

Region One Workforce Development Board Partnership

Serving the Southeast Louisiana parishes of: Jefferson, Orleans, Plaquemines, St. Bernard, St. Charles, St. James, St. John the Baptist, St. Tammany

July 1, 2020, through June 30, 2024
2022 Modification

Region One’s Demand-Driven 4 Yr Workforce Innovation Opportunity Act (WIOA) Plan

Regional Workforce Development Board Partnership Strategic Vision

The four Workforce Development Areas in Region One all share the same vision that incorporates a regional workforce development system aligned with the governor’s statewide vision to provide pathways for all Louisianans to prepare for and secure high-demand occupations that pay family-sustaining wages by creating an environment in which our businesses can grow, and our people can prosper. The Region’s Workforce Development Boards (WDB) work together to strategically invest in high growth/high wage industries, leverage funds beyond WIOA dollars, develop systems and not “stand alone” programs, work closely with all One-Stop partners and other entities that can contribute to the development of the workforce, and be proactive, not reactive.

Region One WDB Partnership is a strong advocate of the deep connection between workforce development and economic development goals for attracting, retaining, and growing business and industry. The Region One WDB Partnership seeks to positively contribute to economic development goals through our business services strategies, recruitment processes, and strategic business programs that will benefit the businesses of the region. The Region serves to foster

connections between businesses and the educational community to identify and close skills gaps in order that the current and future workforce needs of businesses are addressed.

The Region One WDB Partnership utilizes the strength of diversity of the key stakeholders that serve on each Workforce Development Board, the broad industry and educational partnerships that extend beyond the Boards, and a strong presence in the business community to continuously identify the workforce challenges, develop innovative strategies and leverage solutions.

As partners, we have continued the development of regional initiatives aligned with the statewide vision through collaborative regional endeavors to address the changing environment as impacted by changing industries, COVID related mass lay-offs, as well as adjusting to the technological advances impacting many industry sectors. This work includes many initiatives, such as regional collaboration to provide customized training, adoption of new technology to better connect to the community residents, regional video to better prepare jobseekers to meet employer needs, joint contracts for services, regional targeted sectors, and many other projects.

Regional Workforce Development Priorities

1. To provide relevant and value-added services to businesses and jobseekers
2. To prepare the workforce to meet the current and future needs of businesses
3. To serve as a center for workforce innovation
4. To promote effective regional alignment, collaboration, and partnerships

The Region believes that setting these overarching priorities will lead to actualizing the governor's statewide vision of "Putting Louisiana First" by creating an environment in which our businesses can grow, and our people can prosper. Ensuring that the services provided to businesses and job seekers are relevant and value-added and will promote a healthier business and workforce environment. Continually assessing the needs of businesses and adapting our strategies to meet those needs allows for nimble workforce system that businesses require. We seek new and innovative ways for service delivery and promote effective collaboration and partnership allowing for the system to develop new best practices that can serve as a model for other areas of the state. It also provides greater chances for attaining leveraged funding through various grant opportunities.

CHAPTER 1: ECONOMIC AND WORKFORCE ANALYSIS – REGIONAL COMPONENT

The "Greater New Orleans Region" is defined as the eight parishes (counties) that make up the 1st Regional Labor Market Area (RLMA 1) or New Orleans Metro Statistical Area (MSA): Jefferson, Orleans, Plaquemines, St. Bernard, St. Charles, St. James, and St. John the Baptist and St. Tammany. The entire economy is supported by one of the nation's largest port operations and by

the flow of goods through the extensive logistical systems spanning the region, including river traffic and rail lines.

The region is bonded together by the Mississippi River, Lake Pontchartrain, and by resident commuting patterns. In fact, 68% of the region’s workforce commutes outside of their resident parish, but within the region, providing ongoing argument for increasing investments into regional activities and regional strategies. The dramatic regional impact of Hurricane Katrina serves as an additional bonding effect for the region.

97% COMMUTE WITHIN THE REGION. 3% COMMUTE OUTSIDE OF THE REGION
 68% COMMUTE OUTSIDE OF THEIR RESIDENT PARISH, BUT WITHIN THE REGION

Source: US Census Bureau

Table 1 – Population

RLMA 1 - New Orleans | Population

1,280,186 2022 Population 27.3% of State	-1% Population decreased for the Last 5 Years Expected to decrease by 1.9% between 2022 and 2027
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Source: EMSI Covered Employment – 2022.4

Population Trends

Population trends have been directly impacted by both COVID and storms over the past couple years and adjusting population projections downward for the first time since Katrina. There are also adjustments that have been made to projections based on the decennial census that was completed in 2020. Orleans and Jefferson Parish continue to see outmigration to neighboring suburban parishes, with St. Tammany being dominant recipient of the population growth in the region. However, recent reinvestment efforts in Plaquemines and St. Bernard will have long-term impact on these traditional trends. Most current projections (2020-2024) indicate a reversal of the growth rate overall in the region to a rate of -2%.

