

**Deep East Texas Workforce Development Board
Strategic Plan Modification For Program Year 2004/Fiscal Year 2005**

Summary of Changes to the Strategic and Operational Plan

The changes in the strategic and operational plan documents are indicated by a strikethrough for deletions, and underline for added text. The changes will remain marked until the document receives final approval from the governor's office in June 2004. The appendices are new draft documents and therefore do not indicate any changes.

STRATEGIC PLAN

Question P was revised.

This question deals with Project Reintegration of Offenders (RIO). The question was revised to include additional information on the co-enrollment of Project RIO participants in the Food Stamp Employment and Training Program (FS E&T).

Question Q was revised

This question deals with services to other special populations. The question was revised to include individuals with limited English proficiency, and requested additional information on services to Unemployment Insurance beneficiaries.

OPERATIONAL PLAN

General Operations

Question 1 – Changes were made to indicate the new workforce center operator contractor, Marian West, PHR; and to indicate that the contract for job search/job readiness workshops, currently under Goodwill Industries of Central East Texas will expire, and these services will then be included in the workforce center contract.

Question 3 – Workforce Center Charts were revised to show the new address for the Coldspring Workforce Center.

Questions 4 and 5, regarding TWC/ES staff, were changed to indicate that no changes are anticipated this coming year, and to indicate current TWC staffing location and assignment.

Functional Integration

Question 6 – New workforce center hours are indicated. The center hours for the five one-stop centers was changed from 7:00 a.m. to 6:00 p.m. Monday through Thursday and 7:00 a.m. to 5:00 p.m. on Friday to 8:00 a.m. to 5:00 p.m. Monday through Friday.

Question 7 – A sentence referring to MOUs with neighboring WDAs was deleted. A reference to “ACS State and Local Solutions” was changed to “contractor”.

Question 8 - This question was completely revised, and requests additional detail on the evaluation of all area workforce activity. The answer was also completely revised.

Services to Employers

No changes were made to this section.

Services to Job Seekers

Question 33 – A reference to “DECIDE” was changed to the new name “Training Provider Certification System.”

Question 34 - A paragraph regarding prior youth services contracts was deleted. A sentence was changed to indicate that all youth services are now under the Managing Director contract.

Question 25 - Changes were made to indicate the change in center hours as indicated above.

Question 45 - A reference to "designation" was change to Texas Rising Star to update the terminology for contracted child care providers. Agreements for local match were updated to reflect the two agreements now in place, one with Angelina College and one with Stephen F. Austin State University.

Question 47 - Changes were made to delete references to Quality child care training as these were not needed in the response.

Question 48 - An example was clarified using a service example rather than a fund. A reference to job search job readiness classes under the Goodwill contract was deleted.

Procurement of Services

Question 51 - A reference to Welfare to Work (WtW) was deleted as funds are no longer available for this program. A paragraph about youth services was updated to indicate that a Goodwill youth program is no longer Board funded.

Question 52 - A reference to staff resources was deleted for clarification.

Customer Satisfaction

No changes were made to this section.

APPENDICES

The changes (only) to Appendix A – Assurance are shown below.

The remaining appendices are new documents, no change tracking is shown.

Appendix A – Assurances The number and the changed assurances are below, changes are indicated by a strikethrough for deletions, and underscore for additions. Assurances that simply deleted references to the Welfare to Work program, which is no longer being implemented, and those that contain grammatical or technical corrections, are not included here.

3. The Board's membership is informed of and complies with the recusal and conflict of interest requirements in the Workforce Investment Act (WIA) § 117(g), the Texas Government Code §2308.257 and in Title 40, Part 20, Chapter 801, Subchapter A, Rule 801.13 of the Texas Administrative Code.

12. Pursuant to the Texas Government Code § 2308.302(a), the Board ~~is directly responsible and accountable for the~~ shall planing for and provide oversight of all workforce training and services in the Workforce Area, and for the ~~shall evaluate ien~~ all workforce development programs in the Local Workforce Development Area, to include both those funded and not funded through the Board.

13. The Board ~~will~~ shall develop a responsive local plan, shall ensure effective outcomes consistent with statewide goals and objectives, and shall make every attempt to meet performance standards developed by the Commission, as required by Texas Government Code §2308.302(a) and §2308.303(a)(3)(A).

