

# Workforce Innovation and Opportunity Act

## Vision

Workforce delivery systems will collaborate to build a Future Ready Iowa – a pipeline of skilled workers who are prepared to meet the workforce needs of Iowa’s current and emerging industries. In alignment with the National Governor’s Association Talent Pipeline vision and goals, this unified plan will ensure individuals are prepared for dynamic careers through an emphasis on lifelong learning while meeting the needs of employers. Future Ready Iowa will help more Iowans attain the “new minimum” of high-quality education, training, and work readiness by bringing together education, workforce, and economic development resources and ensuring that all Iowans have access to an integrated and efficient workforce delivery system. Future Ready Iowans will be ready to meet the employment challenges of today and into the future.

# GOAL 1: Iowa's workforce will represent the most advanced, skilled, and Future Ready workers in the nation.

## GOAL I OBJECTIVES

Increase opportunities for workers to gain experience, skills, and credentials needed to obtain and maintain self-sustaining employment.

Remove and reduce identified barriers to employment for all of Iowa's workers while expanding opportunities for traditionally underserved and underrepresented populations.

Strengthen supports to employers utilizing a business-driven model.

## GOAL I STRATEGIES

1. Provide workers with the skills, work-based learning opportunities, resources, and supports needed to secure and maintain self-sustaining employment.
2. Create affordable options for workers to obtain education, training, skills, including personal and soft skills, necessary to entering and maintaining self-sustaining employment.
3. Ensure all Iowans have full access and direct connection to programs that work to address essential components of reading instruction and literacy.
4. Create affordable options for workers to obtain education, training, skills, including personal and soft skills, necessary to secure and maintain self-sustaining employment.
5. Implement a data collection effort that streamlines data collection processes, increases efficiency throughout the workforce delivery system, and aids in accurate performance measurement.
6. Identify duplication of services and gaps within the current workforce delivery system and draft policies and collaborative agreements that foster a more unified and consistent approach to the provision of workforce delivery services.
7. Identify and quantify employers' education, training, and workforce needs and capture those needs in a Talent Supply & Demand Dashboard to be driven by a public-private collaborative.
8. Provide individuals and small businesses with guidance in the start-up, operation, and effective management of entrepreneurial pursuits.
9. Introduce Iowans to entrepreneurial skills, concepts, and provide opportunities for connection with Iowa's business leaders.

## GOAL 2: Iowa youth will be afforded the best educational and career opportunities in the nation.

### GOAL 2 OBJECTIVES

Assist all Iowa youth in their career path navigation by offering a variety of options supporting the transition from K-12 into the workforce.

Prepare Iowa's youth to meet the evolving demands of tomorrow's workforce.

Engage Iowa's youth in the career path development process using creative, progressive, and self-directed techniques in the delivery of career services.

### GOAL 2 STRATEGIES

1. Cultivate, develop and align work-based learning opportunities through public-private partnerships that provide learners with a combined approach to learning which infuses experiential learning into classroom instruction.
2. Increase availability of high quality Career and Technical Education (CTE) programs to all youth, including disconnected youth.
3. Create a communication and information dissemination strategy targeting Iowa's workforce and various stakeholders including youth, parents, employers, and others.
4. Align CTE programs for youth with current labor market needs.
5. Introduce youth to entrepreneurial skills development and concepts, while providing opportunities for connection with Iowa business leaders.
6. Identify and conduct appropriate assessments for use in assisting youth in identifying their career goals, aspirations and the development of a career path.
7. Incorporate financial literacy education and experiential learning opportunities as standard components of youth services.

## GOAL 3: Iowa will improve the structure and administration of workforce delivery systems across the state.

### GOAL 3 OBJECTIVES

Workforce services will be delivered utilizing an approach that reduces duplication of services, is consistent throughout the state, and integrates education, economic and workforce activities across the state.

Enhance the efficacy of workforce development programs through the purposeful alignment of education, economic development, and workforce delivery systems.

Blend and braid funding streams to maximize benefits and services to the employees and employers that make up Iowa's workforce.

### GOAL 3 STRATEGIES

1. Create a service delivery model which is business-driven, user-friendly, and meets the evolving needs of employers.
2. Offer a variety of innovative options designed to meet the wide array of talents and needs represented among Iowa's current and future workers. Apprenticeships, earn-while-you-learn and other programs will engage and support Iowans in moving towards self-sustaining career goals.
3. Bring a diversity of stakeholders together to review and create effective policies, programs, and opportunities for Iowa's current and future workforce.
4. Support current and future workers in their efforts to enter into self-sustaining employment.
5. Develop a referral process that allows for direct connection by and between key agency staff, which includes holding agencies accountable for assisting workers in achieving success.
6. Create an advanced training certification program for One-Stop Center staff to ensure all One-Stop centers are operating consistently and that staff have access to the same knowledge, resources, and supports across the state.
7. Create a demand-driven labor market responsive strategy for the investment of workforce development resources within a region.
8. Minimize the participatory burden to system users through the creation and implementation of a common intake and reporting system among core partners and relevant agencies.