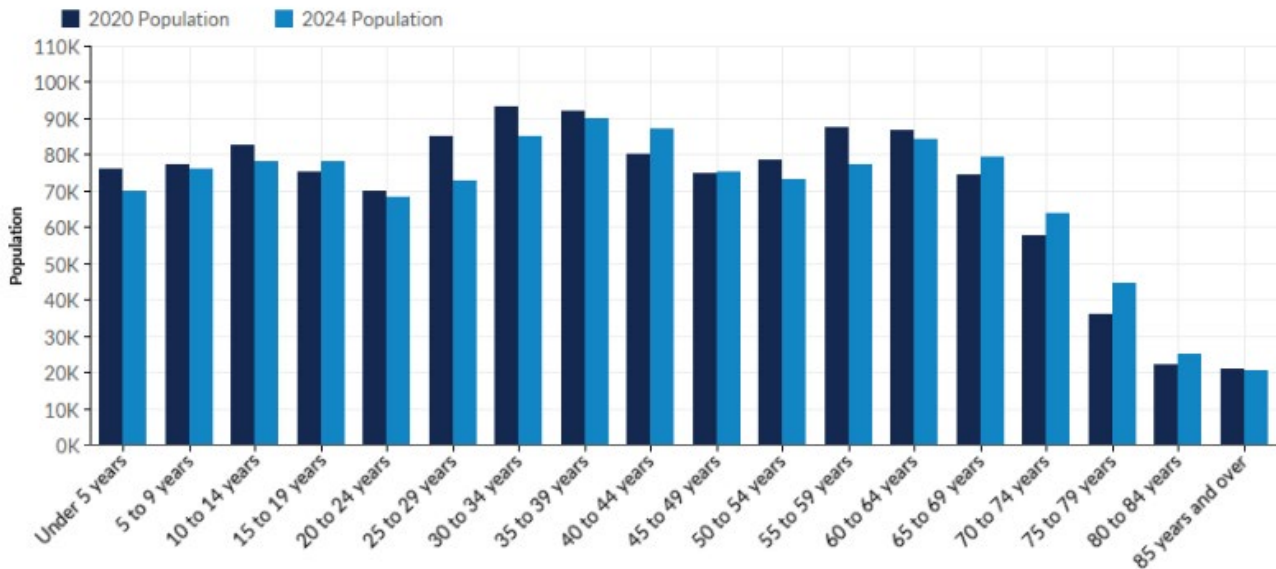
Table 2 – Population Estimates and Projections for RLMA1, including pre- and post-Katrina

Geographic Area	Population Estimates				
	2024* Projections	July 1, 2015	July 1, 2010	July 1, 2005	July 1, 2000
Louisiana	4,595,528	4,683,143	4,545,585	4,497,691	4,468,979
Jefferson Parish	431,955	436,528	432,774	451,652	454,738
Orleans Parish	358,683	397,096	347,989	455,188	483,663
Plaquemines Parish	23,483	23,662	23,116	28,549	26,737
St. Bernard Parish	41,614	46,948	36,796	64,951	66,988
St. Charles Parish	51,418	52,798	52,867	50,116	48,160
St. James Parish	18,405	21,573	22,031	20,740	21,179

St. John the Baptist Parish	41,247	43,190	45,655	45,597	43,151
St. Tammany Parish	281,626	248,604	234,563	217,407	192,179
Region One					
Labor Market Area	1,248,432	1,270,398	1,195,791	1,336,795	1,336,795

*Updated 2/2023, Source: US Census

Figure 1 – 2020 – 2024 Population by Age (updated 2023)



Updated 2023, Source: EMSI Q3 Data Set

Regional Economy Overview

Regional labor market data is collected using data from the Louisiana Workforce Commission, the US Census Bureau, and EMSI, Inc., which is an economic and labor market system that is also used in partnership with Greater New Orleans Inc., New Orleans Business Alliance, Regional Planning Commission, and The Data Center, all regionally contributing partners to a shared data set.

Population Decreases

Post COVID and decennial census revisions that has completely reversed course with an **expected decrease in population by 2% from 2020 to 2024** for a total population reduction of -21,934. By the end of 2019, there were a reported 587k jobs in the region. This fell to a low of 537k jobs by the end of 2020, during the peak of COVID job impacts. Now the **projections for 2024, adjusted for COVID and the census, are 558k jobs**, which is a healthy increase and

moving on a positive trajectory. Another positive sign is the increased **labor force participation rate to 60.5%**.

Educational Attainment Increases

One of the most significant changes to occur between 2020 and 2022 are the increases to educational attainment. Educational attainment for bachelor’s degree has increased from **17.8% to 20.3%** and **6.7% hold an associate's degree**

The top three industries in 2022 are Restaurants and Other Eating Places, Education and Hospitals (Local Government), and Local Government, Excluding Education and Hospitals.

The top revenue producers in the region are Manufacturing (including Petrochemical and Defense), Government, Transportation and Warehousing. The largest employer sectors are Accommodation and Food Service, Government, Retail Trade, and Healthcare and Social Assistance, collectively employing 41% of the total regional workforce. A number of these industries, including Retail, Accommodation, and Food Service have been hit the hardest due to COVID.

The largest non-public employer group, and considered to be a staple of the region, Accommodation and Food Service, employing greater than 79K workers pre-COVID, continues to pay the lowest wages of all sectors. In general, service-based knowledge sectors such as, Healthcare, Accommodation and Food Service, and Educational Services, were expected to be the fastest growing (Jobs) segments of the local economy over the next five years prior to COVID. Now Information and the Motion Picture and Video industries is also included in the top growth industries.

Table 3 – 2022 Regional Jobs by Industry (updated 2023)

RLMA 1 - New Orleans | Jobs by Industry

616,540 Jobs (2022) 0% above National average	-3.6% % Change (2017-2022) Nation: +2.4%	\$69,700 Avg. Earnings Per Job (2019) Nation: \$79,800
Establishments (2018)		45,706

NAICS	Industry	2020 Jobs
11	Agriculture, Forestry, Fishing and Hunting	1,479
21	Mining, Quarrying, and Oil and Gas Extraction	3,207 ■

NAICS	Industry	2020 Jobs
22	Utilities	1,886
23	Construction	27,300
31-33	Manufacturing	28,688
42	Wholesale Trade	19,826
44-45	Retail Trade	58,443
48-49	Transportation and Warehousing	25,243
51	Information	8,916
52	Finance and Insurance	18,945
53	Real Estate and Rental and Leasing	8,382
54	Professional, Scientific, and Technical Services	33,216
55	Management of Companies and Enterprises	7,179
56	Administrative and Support and Waste Management and Remediation Services	31,751
61	Educational Services (Private)	30,597
62	Health Care and Social Assistance	73,062
71	Arts, Entertainment, and Recreation	9,850
72	Accommodation and Food Services	63,078
81	Other Services (except Public Administration)	27,018
90	Government	74,581
99	Unclassified Industry	19

Source: EMSI Covered Employment – 2023.3

Table 4 – 2022 Average Earnings by Industry (updated 2023)

RLMA 1 - New Orleans | Average Earnings by Industry

\$69,700

Avg. Earnings (2022)

87% of Nation Avg.

