

# Wisconsin PY2024-2027 WIOA Combined State Plan

## Overview

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The Workforce Innovation and Opportunity Act (WIOA) requires each state must submit a Unified or Combined State Plan to the Secretary of USDOL that outlines a four-year strategy for the State's workforce development system. The WIOA State Plan shall provide the framework for States to outline a strategic vision of, and goals for, how their workforce development systems will achieve the purposes of the WIOA.

- The WIOA Combined State Plan partners are:

**Core:**

- Title I (Adult, Dislocated Worker, and Youth) – DWD
- Title II Adult Education and Family Literacy – WTCS
- Title III Wagner-Peyser – DWD
- Title IV Vocational Rehabilitation - DWD

**Additional/combined:**

- TANF – DCF
- SNAP E&T – DHS
- Re-Entry – DOC
- TAA – DWD
- JVSG - DWD

- The Council on Workforce Investment (CWI) approves the WIOA State Plan in their role the state's workforce development board authorized by WIOA. The CWI recently completed a rigorous strategic planning process which resulted in a Strategic Plan that was fully vetted and approved by the administration and the CWI board.
  - **Note:** membership of the CWI includes secretaries/leadership from almost all the WIOA Core Title and Combined State Plan Partners (e.g., Secretary of DWD, WTCS President, Secretary of DCF, etc.).
- To promote alignment and accountability, and to leverage good work that has already been accomplished, the CWI Strategic Plan is actively being incorporated into the WIOA State Plan requirements.
- The mandated USDOL Information Collection Request (ICR) includes two joint planning sections, Sec. II) Strategic Elements and Sec. III) Operational Planning Elements, which directly affect all included partners.
  - These sections include economic analyses of the state and describe Wisconsin's the vision, goals, current workforce development activities, and strategies. They also describe partner coordination and alignment, engagement with education and economic development, state operating systems and policies, assessment and evaluation of programs, and data alignment and integration.
- The WIOA State Plan partners convened for a State Plan Kickoff Meeting in October 2022. CWI Chair, Mark Tyler, and CWI – WIOA Committee Chair, Sachin Shivaram were in attendance and gave remarks to support the CWI Strategic Plan and how it may be used as a foundation for the WIOA State Plan.
  - This event was attended by workforce development system partners and stakeholders and featured a panel on advancing successful partnerships through the WIOA State Plan and a discussion on the state's vision for the WIOA State Plan.
- Following the kickoff meeting, the partners were re-convened for a WIOA State Plan Work Session in April and June 2023 to discuss/develop the two joint planning sections of the ICR. The content incorporated into the current draft is the product of partner discussions and input from the April and June Work Session, and the result of a team of writers and subject matter experts from all the WIOA State Plan partner programs contributing to create our next WIOA State Plan.

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## Section II – Strategic Elements Summary

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### Strengths and weaknesses of workforce development activities:

#### Strengths:

- Relationships between partner programs
- Education system
- Alignment with economic development
- Partnerships with K-12

#### Weaknesses:

- Training inequity for students who face multiple barriers, including race
- Common language
- Professional development
- Sharing programmatic and performance information
- Innovation

### Strategic vision for the workforce development system:

#### 2022 WIOA State Plan Modification –

*We will deliver a results-driven workforce development system providing the opportunity for Wisconsin's current and future workforce and businesses to sustain economic viability for individual and family self-sufficiency.*

#### 2024 Draft Strategic Vision Statement –

***Wisconsin's workforce development system will advance the competitiveness of workers, job seekers, and employers in the global economy by improving equity, economic opportunity, and sustainability.***

### Goals for achieving the vision:

(From the 2022-26 Council on Workforce Investment Strategic Plan)

1. Education focus: reinvigorate Wisconsin's culture and value of education and innovation to fuel ideas, businesses, people, and the next generation for future economic well-being and ensure that individuals from all backgrounds have access to the education, training, and support they need to achieve their full potential.
2. Employers focus: engage all employers to drive, build, and utilize Wisconsin's workforce development system.
3. Workforce focus: increase Wisconsin's workforce participation by promoting infrastructure to improve access to job opportunities, incentivize workforce participation, and by improving the sustainability of work for individuals and families.
4. Organization and resource alignment focus: advocate for resource alignment to maximize return on investment and use data for continuous improvement of the workforce system.

### How the state will assess the overall effectiveness of the workforce development system:

- Using the WIOA primary indicators of performance
- Developing metrics for the WIOA State Plan and the 2022-26 CWI Strategic Plan
- Implementing the DWD learning agenda and evidence plan

**State strategies to achieve its strategic vision and goals:** the WIOA State Plan incorporates the CWI 2022-26 Strategic Plan strategies related to the goals above.

**State strategies to align core programs and partner programs, one-stop partner programs, and any other resources available to achieve fully integrated customer service, as well as strategies to strengthen weaknesses identified earlier in the Plan:**

- Per the CWI Strategic Plan, partners will coordinate programs serving specific populations across state agencies to promote workforce participation
- Review existing policies from a DEI perspective
- Identify gaps and opportunities for additional collaboration; to include developing performance indicators, collecting baseline customer satisfaction data, and creating a common intake standard operating procedure for referral processing and tracking
- Expand the Workforce Data Integration System
- Create a common communication strategy to target audiences and establishing appropriate communication methods based on audience type
- Share programmatic and performance information through the CWI and its stakeholders and associated networks