to states
 - Discretionary funded programs to states, localities, non-governmental entities
 - Hundreds of funding streams and programs- many with special purpose or target groups
- Workforce Development System
 - ~550 local workforce investment boards (WIBs)
 - ~1,500 2-year community colleges
 - ~2,000 local One Stop Career Centers/ American Job Centers

WIOA Key Provisions

- Workforce Innovation and Opportunity Act (WIOA) signed into law July 22, 2014
- First legislative reform of the American public workforce system in more than 15 years
- Aligns federal job training, education, and employment investments to support job seekers, workers, and employers
- An integrated, decentralized system that provides states and local areas flexibility in how to best implement their job training, education, and employment programs to meet the needs of their unique economies and labor markets
- Customer service (job seekers, employers, public)



Vision: Innovation and Opportunity

- Cross-agency collaboration at national level on program guidance, performance/accountability, evaluation and evidence-building (Departments of Labor, Education, Commerce, Health & Human Services)
- Cross-system collaboration in the field to promote most effective strategies (evidence-based agenda)
- Improve quality, coordination, performance, and results
- Promote technological advances (labor market information, online training, customer resources & tools, scorecards)
- Increase emphasis on job training (demand-driven training agenda)

WIOA Management Issues

- Cross-departmental planning and rulemaking
- Common performance measures
- Increases focus on low-skill and vulnerable workers
- Requires states to strategically align Workforce Development Programs
- Fosters regional collaboration and industry partnerships

WIOA-specified Evaluations

- Career Pathways (early childhood and health)
- Pay Equity and Occupational Opportunities
- Job Corps effectiveness
- Periodic Independent Evaluations of Adult, Dislocated Workers, Youth, and Pay for Performance
- Net Impact Studies and Best Practices
- Adult Education
- Labor Market Information
- Rehabilitation Services



Challenges

- No new funding or structures
- Data and data quality (federal reporting, definitions, data exchanges at all levels)
- Funding constraints (technical assistance, service provision, IT modernization)
- Implementation of new guidelines

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