NAICS	Industry	Avg. Earnings (2019)	
11	Crop and Animal Production	\$45,098	
21	Mining, Quarrying, and Oil and Gas Extraction	\$205,507	
22	Utilities	\$173,905	
23	Construction	\$76,063	
31	Manufacturing	\$124,623	
42	Wholesale Trade	\$99,328	
44	Retail Trade	\$43,560	
48	Transportation and Warehousing	\$81,417	
51	Information	\$86,758	
52	Finance and Insurance	\$111,513	
53	Real Estate and Rental and Leasing	\$65,293	
54	Professional, Scientific, and Technical Services	\$101,552	
55	Management of Companies and Enterprises	\$138,408	
56	Administrative and Support and Waste Management and Remediation Services	\$57,114	
61	Educational Services	\$54,114	
62	Health Care and Social Assistance	\$75,437	
71	Arts, Entertainment, and Recreation	\$87,948	
72	Accommodation and Food Services	\$31,354	
81	Other Services (except Public Administration)	\$37,940	
90	Government	\$83,468	
99	Unclassified Industry	\$50,400	

Source: EMSI Covered Employment – 2023.3

Current Regional Employment Trends

Current trends through 2024 include an across-the-board increase in wages seen in all industries. Labor participation, inflation, increases in educational attainment, and the recent decennial census are all impacting the data. Additionally, the workforce is still recalibrating and changing the overall landscape of the labor market. More should be known within 18-24 months what the true post-pandemic labor force will be moving forward.

In July of 2019 the region’s unemployment rate was 5.6%, then at the peak of the pandemic, it rose to 11.9%, and now it is at a historic low of 3.13%.

The historically low unemployment continues to pose challenges making it very difficult for employers to fill positions. However, it has created new opportunities for many traditionally underserved populations as well as other individuals that were not fully qualified for positions to gain training on-the-job. It has also driven wages up across all occupations. LWC HiRE data suggests there is .37 candidates for every available job opening.

Current Employment

Table 5 – Regional Jobs vs. Potential Candidates

Monthly Job Count Table

The table below shows the number of job openings advertised online in 1st Regional Labor Market Area, New Orleans, LA in February 2023 (Jobs De-duplication Level 2).

Area	Job Openings
1st Regional Labor Market Area, New Orleans	25,018

Source: Online advertised jobs data

Candidates Available Table

The table below shows the potential candidates in the workforce system in 1st Regional Labor Market Area, New Orleans, LA in February 2023 (Jobs De-duplication Level 2).

Area Name	Candidates
1st Regional Labor Market Area, New Orleans	9,230

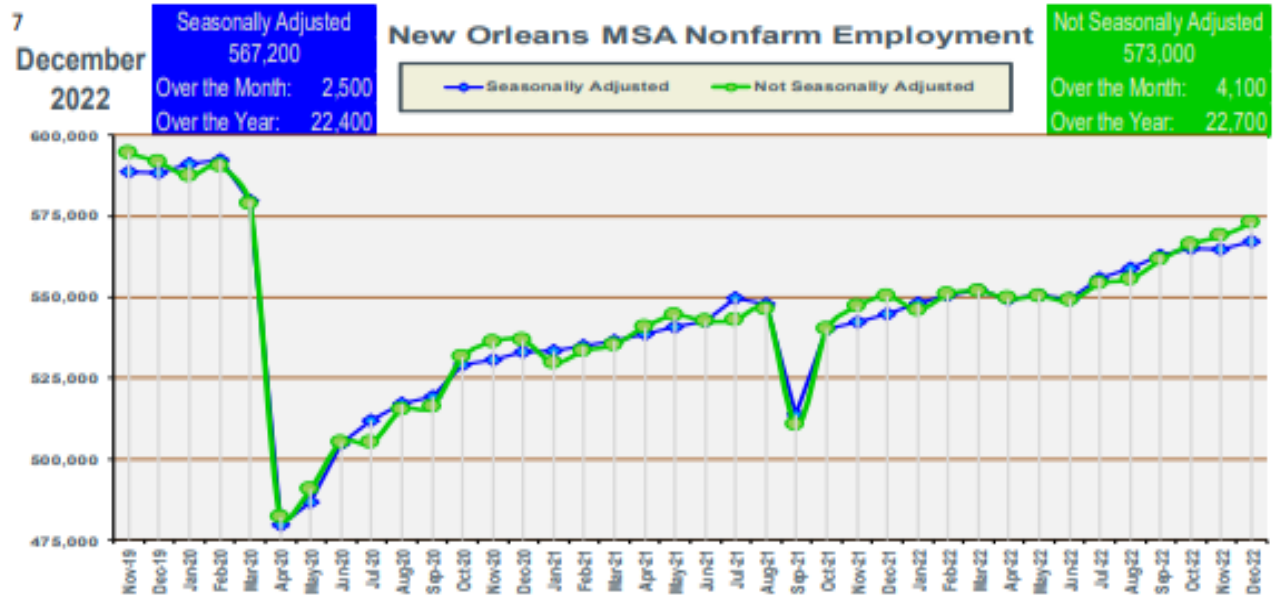
Source: Individuals with active résumés in the workforce system.

