

**DRAFT 2012 – 2014
WIA PLAN
SUMMARY**

TODAY'S OBJECTIVE

PLAN HIGHLIGHTS

NEW INFORMATION

TODAY'S OBJECTIVE

- **Review updates made to Fulton County's 2011 WIA Plan based on suggestions from the State Integrated Plan, Mandated Partner, Customer and Staff input.**
- **Gather Board member input and approval for Plan modification prior to submission.**

VARIABLES IMPACTING PLAN DEVELOPMENT

- Greater attention is being paid to the gap created by retiring baby boomers. This exit has increased the demand for skilled labor in several industries, including CDL drivers and advanced manufacturing.
- Raising the floor of Georgia's education to align with national levels continues to be a focus. Companies are reluctant to relocate to or stay in Georgia because they do not see the qualified workforce to meet employment needs.

VARIABLES IMPACTING PLAN DEVELOPMENT

- While the State's Plan focused heavily on manufacturing, the greatest demands in this area will likely not be felt in our service area but in more rural areas. Where Fulton County may be impacted is in the areas of advanced manufacturing and supporting industry such as, truck drivers (CDL).
- Federal Funding for workforce is being challenged leaving fewer dollars available for training. This is going to require the WIA program to create new approaches, policies and direct resources to foster greater efficiency.

VARIABLES IMPACTING PLAN DEVELOPMENT

- The State's Plan identifies demand occupations under eight distinct clusters:

- Aerospace
 - Agribusiness
 - Energy
 - Bio and Life Science
 - Logistics and Transportation
 - Manufacturing
 - Telecommunications
 - Construction
-

VARIABLES IMPACTING PLAN DEVELOPMENT

- With this in mind, FCWPES has developed the 2012 plan reliant upon Federal guidance and seeks to address some of the identified needs that most directly impact our service area keeping in mind some of the overall themes from the State Integrated Plan

VARIABLES IMPACTING PLAN DEVELOPMENT

Some of the themes and indicated needs are:

- Veterans
- An emphasis on Skilled Trades
- Ex-offenders
- Out-of-School Youth
- Advanced manufacturing
- Increased emphasis on high school graduation rates

TARGET GROUPS: VETERANS

Veterans remain a population faced with significant challenges. Georgia has an increasing population of veterans, many of whom are unable to find employment. FCWPES has always provided priority of service to veterans by:

- Identifying them at intake using colored intake forms
- Notifying supervisors so that they may receive accelerated service

TARGET GROUPS: VETERANS

The Draft 2012 Plan Update provides for current and expanded services which include:

- Joint orientations with the GDOL
- Co-enrollment of veterans with GDOL
- Veteran's Job Clubs
- Engaging other partners such as the Department of Veteran's Affairs, Disabled Veteran's Outreach Program and others

TARGET GROUPS: VETERANS

The Draft 2012 Plan Update provides for current and expanded services which include:

- Focusing on service to veterans through our Mandated Partners
- Securing other funding sources to serve veterans
- Utilizing the OJT and WEX programs to increase employment options
- Placing emphasis on matching the skills of returning and current veterans with needs identified in the Critical Job Clusters through the OJT and WEX programs

TARGET GROUPS: VETERANS

The State Integrated Plan focuses heavily on educating all job seekers and youth regarding opportunities in the skilled trades.

- FCWPES will continue to work with veterans and educate all customers about careers in the skilled trades, based on customer choice.

TARGET GROUPS: SKILLED TRADES

Two (2) additional goals have been added to FCWPES' "Vision" and "Goals" statements which address the State Integrated Plan's objectives to increase knowledge among parents and students about post-secondary options and increase the high school graduation rate. They are:

- ***To increase awareness of postsecondary education options among parents and youth customers***
- ***To create systems, services and collaborations for youth that provide the necessary information and 21st century skill sets necessary to achieve success***

TARGET GROUPS: SKILLED TRADES

The Draft 2012 -2014 Plan Update provides information on increased efforts being put forth to address the area of skilled trades.

Specifically, the Fulton County Office of Workforce Development is partnering with the Georgia Department of Labor and DeKalb Technical College to recruit adults and youth for the GATES Career Pathways Non-Traditional Electrical Line-Worker Pilot Program.

