



# The FOIA and 4-Year Strategic Plan for PY 2018 – PY 2021

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## Why do I have to write a Strategic Plan?



- A 4-year strategic plan is required in order to receive WIOA funding beginning in PY 2018 (April 1, for the youth program and July 1 for the Adult Program).
- Section 166 of the Workforce Innovation and Opportunity Act States...

*“In order to receive a grant or enter into a contract or cooperative agreement under this section, an entity... shall submit to the Secretary a program plan that describes a 4-year strategy for meeting the needs of Indian, Alaska Native, or Native Hawaiian individuals, as appropriate, in the area served by such entity”.*



## When Will the 4-Year Strategic Plan be Due?

- The 4-Year strategic plan will be part of the Funding Opportunity Announcement (FOA) on grants.gov. We anticipate that the FOA will be posted on grants.gov the week of April 9<sup>th</sup> – 13<sup>th</sup> and grantees will have 30 days to submit the FOA (which includes the 4-year strategic plan).
- Short answer – we anticipate the 4-year strategic plan will be due sometime **in the first week of May of this year.**
- There are things you can do now to start preparing for submitting the FOA and 4-year strategic plan.



## What you can do now to prepare for the FOA and 4-Year Strategic Plan



- ✓ Find out when your SAM Registration expires and make sure it doesn't expire before July 2018
- ✓ Make sure you are set up with grants.gov and that you are the Authorized Organization Representative (AOR) or at least work on the grant application on grants.gov.
- ✓ Research the Local Market Information (LMI) for your service area.



## Will the Process for the PY 2018 - PY 2021 Strategic Plan be Different than Past Strategic Plans?

- Yes. WIOA changes the strategic planning and competition process in two major ways

### Strategic Planning under WIA

- 2-year strategic plan
- Competition and Strategic Planning were separate processes.

### Strategic Planning Under WIOA

- 4-year strategic plan
- 4-year strategic plan will be included as part of the competitive process.
- If you have competition, the strategic plan will be how your proposal is rated against your competitor

The 4-year strategic plan is only one piece of the FOA application but it's the most time consuming piece.



## What is Required in a 4-Year Strategic Plan?

Below are the items that will be required in the 4-year Strategic Plan.

1. Overall Service Strategy
2. Participants Served
3. Array of Services
4. Labor Market Demand
5. Employer Engagement
6. Partnering
7. Workforce System Partnerships
8. Budget and Budget Justification



## Overall Service Strategy

**1. Overall Service Strategy** The extent to which the application demonstrates an effective overall strategy to help unemployed and low-income Native Americans become economically self-sufficient or move into the middle class. Such strategies may include Career Pathways or other strategies that are customized to the unique needs of your community. The extent to which the application identifies the barriers that need to be addressed in your service area such as cultural barriers, geographic remoteness, high poverty etc. This element should identify the challenges faced by Native Americans in your service area and provide a persuasive explanation of how you will use this grant to overcome those challenges in order to help Native Americans become economically self-sufficient or move into the middle class.





## Participants Served

- Participants Served** The extent to which the application details the number of participants it plans to serve each year and include demographic information and client characteristics for the geographic area you are requesting to serve. The extent to which the application demonstrates effective recruitment efforts or community activities your organization will employ to engage the community. (If a service priority system has been established due to limited resources, describe the priority system.)





## Array of Services

- 3. Array of Services** The extent to which the application reflects an effective and comprehensive array of employment and training services that will be provided to individuals through this grant which include the services described at 20 CFR 678.430, and 680.200.



## Labor Market Demand

4. **Labor Market Demand** The extent to which the application's description of the labor market in the applicant's service area (e.g. largest employers in the area, types of employers etc.) is accurate and clear. The strength and effectiveness of how the proposed employment and training services you plan to provide matches the labor market needs (i.e. how does the education and training you plan to provide relate to the skills required by employers in your service area).



## Employer Engagement

5. **Employer Engagement** The extent to which the application clearly demonstrates how the applicant will engage employers in your service area (e.g., host job fairs, attend Chamber of Commerce meetings, etc.) and the types of services that you will provide employers.