Candidate Source: Individuals with active resumes in the workforce system

Figure 2 – Employment for New Orleans MSA, December Preliminary 2022

13 LOUISIANA & MSAs NONFARM EMPLOYMENT							
<i>New Orleans-Metairie MSA - Not Seasonally Adjusted</i> <small>Jefferson, Orleans, Plaquemines, St. Bernard, St. Charles, St. James, St. John the Baptist, St. Tammany</small>	PreL	Rev.		OTM	OTM	OTY	OTY
	Dec	Nov	Dec	Change	%	Change	%
	2022	2022	2021	Change	Change	Change	Change
Total Nonfarm	573,000	568,900	550,300	4,100	0.72%	22,700	4.13%
Total Private	505,200	500,800	482,500	4,400	0.88%	22,700	4.70%
Goods-Producing	84,300	83,300	81,600	1,000	1.58%	2,700	4.38%
Mining & Logging	3,700	3,800	3,600	-100	-2.63%	100	2.78%
Mining, Logging, & Construction	33,900	33,300	33,100	600	1.80%	800	2.42%
Construction	30,200	29,500	29,500	700	2.37%	700	2.37%
Heavy & Civil Engineering Construction	7,700	7,600	7,200	100	1.32%	500	6.94%
Specialty Trade Contractors	17,500	17,100	16,200	400	2.34%	1,300	8.02%
Manufacturing	30,400	30,000	28,500	400	1.33%	1,900	6.67%
Durable Goods	11,600	11,500	10,400	100	0.87%	1,200	11.54%
Nondurable Goods	18,800	18,500	18,100	300	1.62%	700	3.87%
Chemical Manufacturing	4,900	4,800	4,900	100	2.08%	0	0.00%
Service-Providing	508,700	505,600	488,700	3,100	0.61%	20,000	4.09%
Private Service-Providing	440,900	437,500	420,900	3,400	0.78%	20,000	4.75%
Trade, Transportation, & Utilities	108,600	107,500	107,800	1,100	1.02%	800	0.74%
Wholesale Trade	20,400	20,400	19,500	0	0.00%	900	4.62%
Merchant Wholesalers, Nondurable Goods	8,100	8,100	8,000	0	0.00%	100	1.25%
Retail Trade	59,900	59,600	60,100	300	0.50%	-200	-0.33%
Grocery Stores	8,800	8,800	8,900	0	0.00%	-100	-1.12%
General Merchandise Stores	12,600	12,400	12,700	200	1.61%	-100	-0.79%
Transportation, Warehousing, & Utilities	28,300	27,500	28,200	800	2.91%	100	0.35%
Information	8,800	9,000	8,800	-200	-2.22%	0	0.00%
Financial Activities	28,500	28,600	28,900	-100	-0.35%	-400	-1.38%
Finance & Insurance	20,300	20,400	20,700	-100	-0.49%	-400	-1.93%
Credit Intermediation & Related Activities	6,700	6,800	6,800	-100	-1.47%	-100	-1.47%
Depository Credit Intermediation	5,100	5,100	5,000	0	0.00%	100	2.00%
Professional & Business Services	83,600	82,000	77,600	1,600	1.95%	6,000	7.73%
Professional, Scientific, & Technical Services	36,500	35,500	34,100	1,000	2.82%	2,400	7.04%
Legal Services	8,900	8,900	8,700	0	0.00%	200	2.30%
Management of Companies & Enterprises	8,200	8,200	8,000	0	0.00%	200	2.50%
Admin. & Support & Waste Mgmt. & Remediation Serv.	38,900	38,300	35,500	600	1.57%	3,400	9.58%
Administrative & Support Services	36,200	36,000	33,000	200	0.56%	3,200	9.70%
Employment Services	12,400	12,600	12,300	-200	-1.59%	100	0.81%
Education & Health Services	107,800	107,800	101,200	0	0.00%	6,600	6.52%
Educational Services	33,000	33,200	30,300	-200	-0.60%	2,700	8.91%
Colleges, Universities, & Professional Schools	13,200	13,200	12,400	0	0.00%	800	6.45%
Health Care & Social Assistance	74,800	74,600	70,900	200	0.27%	3,900	5.50%
Ambulatory Health Care Services	32,200	31,600	29,600	600	1.90%	2,600	8.78%
Hospitals	25,300	25,300	24,200	0	0.00%	1,100	4.55%
Leisure & Hospitality	81,500	80,600	75,100	900	1.12%	6,400	8.52%
Arts, Entertainment, & Recreation	10,500	10,000	9,700	500	5.00%	800	8.25%
Amusement, Gambling, & Recreation Industries	6,700	6,500	6,000	200	3.08%	700	11.67%
Accommodation & Food Services	71,000	70,600	65,400	400	0.57%	5,600	8.56%
Accommodation	10,200	10,100	9,000	100	0.99%	1,200	13.33%
Food Services & Drinking Places	60,800	60,500	56,400	300	0.50%	4,400	7.80%
Other Services	22,100	22,000	21,500	100	0.45%	600	2.79%
Government	67,800	68,100	67,800	-300	-0.44%	0	0.00%
Federal Government	13,000	13,000	13,400	0	0.00%	-400	-2.99%
State Government	12,600	12,700	12,500	-100	-0.79%	100	0.80%
Local Government	42,200	42,400	41,900	-200	-0.47%	300	0.72%
Hammond MSA - Not Seasonally Adjusted <small>Tangipahoa</small>							
	PreL	Rev.		OTM	OTM	OTY	OTY
	Dec	Nov	Dec	Change	%	Change	%
	2022	2022	2021	Change	Change	Change	Change
Total Nonfarm	47,000	47,300	46,900	-300	-0.63%	100	0.21%
Total Private	36,000	36,300	35,600	-300	-0.83%	400	1.12%
Goods-Producing	4,600	4,700	4,600	-100	-2.13%	0	0.00%
Service-Providing	42,400	42,600	42,300	-200	-0.47%	100	0.24%
Private Service-Providing	31,400	31,600	31,000	-200	-0.63%	400	1.29%
Government	11,000	11,000	11,300	0	0.00%	-300	-2.65%

Figure 3 – 2017 - 2020 Employment Trends



Source: Louisiana Workforce Commission LMI Bulletin

Table 6 – 2018 vs. 2020 vs. 2022 Unemployment by Industry (updated 2023)

RLMA 1 - New Orleans | Unemployment by Industry 2022 compared to 2020 & 2018

		34,319	68,588	18,816
		Total Unemployment (7/2018)	Total Unemployment (7/2020)	Total Unemployment (11/2022)
NAICS	Industry	Unemployed (7/2018)	Unemployed (7/2020)	Unemployed (11/2022)
11	Agriculture, Forestry, Fishing and Hunting	76	56	82
21	Mining, Quarrying, and Oil and Gas Extraction	166	465	58
22	Utilities	75	60	30
23	Construction	3,280	4,511	1,790
31	Manufacturing	1,838	2,225	905
42	Wholesale Trade	704	1,548	570
44	Retail Trade	2,216	6,847	1,546