TARGET GROUPS: SKILLED TRADES

The Office of Workforce Development has assisted the State Energy Consortia, which is a collaboration of utilities, industrial construction, unions, and educational institution, to focus on creating a pool of workers to meet employer's needs for "skilled trades" positions today and in the future.

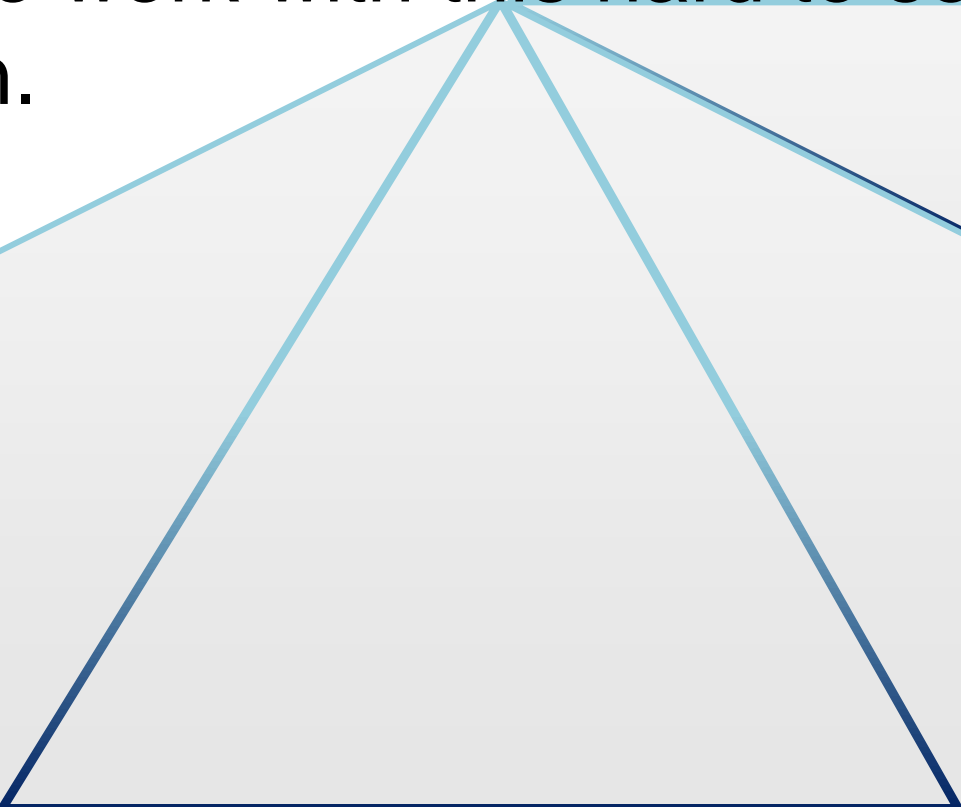
TARGET GROUPS: SKILLED TRADES

FCWPES works to foster adult and youth interest in Energy careers assisting with marketing and referral of potential candidates to the “School to Work” program of the Center for Energy Workforce Development. Gas South, AGL Resources, and Georgia Power recruit successful graduates from this project for skilled-labor positions.

Additionally, the FCWPES will continue to work with veterans and educate customers about careers in the skilled trades, based on customer choice.

