



FACTSHEET

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Workforce Resources for Employers

Developing a Globally Competitive Workforce

The public workforce system is a valuable resource to support human capital development of workers across the country. The system offers essential tools to transform the workforce to meet the changing demands of the 21st-century economy, and to become more competitive.

Enhance your human resource capacity

American Job Centers

- More than 2,400 American Job Centers are located across the country to assist businesses in recruiting, hiring, training or upskilling their workforce.
- Business service representatives at American Job Centers offer a range of customized training options to meet businesses' needs.
- The American Job Centers provide information about local and federal resources to assist with business decisions, including marketing and economic development opportunities.

Business Services Toolkit

- [This online resource](#) provides access to virtual workforce planning tools and resources that any company can use, as well as links to more specialized workforce development services.

Upskill and diversify your workforce to meet new demands

Expanding Registered Apprenticeship Opportunities

- Apprenticeships offer a proven, high caliber training strategy for workers to learn the skills that employers need for American businesses to grow and thrive in a competitive global environment.
- Customizable and flexible Registered Apprenticeship programs can meet employers' changing demands.

Incumbent Worker Training

- Business-led state and local workforce boards offer training services to help companies remain competitive by updating or enhancing the skills of their current workforce.
- On a limited basis, workforce boards can reimburse employers for the extraordinary costs of training new front-line hires through on-the-job and customized training.

USEFUL LINKS

CAREER ONE-STOP BUSINESS

Center is your source for help to hire, train, and retrain a strong workforce:

<http://www.careeronestop.org/BusinessCenter/index.aspx>

AMERICAN JOB CENTER LOCATOR

provides contact information for the nearest American Job Center:

<http://www.careeronestop.org/LocalHelp/local-help.aspx>

BUSINESS SERVICES TOOLKIT

offers a range of tools for customized solutions to your workforce needs:

<http://www.careeronestop.org/businesscenter/toolkit/toolkit.aspx>

REGISTERED

APPRENTICESHIP QUICK-START

TOOLKIT is your guide to building a Registered Apprenticeship Program:

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Engage in regional long-term workforce planning

- State and local workforce boards lead sector strategy and career pathway initiatives - regional, industry-focused approaches to workforce and economic development that improve access to good jobs and increase job quality in ways that strengthen an industry's workforce. To contact a state or local workforce board, use the online resource of America's Service locator at www.servicelocator.org/WorkforceContacts.asp.

Upcoming opportunities through the Workforce Innovation Opportunities Act (WIOA)

- The Workforce Innovation and Opportunities Act (WIOA), signed into law by President Barack Obama on July 22, 2014, is the first legislative reform of the public workforce system in 15 years. The law replaces the Workforce Investment Act of 1998 and amends the Adult Educational and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.
- WIOA presents an extraordinary opportunity to improve job and career options for our nation's workers and jobseekers through an integrated, job-driven public workforce system that links diverse talent to businesses. It also provides the workforce system greater flexibility to engage employers in developing the workforce for a regional economy - from preparing entry-level workers, to retraining transitioning workers, to upskilling incumbent workers.

Improves Services to Employers

- WIOA contributes to economic growth and business expansion by ensuring the workforce system is job-driven, which supports developing skilled workers and matching them to employers.
 - o State and local boards will promote the use of industry and sector partnerships to address the workforce needs of multiple employers within an industry and to meet the workforce needs of local and regional employers.
 - o Local areas can use funds for demonstrated effective strategies that meet employers' workforce needs, including incumbent worker training, Registered Apprenticeship, transitional jobs, on-the-job training, and customized training.

- o Employers have incentives to work with AJCs to expand opportunities for workers to learn with increased reimbursement rates for on-the-job and customized training.
- WIOA offers opportunities to address developmental or essential skills through the Adult Education and Family Literacy Act - Title II of WIOA. Employer have the opportunity to form partnerships with education providers to design and offer foundational skill development for low-skilled workers looking to get ahead.
- WIOA also aligns the performance indicators for core programs, and adds new ones related to services to employers and postsecondary credential attainment.

Promotes Work-Based Training

- Businesses, under WIOA, can collaborate with AJCs, community colleges, and adult education providers to develop integrated education and training programs at the workplace to help employees gain basic and technical skills and advance to the next level of work.
- WIOA promotes greater use of Registered Apprenticeships to certify additional occupations critical to business operations and recognizes completion of a Registered Apprenticeship certificate as a post-secondary credential.
- Pre-apprenticeship training is an authorized Youth program activity which provides greater opportunity to create pathways to Registered Apprenticeship programs for business talent development.
- WIOA also requires that at least 20% of Youth Formula funds be spent on work-based learning, which can be provided by employers in the form of pre-apprenticeships, on-the-job training, internships and job shadowing, and summer and year-round employment.

Most provisions of WIOA took effect on July 1, 2015. The DOL WIOA Resources Page (www.doleta.gov/WIOA) will include updated technical assistance, tools, and resources. Comments and questions regarding WIOA can be emailed to DOL.WIOA@dol.gov.