48	Transportation and Warehousing	1,769	2,668	1,075
51	Information	362	1,154	1,165
52	Finance and Insurance	808	634	796
53	Real Estate and Rental and Leasing	397	920	402
54	Professional, Scientific, and Technical Services	1,908	2,269	1,537
55	Management of Companies and Enterprises	147	464	131
56	Administrative and Support and Waste Management and Remediation Services	2,777	5,031	2,336
61	Educational Services	2,792	3,474	1,076
62	Health Care and Social Assistance	3,571	5,945	2,100
71	Arts, Entertainment, and Recreation	594	4,431	392
72	Accommodation and Food Services	3,641	19,467	2,033
81	Other Services (except Public Administration)	1,069	2,885	532
90	Government	568	526	262
99	No Previous Work Experience/Unspecified	5,562	2,978	0

Source: EMSI Covered Employment - 2018.1 & 2020.3 & 2022.3

Projected Regional Occupational Trends – Growth and Replacements

Healthcare worker occupations are the current drivers for projected job growth, with the greatest percentage change for Actors, Producers, and Directors. This jump is likely related to the increased demand for streaming video content has exploded during the pandemic. It is Laborers and Material Movers that will have the greatest number of job openings through 2024. Replacement jobs are highlighted below because of the impact on workforce development to replace those workers. They continue to be the occupations with the lowest wages or the most physically demanding work environments, such as Waiters & Waitresses and Laborers.

Table 7 - Top 20 Occupational Growth and Replacements

Description	2020 Jobs	2024 Jobs	2022 - 2024 Change	2022 - 2024 % Change	2022 - 2024 Replacement Jobs	Annual Replacement Jobs	Avg. Annual Openings
Registered Nurses	14,154	14,448	555	4%	1,601	801	1,084
Miscellaneous Healthcare Support	7,036	7,915	407	5%	2,211	1,106	1,311
Cooks	9,585	11,177	398	4%	3,330	1,665	1,909
Driver/Sales Workers and	9,920	11,687	305	3%	2,683	1,342	1,500

Truck Drivers							
Home Health and Personal Care Aides	7,785	8,573	300	4%	2,521	1,261	1,429
Waiters and Waitresses	11,238	11,810	247	2%	4,722	2,361	2,506
Postsecondary Teachers	7,345	7,052	232	3%	1,205	603	719
Actors, Producers, and Directors	1,064	1,571	194	14%	320	160	257
Nurse Practitioners	1,114	1,652	188	13%	154	77	171
Software and Web Developers, Programmers, and Testers	1,648	1,857	173	10%	237	118	207
General and Operations Managers	8,859	11,273	159	1%	1,942	971	1,062
Laborers and Material Movers	17,874	18,665	157	1%	5,638	2,819	2,924
Childcare Workers	3,905	4,197	156	4%	1,363	681	764
Health Practitioner Support Technologists and Technicians	3,518	3,935	155	4%	664	332	413
Therapists	2,864	2,959	145	5%	302	151	224
Medical and Health Services Managers	1,580	1,937	138	8%	286	143	212
Bartenders	2,727	3,714	127	4%	1,246	623	690
Physicians	2,121	2,336	126	6%	126	63	127
Counselors	3,349	3,567	126	4%	613	307	371
Diagnostic Related Technologists and Technicians	2,144	2,215	119	6%	241	120	181

Projected Regional Industry Trends

- **Healthcare and Social Assistance**, will continue to see increased demand due to COVID effects and the aging population. There is also a higher level of need for replacement openings due to worker burnout.
- **Hospitality, Food & Accommodation** is still in the mode of recovery and should be realized by 2024, but some are concerned that the recovery will be closer to a range of 75%
- **Transportation** as an industry is ramping up with the upcoming multi-phase expansion of the Port operations.
- **Manufacturing** continues to dominate the potential industry growth.

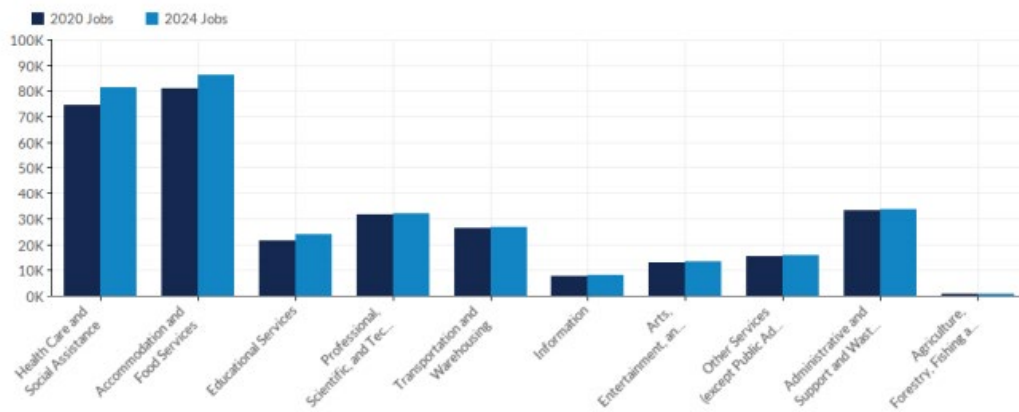
- **Information** as an occupation group across all industries and most prominent in the Professional, Scientific, and Technical industry, has already seen the most immediate jump in job creation in the region. This has been due to rapid pivot made by businesses to adapt to a COVID inspired business climate. Many of the technological advances will continue even after the pandemic has subsided.

Many of the impacts outlined above are expected to be both regional and national. It will be important to reevaluate the data in 12 months and 24 months to determine where the seismic shifts are permanent that will dramatically impact the workforce development.