16. The Board shall monitor and ensure its agents, contractors, and subcontractors remain in compliance with the data capture and integrity requirements in support of this planning document, in accordance with the Department of Labor's (DOL's) data validation initiative outlined in Training and Employment Notice (TEN) No. 14-02, dated May 28, 2003, and DOL's data validation policy set forth in Training and Employment Guidance Letter (TEGL) No. 3-03, dated August 20, 2003.

17. The Board shall comply with the requirements in the final regulations and audit compliance supplements to be promulgated by the US DOL and OMB and any alternative implementation options exercised by Texas under the WIA statute.

24. The Board shall develop, in accordance with the Texas Government Code, Chapter 551, Texas Open Meetings Act, and shall implement the policies, procedures and standards for accurately reporting financial, programmatic, and participant information in the required timeframes and using the systems and formats specified by the Agency, including but not limited to, The Workforce Information System for Texas (TWIST), the Child Care automated applications (Budget and Payment Application and Service Delivery Application), the public labor exchange data and matching system and the consolidated financial reports for Local Boards.

32. The Board will comply with Chapters 41 and 42 of Title 38 in the U.S.C., as amended by the Jobs for Veterans Act, Public Law 107-288, concerning priority afforded veterans for job counseling, employment training and employment placement services.

33. From an analysis of occupations in demand in the local area, the Board will target occupations in which to provide training services that meet local needs, in accordance with Texas Government Code § 2308.303(a)(3)(B).

34. The Board shall promote the participation of private sector employers in the Statewide workforce development network and ensure the effective provision, through the systems of connecting, brokering, and coaching activities, and through intermediaries, such as the Texas Workforce Center operators in the local area or through other organizations, to assist such employers in meeting hiring needs, per WIA, P.L. 105-220, § 117(d)(8).

35. The Board will coordinate workforce investment activities with economic development strategies and develop employer linkages, as per WIA, P.L. 105-220, § 117(d)(7).

76. The Board ensures that local policies and procedures have been developed for the cases in which the Board elects to:

- allow recipients mandatory individuals or exempt recipients that voluntarily participate in Choices services to provide to be enrolled in "Providing Child Care services to a mandatory recipient, or to exempt recipients that voluntarily participate in Choices services, that are engaged in community service activities, as described in 40 TAC § 811.47(b), and
- implement an Individual Development Account (IDA), as set forth in 40 TAC § 811.67.

77. The Board ensures that local policies and procedures have been developed for:

- determining a family's inability to obtain child care and the penalty exception, as described in 40 TAC § 811.16(d),
- making job development services available, per 40 TAC § 811.21(e),
- making job placement services available, as prescribed in 40 TAC § 811.21(g),
- using methods and limitations for the provision of work-related expenses, as set out in 40 TAC § 811.64(b), and
- providing concentrated services for individuals approaching their state and federal time limits, as described in 40 TAC § 811.11(e).

~~(81) The Board shall ensure that FS E&T funds are not transferred to other programs or titles in compliance with 7 CFR Part 273.7 (d)(1)(ii) and the FY 2004 FS E&T Grant Award Contract.~~

96. The Board will assist workers and employers with the provision of Rapid Response services upon receipt of a trade petition, Worker Adjustment and Retraining Notification (WARN) notice, or evidence of lay-off, in accordance with TAC, Title 40, Part 20, Chapter 849, Employment and Training Activities and Support Services for Dislocated Workers Eligible for Trade Benefits, 20 CFR Part 665.330 and the Trade Act, as amended in 1974, P.L. 93-618 and the WIA contract Section 5.2.

92. The Board shall assist workers, employers, one-stop operators or partners, and/or unions, in the filing of Trade Adjustment Assistance (TAA) petitions (ETA-9042A/ETA-9042A-1), per TAC, Title 40, Part 20, Chapter 849, and 20 CFR Part 617.4(b).

93. The Board will determine whether suitable employment, as defined in 20 CFR 617.22(a)(1), is available to trade-affected workers, in accordance with TAC, Title 40, Part 20, Chapter 849, and 20 CFR Part 617.4(b)(4).

~~94. The Board will provide assistance to trade-affected workers in the completion of training, job search and relocation assistance requests, in accordance with the Agency's TAA Rules and Manual, and 20 CFR Part 617.4(b)(7).~~

~~95. The Board shall provide trade-affected workers individual assessment and develop an Individual Employment Plan (IEP), in accordance with 20 CFR Part 663.240, 40 TAC § 847.41(a), the WIA contract Section 5.3, and the Agency's TAA Rules and Manual.~~

~~96. The Board shall document the standards and procedures it used when selecting occupations and training institutions for serving trade-affected workers pursuant to 20 CFR §617.23.~~

99. The Board shall ensure that it provides Trade Act services, to include the co-enrollment of Trade participants in WIA Dislocated Worker services upon referral for intensive or training services, in accordance with TAC, Title 40, Part 20, Chapter 849, with WIA § 321, the Trade Act of 1974, as amended by the Trade Act of 2002, and with US DOL Training and Employment Guidance Letters (TEGL's) 5- 00 and 11- 02.

