

A Brave New (er) World

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First Let's Talk About the Economy

- Three key variables about the world economy
 - Theirs are growing
 - Ours is not
 - Innovation hasn't stopped

How did we get here?

- The end of the cold war
- Globalization
- **Businesses were forced to change their model**

What is Leaning?

- What leaning is not:
 - Arbitrary layoffs
 - Arbitrary program terminations
 - Downsizing of service
 - Closing all physical sites

What is Leaning?

- Key Components

- Knowing your core services and staying loyal to that focus
- Being **great** at the things you are **good** at
- Being honest about things that you are not good at
- Ensuring that the right staff is in the right job
- Knowing your customer and knowing what your customer needs
- Knowing the best way to provide services

Who took my customer?



The Leaning Process

- Service Inventory
- Service needs of customer
- Gap Analysis
- Process Mapping
- Recognizing what you are not good at
- Resource Redistribution

Leaning in ETA

- Two Examples:
 - Grant Modifications
 - From Two Months Turn Around to seven days
 - Better service
 - A skilled and trained staff
 - A focus on a core service
 - Recalibration Conference
 - Reduction in contract administration
 - Reduction in staff time doing duplicative work
 - Cost savings for ETA and you

Grant Mods (the Old Way)

- Grant Mod came in
- Sat on FPO desk
 - ---time on desk? uncertain
- FPO Approve or Disapprove
- Mod to manager's desk
 - —time on desk uncertain
- Reviewed by manager
- Mod to directors desk
 - ---time on desk uncertain
- Reviewed by director
- Mod to Grant Officer
 - Time on Grant officer desk--- uncertain
- Mod to Financial Analyst desk
 - Time uncertain
- Mod over 21 days....**Angry Lenita**

Mods the New Way

- Final Mod Comes in
- Mod is reviewed for Common Errors within 48 hours and acted on
- Mod is presented at a weekly meeting of manager, director and grant officer by FPO
- Mod is processed within 7 days

ETA Training (the Old Way)

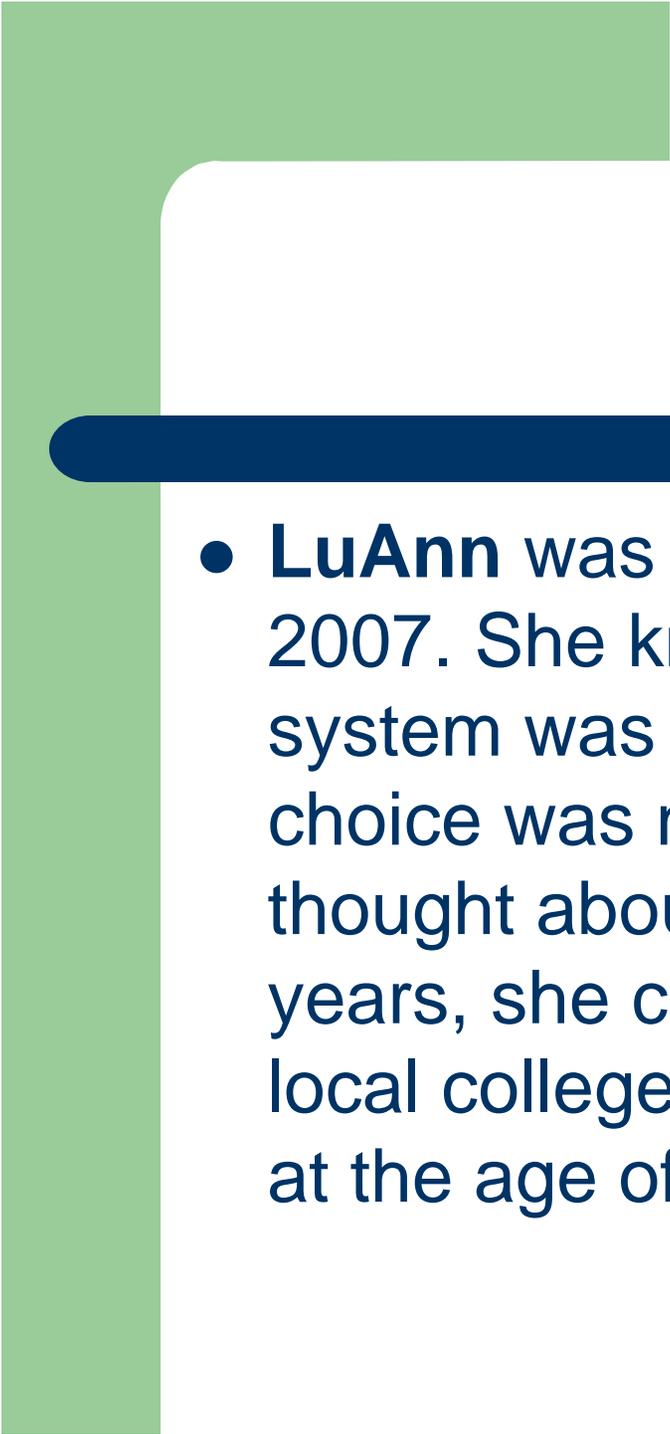
- 18 different TA contracts for conferences
 - Hotel contracts
 - Logistics contracts
 - Speaker contracts
- Multiple teams doing the same thing over and over
 - Meeting, planning, getting speakers, worrying about registration
- Multiple dates, time away from office and repeated materials
 - Time away from core work by you and us