Figure 4 – 2020 - 2024 Fastest Growing Industries (updated 2023)

Fastest Growing Industries

Fastest Growing Industries



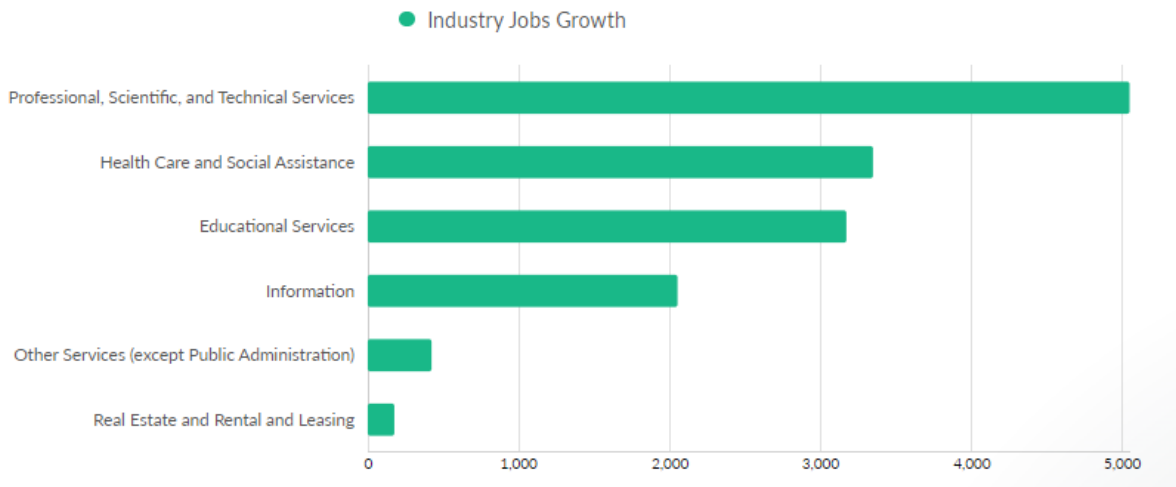
Industry	2020 Jobs	2024 Jobs	Change in Jobs (2020-2024)	% Change
Health Care and Social Assistance	74,559	81,517	6,958	9%
Accommodation and Food Services	80,881	86,218	5,337	7%
Educational Services	21,406	23,704	2,298	9%
Professional, Scientific, and Technical Services	31,424	31,939	515	2%
Transportation and Warehousing	26,360	26,837	477	2%
Information	7,836	8,271	435	6%
Arts, Entertainment, and	12,904	13,323	419	3%

Industry	2020 Jobs	2024 Jobs	Change in Jobs (2020-2024)	% Change
Recreation				
Other Services (except Public Administration)	15,294	15,261	327	2%
Administrative and Support and Waste Management and Remediation Services	33,229	33,508	279	1%
Agriculture, Forestry, Fishing and Hunting	739	801	62	8%

Source: EMSI Covered Employment – 2022.3

Figure 5 – Top Industry Growth Projections and Location Quotients** of RLMA1

Top Growing Industries



Source: EMSI Covered Employment - 2020.3

** Location Quotient describes the level of concentration of a variable, such as jobs in an industry, in comparison to other comparable regions in the nation. A level >1.0 signifies that our region has a greater concentration than the average, and thus a competitive advantage.

Significant Regional Economic Events

Retail Trade

Since 2014, there has been a rapid decline of retail trade industry. There have been more than 4,590 jobs lost just in the last ten years. There are still more signs that this trend has not yet reached bottom, but has been slowing. This is significant because of the demographic make up of this particular workforce. More than half are women (55%) and frequently, single mothers; there is another large group of older workers (more than 12,000 that are 55+) that are unable to afford retirement. In most cases, there is limited education and very little financial cushion available to afford someone the opportunity to return to school on a full-time basis. Short-term and stackable certification, additional learning platforms, and opportunities for alternative and flexible scheduling will assist with this piece. Also, quickly moving people into other industries such as Accommodation and Material Moving will help offset some of the displacement.

Coastal Restoration

As a result of the 2010 BP Oil Spill, an infusion of coastal restoration projects are functioning in the region and is expected to increase over the coming years with investments reaching the billions. Coastal Restoration projects are going to result in a greater demand for jobs in the Construction industry that has a maritime component, such as dredging. The local Workforce Centers will be

serves as a central point of contact for these jobs as contractors will be required to post all openings into the HiRE system. A strong partnering between the region, the State, and awarded contractors will continue to be paramount to ensure that the region will be able to meet the demand. Projections indicate that as many as 10 – 30 jobs will be created for every million in investment.

Technology and Advanced Manufacturing Emergence

New investments both in Information Technology and technologically advanced Manufacturing are creating a need for highly technical and specialized occupational disciplines. Companies that have moved into the area, such as DXC and expansions of CDIT and NetChex continues to create a greater immediacy to build the IT talent pipeline. All schools from K-12 to LCTCS to the university levels have stepped up to meet the talent pipeline needs and workforce development is working to make the connections with this new talent to meet the growing demand, including such specialized regional program for Mechatronics.

Population Shift Winding Down

The Baby Boomer effect, or “Silver Tsunami,” will continue to impact on the region’s workforce through 2024, at which time there will be a leveling off. By that time, in total, more than 100,000 boomers will have moved into the 65+ age bracket. This impacted the workforce supply, but businesses took opportunities to advance technology to do more with fewer workers. There was 8% increase in employers and only a 2% increase in jobs across all industries. Additionally, there is and will continue to be an increased need for healthcare services to meet the medical needs of the aging population. There was a 30% increase in direct service healthcare jobs in the last 5 years. The region’s awareness of these trends prompted the education systems to accelerate to keep pace with the demand and is well positioned to continue to keep pace with the projected increase of 16% between now and 2024. It is a great example of when a region works in strategically and in unison to address a coming identified need, those challenges can be met.

COVID Pandemic

This is impactful locally, regionally, nationally, and globally. The most notable changes include the ongoing worker shortage and employers shifting their expectations for new hires. They will take on individuals that have lesser education and experience and this is reflected in the minimum qualifications listed below. Conversely, workers have taken the opportunity to increase their skill sets and education attainment. Also, the region is still determining the end result of the workforce recalibration. The results of which will show how and where workforce development will need to recalibrate.

