

## **Workforce Strategic Planning Collaborative**

### **Overview**

Under the Workforce Innovation and Opportunity Act (WIOA), Governors are required to submit strategic plans to the U.S. Department of Labor (DOL) every four years. Today's tight labor market, coupled with the three major legislative packages that passed last Congress (IIJA, CHIPS, IRA), make the 2024 planning cycle a unique opportunity for Governors to set the direction for their state's administration of the federally funded workforce system. However, Governors face challenges in doing this: the IIJA, CHIPS and the IRA do not contain dedicated funding or mandated roles for the workforce system, and many states struggle to leverage their four-year planning process as more than a rote compliance requirement. Under the Workforce Strategic Planning Collaborative, NGA and DOL will collaborate to provide states with technical assistance to take advantage of the 2024 WIOA planning process as a strategic opportunity.

### **Objectives**

- **Inform and facilitate Governors' leadership in developing strategic workforce plans** by leveraging the four-year planning process to its fullest potential.
- **Provide NGA members opportunities to inform federal processes**, such as development of the indicators ETA uses to review and approve state plans.
- **Provide NGA members with planning tools** that are federally approved, **and accompanying technical assistance** to facilitate the development of comprehensive four-year strategic plans that comply with complex federal requirements and guidelines.

### **Timeline and Activities**

The joint effort undertaken by NGA and DOL will run from July 2023 through June 2025 and will include three phases of project activities.

- **Phase I – State Planning Tool Development: Q3 – Q4, 2023**  
NGA and DOL will create and publish state planning tools that will provide Governors with a menu of options to consider as they develop their WIOA plans in partnership with their State Workforce Development Board. To ensure the tools are as impactful as possible, NGA will consult state workforce leaders to inform development, and will work with DOL to develop indicators that align with the tools given to states.
- **Phase II – Tool Deployment and Application: Q1 – Q3, 2024**  
NGA and DOL will provide training opportunities to ensure the tools' utility and impact for state planning. These opportunities will be provided through both virtual and in-person convenings, and will complement the NGA team's related workforce development programming.
- **Phase III – Continued Action: Q3 – Q4, 2024**  
Once state plans are submitted, NGA and DOL will collaborate to provide opportunities for states to engage in peer learning activities that lift up best practices and outline the road ahead for implementation of the four-year plans.