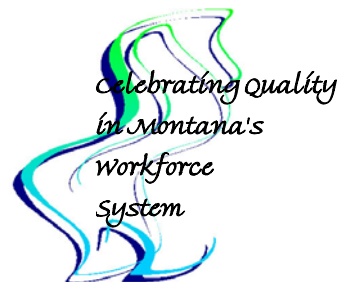


Governor's State Workforce Investment Board

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Issue 5 March 2004

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Survey Results Show Promise for High Road Workforce Development

The following article was published by the AFL-CIO Working for America Institute, and can be found on their website at: www.workingforamerica.org.

The AFL-CIO Working for America Institute has just released "Off to a Good Start: A Report on High Road Workforce Investment Board Policies and Practices." The report, based on a survey conducted with funding from the Rockefeller Foundation, suggests that Workforce Investment Boards (WIBs) in a substantial number of large metropolitan areas around the country have begun to use their authority to set higher job and wage standards for their communities. The findings should be useful to members of, and staff to, WIBs as well as to other policy and program activists who are looking for new ways to help the economy work for working families.

The Institute released a partial report of the survey's findings, "Raising the Bar," in November of 2003. This expanded report releases the full findings of the survey on all three strategies that comprise the Institute's High Road Workforce Development Agenda for the nation's state and local Workforce Investment Boards: encouraging the expanded use of more realistic self-sufficiency standards, comprehensive high road community audits and subsidy accountability for workforce dollars. The Institute developed the Agenda to help labor representatives on the nation's WIBs work with their board colleagues to meet their policy-setting responsibilities called for in the Workforce Investment Act.

The survey's primary findings are:

1. Use of High Road Community Audits:
While most local boards are working to understand their labor market areas, they are not doing comprehensive analyses of their region's labor market needs.
2. Setting and Using Realistic Self-Sufficiency Standards:
The majority of local boards surveyed have already established self-sufficiency standards higher-than-the U.S. Department of Labor minimum in order to expand eligibility for access to training among employed low wage workers. Some boards have begun using self-sufficiency standards to ground other aspects of their work such as establishing performance benchmarks and shaping labor market analysis.
3. Utilizing Subsidy Accountability Techniques:
Those boards that use on-the-job training (OJT) or that enter into customized training agreements with area employers, do set clear expectations about the number and/or wage rates of jobs to be created and do include contractual consequences - such as reduced reimbursement or recaptured funds when hiring and/or wage goals are not met. (Continued on Page 2)

Inside this Issue:

- **High Road Workforce Development Survey**
- **WIA Side-by-Side**
- **Desiree Taggart Memorial Award Reminder**
- **National Association of State & Territorial Apprenticeship Directors**



You will find a direct link to our newsletters on the official State Workforce Investment Board (SWIB) website:
www.discoveringmontana.com/gov2/cs/s/boards/workforce/

Upcoming Events:

April 27
Rural Health Works Training Workshop – Helena, MT

April 27 – 28
Governor's Health Care Summit
Missoula, Montana

April 29-May 1
Mountain Plains Adult Education Association 2004 Conference - Bozeman, MT

May 20-21
SWIB Meeting, Helena

September 1-2
SWIB Meeting, Helena

Survey Results Show Promise for High Road Workforce Development (Continued from Page 1)

While the survey results indicate that WIBs are off to a good start in using their power to connect more job seekers to better jobs, there's still a great deal of work to do. Many of the high road policies and practices captured by this survey are encouraging first steps but need to be strengthened or refined if they are to have significant impact. And there are still numerous WIBs that have not yet explored these important strategies for serving workers and their region's better employers.

The WAI report, entitled "Off to a Good Start: A Report on High Road Workforce Investment Board Policies and Practices," is available at the top of our website at www.workingforamerica.org. For a hard copy of the report, please respond to this email at info@workingforamerica.org. Further information about the High Road Workforce Agenda and the survey results will be available at two upcoming training sessions for Workforce Investment Board labor representatives and others interested in advancing the Agenda.

For more information about these conferences, see our website at www.workingforamerica.org or contact the Institute at info@workingforamerica.org. ■

Nancy Mills, Executive Director, AFL-CIO Working for America Institute

REMINDER: The deadline for submitting nominations for the Desiree Taggart Memorial Award for Workforce Development is April 15th.

Mail nominations to:
Montana Council for Workforce Quality (McWQ)
Attn: Linda Coleman
Montana Job Training Partnership
302 N Last Chance Gulch Ste 409
Helena, MT 59601



WIA Side-by-Sides Available

As a reminder, the US Department of Labor's Employment and Training Administration has produced a side-by-side comparison of the House and Senate passed versions of WIA reauthorization legislation. The comparison uses the Bush Administration proposal as the starting point for the comparison, rather than current law. H.R. 1261, the Workforce Reinvestment and Adult Education Act of 2003, was passed by the House on May 8, 2003; and H.R. 1261 (incorporating the provisions of S. 1627), the Workforce Investment Act Amendments of 2003, was passed by the Senate on November 14, 2003. To access the comparison go to: www.doleta.gov/whatsnew/.

A second side-by-side comparison has been prepared by the Center for Law and Social Policy (CLASP) and the Workforce Alliance. This comparison starts with Current Law, and also displays the provisions of the House and Senate passed WIA Reauthorization bills. To access the comparison, go to: www.clasp.org/DMS/Documents/1073926942.45/WIA_SBS_0104.pdf

These comparisons will be particularly useful as the bills go to a House-Senate Conference Committee to resolve differences between the two bills. ■

National Assn. Of State & Territorial Apprenticeship Directors (NASTAD)

Pam Watson

Apprenticeship is the oldest form of skill development in the world, and it is still very effective. The National Apprenticeship System is a collaboration of more than 32,000 local apprenticeship sponsors; apprenticeship agencies in 27 states, three U.S. territories, and the District of Columbia; and the U.S. Department of Labor's Office of Apprenticeship Training, Employer and Labor Services.

Many of the more than 32,000 local sponsors appoint committees to organize and sponsor Registered Apprenticeship programs for employers. The remaining twenty-seven states (including Montana), the District of Columbia, Puerto Rico, Guam, and the Virgin Islands have chosen to establish their own State Apprenticeship Agencies. The National Association of State and Territorial Apprenticeship Directors (NASTAD) was established to promote an effective national apprenticeship system, and provide a forum for these states and territories.

Mr. Mark Maki, Director of Apprenticeship with the Montana Department of Labor & Industry, is the current President of NASTAD. He was elected by his peers, in large part due to his dedication to NASTAD and the success of Montana's apprenticeship program. Mr. Maki's leadership has also contributed to the development of the newest apprenticeable occupation in Montana, Pharmacy Technicians. ■