Regionally Targeted Sectors

Region One - Sector Selection Criteria

- Total job share for a sector
- Total projected number of openings due to growth
- Total projected number of openings due to attrition
- Economic impact
 - Occupations that offer self-sustaining wages
 - Overall total wage impact on the regional economy
 - Overall revenue impact for industry on the region
 - Impact of sector on multiple geographical areas within a region
- Ability to impact priority occupations within a sector

Based on the above criteria and discounting the inclusion of any COVID impact at this time, the most significantly impactful sectors for the greater New Orleans regional economy include (1) **Healthcare**, (2) **Construction**, (3) **Manufacturing** and (4) **Transportation/Logistics**. Healthcare is significant due to the population shifts that increased the demand for a trained and experienced workforce. Construction, while a challenging sector due to the cyclical nature of the industry remains a priority because of ongoing infrastructure investments in the region, however, an additional evaluation will be due by 2022 to review if it should retain its priority sector status in the region. Manufacturing industry is a major economic driver, employing a significant percentage of the workforce with better than self-sustaining wages. Transportation and logistics also continues to be a mainstay of the region, in large part because of the expansive natural resources in the region as a national transportation hub. In addition to these super sectors, there are regionally impactful emerging and specialty sectors that require focus, including **Information Technology** and **Coastal Restoration**.

Figure 6 – Region One Targeted Sectors

Regional Targeted Sectors

Healthcare
Construction
Manufacturing
Transportation/Logistics (Trade)
Emerging
Information Technology

Sector Characteristics

Healthcare: Includes three subsectors Ambulatory Healthcare Services (NAICS 621); Hospitals (NAICS 622); Nursing Facilities (NAIC 623). It further includes State and Local Hospitals (NAICS 902622 & 903622). Total employment for these sectors is 62,798. Total establishments is 2,760.

Construction: Includes three subsectors of Construction of Buildings (NAICS 236), excluding Residential Construction (NAICS 2631); Heavy and Civil Engineering Construction (NAICS 237); and Specialty Trade Contractors (NAICS 238). Total employment for 32,505. Total establishments is 1,914. A review of the industry sector will occur in 2022 to determine if it should be modified to include a subsector of the Repair and Maintenance or potentially separated from the priority sectors.

Manufacturing including Oil & Gas: Includes the primary manufacturing industries (NAICS 32-33), but also includes Oil & Gas Extraction (NAICS 21111) Support Activities for Mining (NAICS 21311) and Pipeline Transportation of Crude Oil (NAICS 48611). Total employment is 30,898. Total establishments is 982.

Transportation & Logistics: Includes the moving and storing of freight while excluding people transportation (NAICS 4811, 4831, 4832, 4841, 4842, 4881, 4883 – 4885, 4889, 4931 and 5324). Total employment is 18,936. Total establishments is 993.

Emerging Sector: Information Technology, while technically an occupational group utilized across multiple industries, it is seeing the greatest growth in the Professional and Technical Industry, accounting for 20% of the job growth in the last year.

Table 8 - Career Pathways

Top 10 Occupations of the Target Sectors *(by total employment within industry)*

Healthcare	Construction	Manufacturing	Transportation/ Logistics
Registered Nurses	Construction Laborers	Petroleum Pump System Operators, Refinery Operators, and Gaugers	Heavy and Tractor-Trailer Truck Drivers
Nursing Assistants	Carpenters	First-Line Supervisors of Production and Operating Workers	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Licensed Practical and Licensed Vocational Nurses	Electricians	Welders, Cutters, Solderers, and Brazers	Operating Engineers and Other Construction Equipment Operators
Receptionists and	First-Line Supervisors of	Inspectors, Testers,	Electricians

Information Clerks	Construction Trades and Extraction Workers	Sorters, Samplers, and Weighers	
Personal Care Aides	Operating Engineers and Other Construction Equipment Operators	Maintenance and Repair Workers, General	First-Line Supervisors of Construction Trades and Extraction Workers
Medical Assistants	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Chemical Plant and System Operators	Plumbers, Pipefitters, and Steamfitters
Dental Assistants	Plumbers, Pipefitters, and Steamfitters	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Laborers & Freight Stock – Material Movers
Home Health Aides	Construction Managers	Laborers and Freight, Stock, and Material Movers, Hand	Electrical Power-Line Installers and Repairers
Office Clerks, General	Painters, Construction and Maintenance	General and Operations Managers	Industrial Truck & Tractor Operators
Medical Secretaries	Structural Iron and Steel Workers	Industrial Machinery Mechanics	Sailors and Marine Oilers

Source: EMSI Covered Employment - 2020.3

Career Pathways

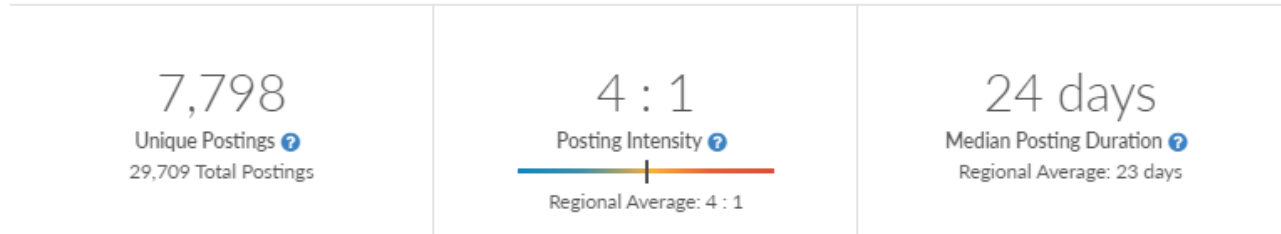
Each sector has multiple pathways that are heavily documented through national sector strategy best practices. This includes multiple entry points and a system of career lattices instead of ladders. The more recent statewide partnership between workforce development, K-12 education and post-secondary education engages strategies, such as Jump Start (dual enrollment) and adult vocational training options to fully integrate career pathways along a continuum of life-long learning for career development.