100. The Board will develop and implement a procedure for reviewing training waivers for trade-affected workers at least every 30 days to determine whether the conditions under which they are issued have changed, per TAC, Title 40, Part 20, Chapter 849, and 20 CFR Part 617.19(c)(1).

101. The Board will ensure that all of the required services to UI claimants, as addressed in 20 CFR 652.209 through 652.210, are provided.

103. The Board will plan and direct through subcontracts with its contracted service providers for the delivery of the local Employment Services under the Wagner-Peyser Act (29 U.S.C. § 49 et seq.) to improve the function of the nation's labor markets by bringing together employers, who are seeking workers, and individuals, who are seeking employment. The local planning and service delivery must support the State's requirements, as described by 20 CFR Part 652, to administer a program, which has the capacity to:

assist employers in filling jobs;

assist job seekers in finding employment;

facilitate the match between employers and job seekers;

participate in a system for clearing labor between states; and

meet the work test requirements of the State unemployment compensation system.

107. The Board will ~~communicate, collaborate, cooperate and coordinate~~ design and implement processes, subcontracts and structures with its contracted service providers and satellite offices to ensure services will be provided to veterans under the Wagner-Peyser Act (29 U.S.C. § 49a et seq.) pursuant to the preference required by the Veterans Benefits statutes (38 U.S.C. Chapters 41 and 42) and the Jobs for Veterans Act (P.L. 107-288), including priority for services and achievement of performance standards. It shall ensure that staff will also perform an assessment of veterans seeking service utilizing a "triage" approach to screen for veterans in need of case management services provided by Disabled Veterans Outreach Personnel (DVOP) and Local Veterans Employment Representatives (LVER), as required by the Statewide LVER/DVOP grant.

108-111 reflect the same change as 107 above.

~~(121) The Board shall continue to comply with the requirements regarding program transition in Section 506 of the WIA, P.L. 105-220, as implemented in Texas through the approved State Plan and the WIA Final Regulations at 20 CFR Part 652, et. al.~~

132. Veterans will be afforded priority for DOL-funded employment and training services under WIA § 112(b)(17)(B), ~~as amended by the Jobs for Veterans Act, Public Law 107-288 and 38 U.S.C., Chapters 41 and 42, as amended by the Jobs for Veterans Act, Public Law 107-288.~~

143. Boards choosing to implement the local activity funds waiver must submit a request for acknowledgement to the Agency and acknowledge all waiver implementation requirements, per WIA § 129, 134 and 136, 20 CFR Part 663, Subpart A, Section 663.145 and WD Letter 36-03.

144. The Board will ensure that Dislocated Worker Formula funds shall be used for Rapid Response activities, ~~Worker Profiling~~ and Rapid Reemployment Services (WPRS) activities and ~~provision of services to affected workers, where those Trade Act services are not funded by the Trade Act,~~, in accordance with WIA § 134 and § 321, and for services to trade-affected workers, in accordance with the Trade Act of 1974, as amended by the Trade Act of 2002, with TAC, Title 40, Part 20, Chapter 849, and with US DOL Training and Employment Guidance Letters (TEGL's) 5-00 and 11-02.

145-148, 150 all add TAC, Title 40, Part 20, Chapter 849

152. The Board shall comply with WIA § 122(b)(c), and Commission Rules 40 TAC 841.39 and 40 TAC 841.45, which require the Board to adopt local performance standards for initial ~~and subsequent~~ eligibility determination ~~and to consider a local adjustment policy to the subsequent eligibility determination process as it relates to (1) the performance requirements for all individuals participating in the applicable training program, and/or (2) the performance requirements for the WIA-eligible individuals participating in the applicable training program.~~

153. The Board will develop a follow-up policy for WIA Youth, Adults, and Dislocated Workers that includes local guidance on the services available, the frequency and type of services, and the duration of services, per WIA § 129(c)(2)(I), 20 CFR Subpart 664.450(b), WIA § 134(d)(2)(K) and 20 CFR Subpart 663.150(b).