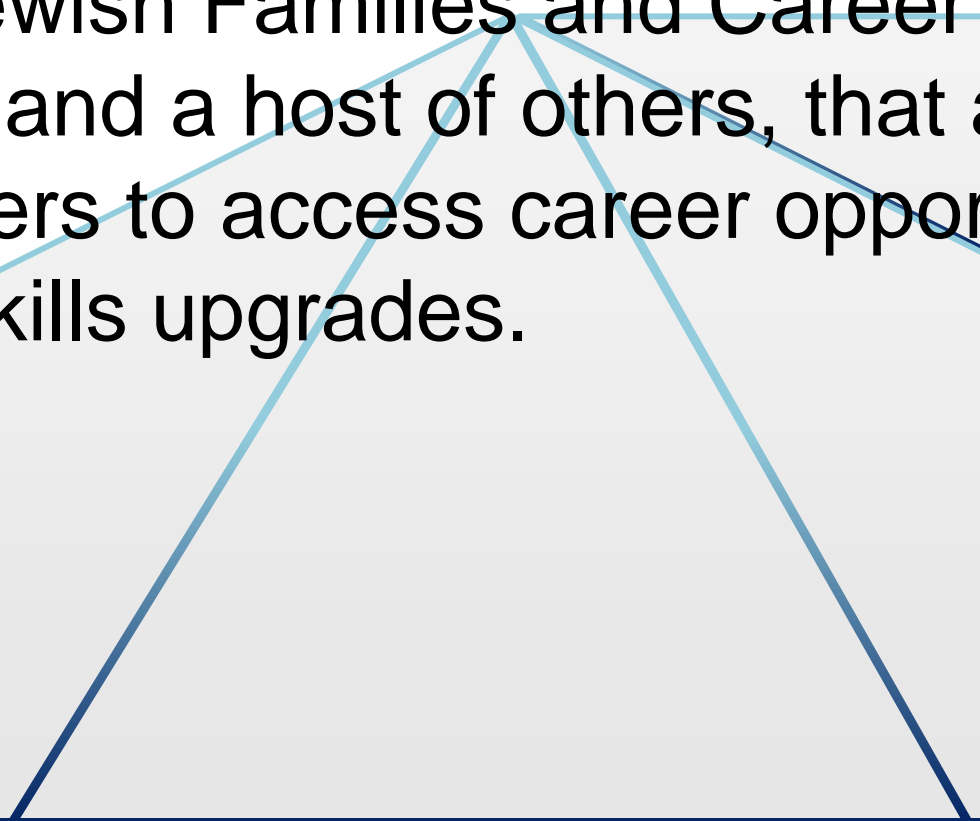
TARGET GROUPS: EX-OFFENDERS

While there are not significant changes in the Plan as it relates to ex-offenders, we continue to work with this hard to serve population.



TARGET GROUPS: EX-OFFENDERS

FCWPES partners with several faith-based organizations such as Every Woman Works, Jewish Families and Career Services, and a host of others, that assist ex-offenders to access career opportunities through skills upgrades.



TARGET GROUPS: EX-OFFENDERS

FCWPES also partners with Goodwill Industries of North Georgia and the Fulton County Sheriff's Department in the implementation and execution of the Justice Assistance Grant Program or JAG. This program trains incarcerated men in the custodial/floor technician trade to allow for increased opportunity for employment following release.

TARGET GROUPS: YOUTH

The Draft 2012 – 2014 Plan Update provides for increased attention to its youth customers. The youth program will continue to seek partnerships that enhance service to youth with a concentration in several areas.

TARGET GROUPS: YOUTH

As referenced earlier when discussing high school graduation rates and skilled trades, the Draft 2012 - 2014 Plan Update will focus on strategies to:

- Increase awareness of postsecondary education options among parents and youth customers

TARGET GROUPS: YOUTH

The second strategy of the Draft 2012 - 2012 Plan Update will focus on:

- Creating systems, services and collaborations for youth that provide the necessary information and 21st century skillsets necessary to achieve success

TARGET GROUPS: YOUTH

The Draft 2012 - 2014 Plan Update provides for greater attention to increasing high school graduation rates by:

- Expanding the literacy program working with WIA Mandated partners
- Increasing efforts around working with Fulton County Schools to improve High School Graduation Rates
- Improving youth's soft skills working with youth serving partners, and
- Increasing degree equivalency attainment rates by implementing achievement recognition and motivational award programs

TARGET GROUPS: YOUTH

Youth recruitment is also a focus of the GATES Program, the previously mentioned non-traditional electrical line-worker program.

In addition to this program, through the State Energy Consortia, youth are encouraged to explore career opportunities in the utilities field.

TARGET GROUPS: ADVANCED MANUFACTURING

The Draft 2012 - 2014 Plan Update acknowledges the need to focus on the rise in advanced manufacturing and proposes that the FCWPES address this need through its OJT and WEX programs.

VISIONS AND TARGETS

The 2012 - 2014 WIA Plan Update integrates components of the State Plan where it makes sense when considering the needs of our local area.

**2012-2014
UPDATE**

2011 WIA PLAN

NEEDS ANALYSIS
SPECIFIC TO
FULTON COUNTY

STATE PLAN