

## Creating Jobs and Preparing a Competitive Workforce: Recommendations for WIA Reauthorization from New York City

A skilled and competitive workforce is essential for a thriving economy. As the largest local workforce investment area in the United States, New York City offers the following six recommendations to modernize the Workforce Investment Act (WIA) and help bolster local economies:

Observations	Recommendations	Policy Specifics
<p>1. WIA is a highly successful program in New York City, though there are opportunities to modernize the legislation that can reduce federal and state bureaucratic hurdles for New York City jobseekers and businesses</p>	<p>Increase <b>local flexibility</b> to improve service delivery, foster innovation, and more readily meet demands of local employers</p>	<ul style="list-style-type: none"> <li>• Strengthen the policy-setting and planning role of local WIBs in a dedicated governance title</li> <li>• Reduce mandated WIB partners</li> <li>• Allow cohort-based training in addition to Individual Training Accounts</li> <li>• Merge Adult and Dislocated Worker funding streams</li> <li>• Continue to allow both non-profit and for-profit one stop operators</li> </ul>
<p>2. Restructuring NYC's workforce services to meet employer demands led to substantial improvements in system outcomes</p>	<p>Further emphasize building local workforce systems that are <b>driven by employer needs</b></p>	<ul style="list-style-type: none"> <li>• Maintain WIB business majority</li> <li>• Add performance measures that encourage services for business customers, such as for supporting business hiring and growth</li> <li>• Emphasize the attainment of worker credentials valued by employers</li> </ul>
<p>3. The process for enrolling customers, especially youth, is time consuming, expensive and cumbersome</p>	<p><b>Streamline eligibility requirements</b> for youth and adults</p>	<ul style="list-style-type: none"> <li>• Allow for usage of eligibility for other federal programs, such as Free and Reduced Lunch</li> </ul>
<p>4. While service duplication across funding sources is not a significant issue in NYC, there are certain barriers to effective coordination that should be addressed</p>	<p>Strengthen WIA <b>alignment between titles as well as with other federally-funded programs</b>, including literacy and small business programs</p>	<ul style="list-style-type: none"> <li>• Ease coordination of literacy and employment programming in Titles I and II</li> <li>• Encourage alignment with Small Business Admin. programs</li> <li>• Increase data-sharing across federal programs</li> </ul>
<p>5. NYC has difficulty accessing essential customer wage data, resulting in increased difficulty understanding program impact and expensive ad hoc tracking systems that divert dollars from direct services</p>	<p>Increase local access to <b>vital wage record data</b></p>	<ul style="list-style-type: none"> <li>• Require state agencies to offer greater data access to enable better measurement of WIA outcomes, such as job placements, job retention and wage increases</li> </ul>
<p>6. NYC has lost over 50% of its federal WIA funds over the past decade, at a time when customer demand for WIA services is at an all-time high</p>	<p><b>Increase funding investment</b> to meet local demand, including the establishment of a <b>stand-alone Summer Youth Employment Program</b></p>	<ul style="list-style-type: none"> <li>• Maintain WIA funding at least at FY2010 levels</li> <li>• Create consistent annual funding so that local areas can plan effectively</li> <li>• Establish a dedicated funding stream for summer youth employment</li> </ul>