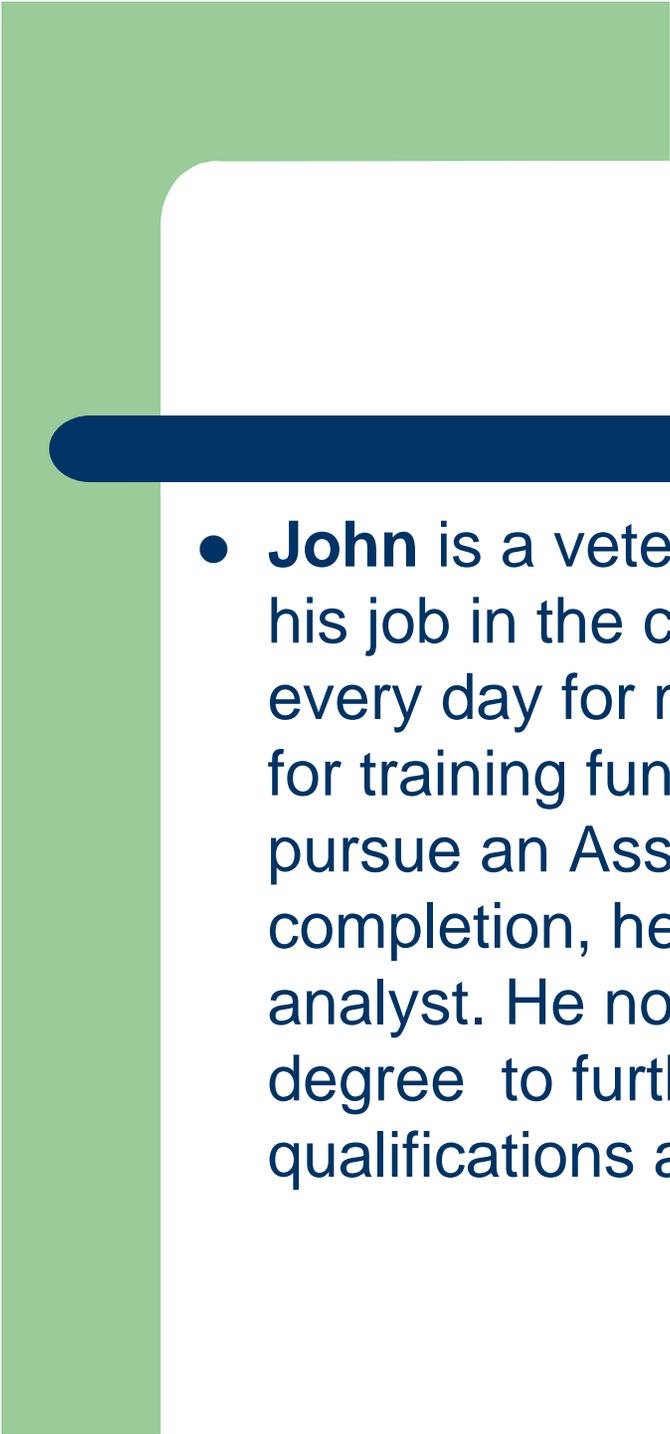
Recalibration Conference

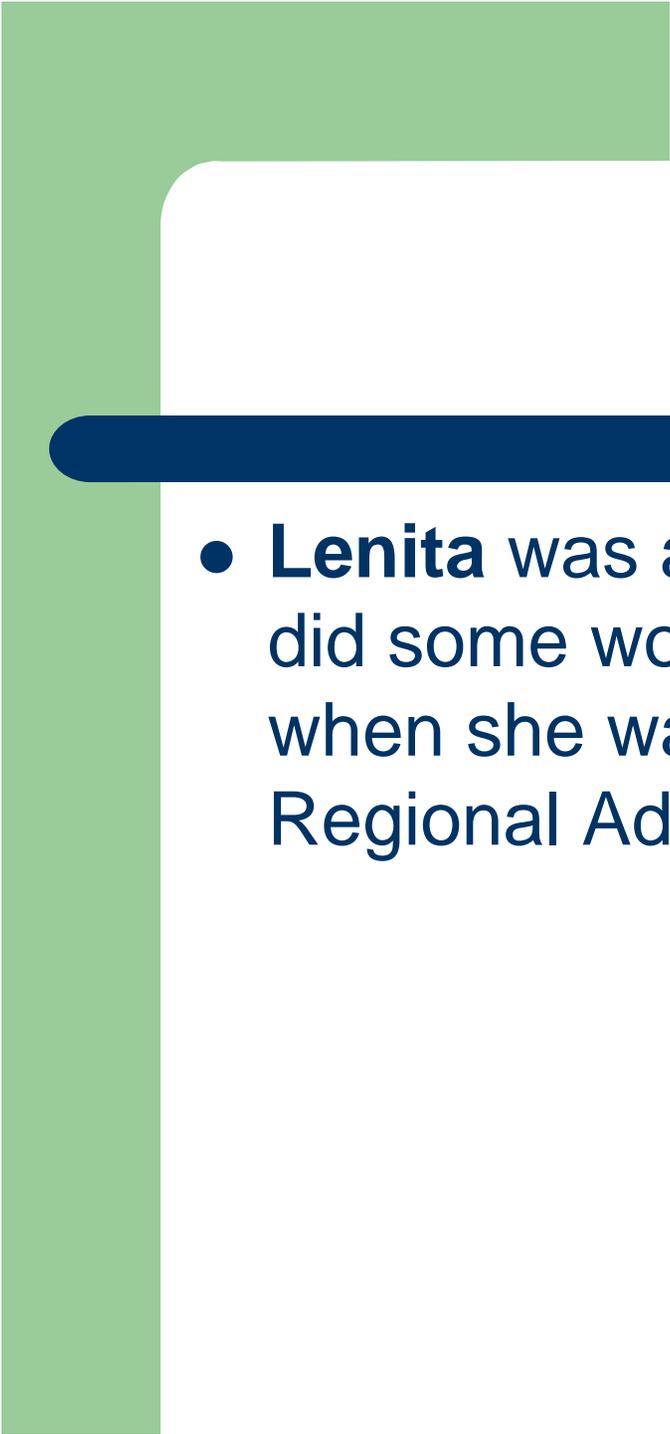
- One Conference
- One time
- All topics
- Benefits
 - Cost effective
 - Administratively streamlined
 - Opportunity for you to network
 - One week out of the office

Now my second point...