## Partnering

- 6. Partnering** The degree to which the partnerships that your organization has (or will develop) with community organizations, educational institutions, employers, professional groups etc. will impact the program's success and the extent to which partnering with these organizations will support the employment and training goals of this grant.



## Workforce System Relationships

7. **Workforce System Relationships** The extent to which the application describes its current relationship with the Workforce System (i.e. Local Workforce Development Boards (LWDBs) or State Workforce Development Boards (SWDBs) where the SWDB serves as the local WDB for the entire state.

Please note that if there are disagreements, differences or other issues that currently exist with the LWDBs or SWDBs please describe the issues and how you plan to resolve such issues. Also, list the LWDBs in your geographic service area and identify which of these LWDB's you have a Memorandum of Understanding (MOU) with.



## Workforce Relationships (Continued)

If you do not have a MOU with a LWDB or SWDB in your area, provide the extent to which you have made a good faith effort to enter into a MOU with the LWDB/SWDB. If you have a MOU with some LWDBs but not others please provide an explanation.

The extent to which applicants describe the services (and whether they are co-located with or have staff located in an AJC) they provide through the American Job Centers (AJCs) (formerly known as one-stops centers), if any.



## Workforce Relationships (Continued)

Please note that any new applicants or existing grantees that do not have an MOU with a LWDB/SWDB, must demonstrate the extent to which they are knowledgeable of the Workforce System and any formal or informal working relationships they have with the Workforce System.





## Budget and Budget Justification

- Budget and Budget Justification** The extent to which the budget is reasonable for the first year's worth of activities outlined in the 4-year Strategic Plan.



## Will The 4-Year Strategic Plan Require A Youth Narrative?

Yes. Grantees that receive youth funds will be required to address the items below:

1. Youth Participants Served
2. Array of Services
3. Cultural Identity
4. Partnering With Education Institutions and Providers
5. Budget and Budget Justification



## Youth Narrative – Participants Served

1. **Youth Participants Served** The extent to which the application provides the number of youth to be served in the SYS program and addresses strategies for recruiting and retaining most-in-need and/or at-risk-youth in your programs.



## Youth Narrative - Array of Services

2. **Array of Services** The extent to which the application describes the array of services the applicant intends to provide to youth participants. One illustrative example would be how the application describes strategies to reduce dropout rates and improve access to post-secondary education.



## Youth Narrative – Cultural Identity

- 3. Cultural Identity** The extent to which the application encourages culturally relevant youth activities, such as any interaction with educational providers that academically prepare students to successfully move into post-secondary education and succeed in the workplace while maintaining or promoting cultural identity.



## Youth Narrative - Partnering with Education Institutions

4. **Partnering with Education Institutions and Providers** The extent to which the application describes how the applicant will partner with educational providers to academically prepare students to successfully move into post-secondary education.



## Youth Narrative - Budget and Budget Justification

5. **Budget and Budget Justification** The extent to which the budget is reasonable for the first year's worth of activities outlined in the SYS narrative.





## Required Attachments to the 4-Year Strategic Plan

**Memorandum of Understanding** Grantees will be required to submit copies of their Memorandum of Understanding with Local Workforce Development Boards (LWDB's) or State Workforce Development Boards (SWDB's) or documentation of "good faith" efforts that demonstrate the grantee has engaged the LWDB or SWDB to enter into a MOU.



## Optional Attachments

**Waiver Requests** WIOA sec. 166(i)(3) permits waivers of any statutory or regulatory requirement of title I of WIOA that are inconsistent with the specific needs of the INA program grantee (except for the areas cited in § 684.920). While a waiver may be requested at any time during a 4-year grant award cycle, the Department encourages grantees to request waivers of the performance indicators at the beginning of a 4-year grant award cycle, in the 4-year strategic plan, and approved waivers will apply for the duration of the 4-year plan.



## Optional Attachments

If you wish to request a waiver of performance indicators, then please submit it with the four-year strategic plan (However, as noted above, a waiver may be requested at any time during a 4-year grant award cycle.) The Department plans to provide additional information about waiver requests for the WIOA section 166 program.