- Control your own story
 - Know your success
 - Document your success
 - Tell your success
 - Use the tools you have

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- **LuAnn** was laid off from a local factory in 2007. She knew she needed help and our system was there to provide training. Her first choice was nursing, something she had thought about, but never attempted. In two years, she completed her training through a local college and is now working as a nurse at the age of 55.

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- **John** is a veteran and dislocated worker laid off from his job in the construction field. He searched for jobs every day for months and found none. He applied for training funds through The county one stop to pursue an Associates in Business degree. Upon completion, he joined a local bank as a financial analyst. He now plans to pursue his bachelors degree to further enhance his skills and qualifications and prepare for future opportunities

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- **Lenita** was a summer youth participant. She did some work with the summer program when she was 17 (in 1990). She is now Regional Administrator.

And Now...

- The American Jobs Act
 - Tax Cuts to Help Small Businesses Hire and Grow
 - Putting Workers back on the job while rebuilding America
 - **Pathways back to work for Americans looking for jobs**
 - Tax Relief for Workers
 - Fully Paid for

Pathways Back to Work for Americans Looking for Jobs

- UI Reform
- Tax Credit to employers for hiring long term unemployed workers
- Prohibiting discrimination against long term unemployed workers
- Expanding job opportunities for low income youth and adults.

UI Reform

- Greater Flexibility
- Ensure six million Americans don't lose eligibility
- Requires rigorous re-employment services including a solid linkage to one stops and assessments
- Worksharing as an alternative to lay off
- New Programs for long term unemployed
 - “Georgia Works”

UI Reform Continued

- States can use UI to encourage older, long-term unemployed Americans to return to work in new industries
- States will have flexibility to help long term unemployed workers start their own business
- States can seek waivers to implement innovative reforms
- Investment: \$49 Billion

Investing in Low Income Youth and Adults

- Pathways Back to Work Fund to provide work experience
- Support summer youth programs and year round jobs
 - Support subsidized employment for low income individuals that are unemployed
 - Support innovative local work based job and training initiatives that move people into jobs quickly
- Investment \$5 Billion

Other ETA News

- **H-1B SGA:**
- DOL expects to invest up to an additional \$100 million in H-1B fees in the current open H-1B Technical Skills Training Grants Solicitation for Grant Applications (SGA). The next round of applications are due November 17, 2011. This will enable the Department to fund more of the competitive applications received during the current H-1B SGA process, particularly for On-the-Job Training (OJT) proposals.
- ETA expects to use criteria included in the current SGA to fund these proposals, such as the overall strength of the proposal, the applications' focus on OJT, industries and occupations targeted by the proposal, emphasis on serving the long-term unemployed, and geographic location.
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- ETA will issue a TEN and a Federal Register notice that it intends to award up to an additional \$100 million through the current H-1B SGA to fund more grants for OJT.

Other ETA News

- **TAACCCT:** Through the **Trade Adjustment Assistance Community College and Career Training Initiative**, the Department of Labor has made a large investment in building the capacity of community colleges and other eligible higher education institutions to design programs that meet the needs of adult workers, such as integrated and education. Grants will be announced very soon as they must be awarded no later than Sept 30, 2011. The second round of funding is also for \$500 million and will be announced late fall/early winter

Other ETA News

- Workforce Innovation Fund
 - ETA will use these Funds to invest in strategies that:
 - Lead to better employment outcomes for individuals;
 - Meet the skill needs of employers;
 - Accelerate learning and credential attainment; and
 - Increase efficiencies in the delivery of services.

And Finally...

- WIA Reauthorization
 - Senate HELP committee did not introduce legislation for mark up this summer, not looking likely that they will do so this fall. In the House, there has been some talk of introducing legislation before the end of the year.

Questions?