Assessment of Employer Needs, Knowledge, Skills & Abilities

The sampling of current employer needs includes a review of job postings from November 2022 to January 2023 to show the most recent quarter of data

Healthcare:

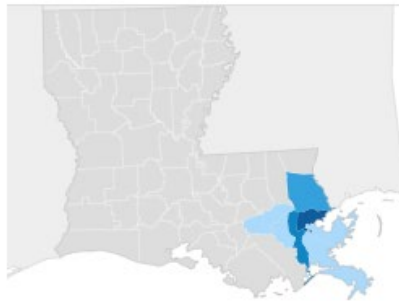
Job Postings Overview



There were 29,709 total job postings for your selection from November 2022 to January 2023, of which 7,798 were unique. These numbers give us a Posting Intensity of 4-to-1, meaning that for every 4 postings there is 1 unique job posting.

Job Postings Regional Breakdown

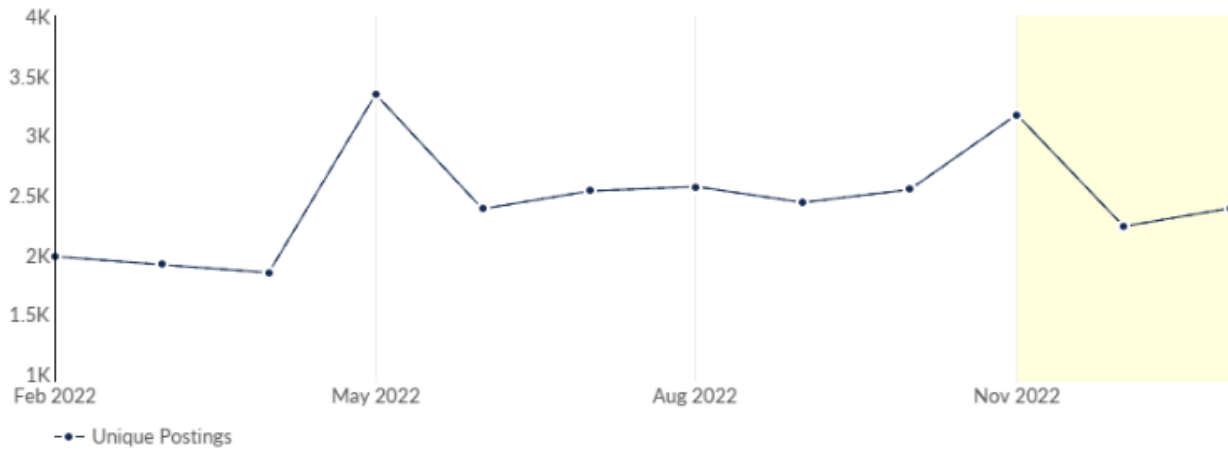
[Jump to Job Postings Map](#) ⋮



County	Unique Postings (Nov 2022 - Jan 2023)
Orleans Parish, LA	3,483
Jefferson Parish, LA	2,654
St. Tammany Parish, LA	1,266
St. Charles Parish, LA	139
St. Bernard Parish, LA	102

Unique Postings Trend

[Jump to Job Postings Table](#) ■■■



Minimum Education Breakdown

■■■

Minimum Education Level [?]	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,706	0	35%
Associate degree	1,391	494	18%
Bachelor's degree	1,006	1,255	13%
Master's degree	343	365	4%
Ph.D. or professional degree	67	127	1%

Experience Breakdown

■■■

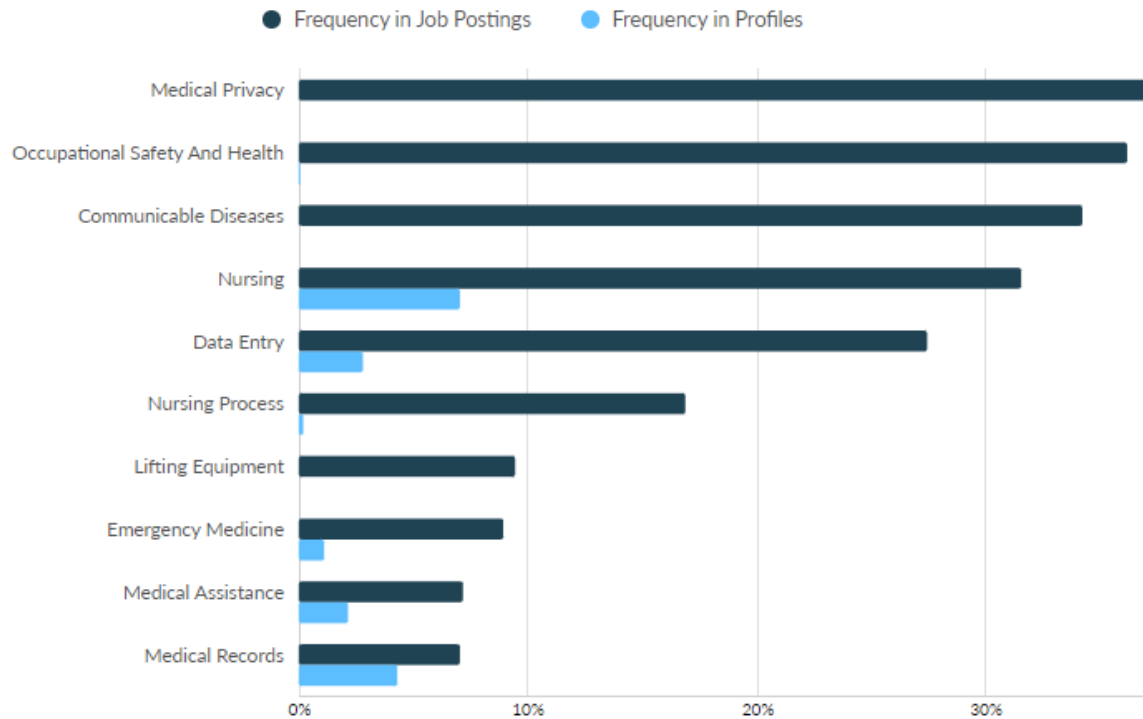
Minimum Experience [?]	Unique Postings	% of Total
No Experience Listed	4,353	56%
0 - 1 Years	1,378	18%
2 - 3 Years	1,370	18%
4 - 6 Years	510	7%
7 - 9 Years	120	2%
10+ Years	67	1%

Top Companies Posting [Give Feedback](#)

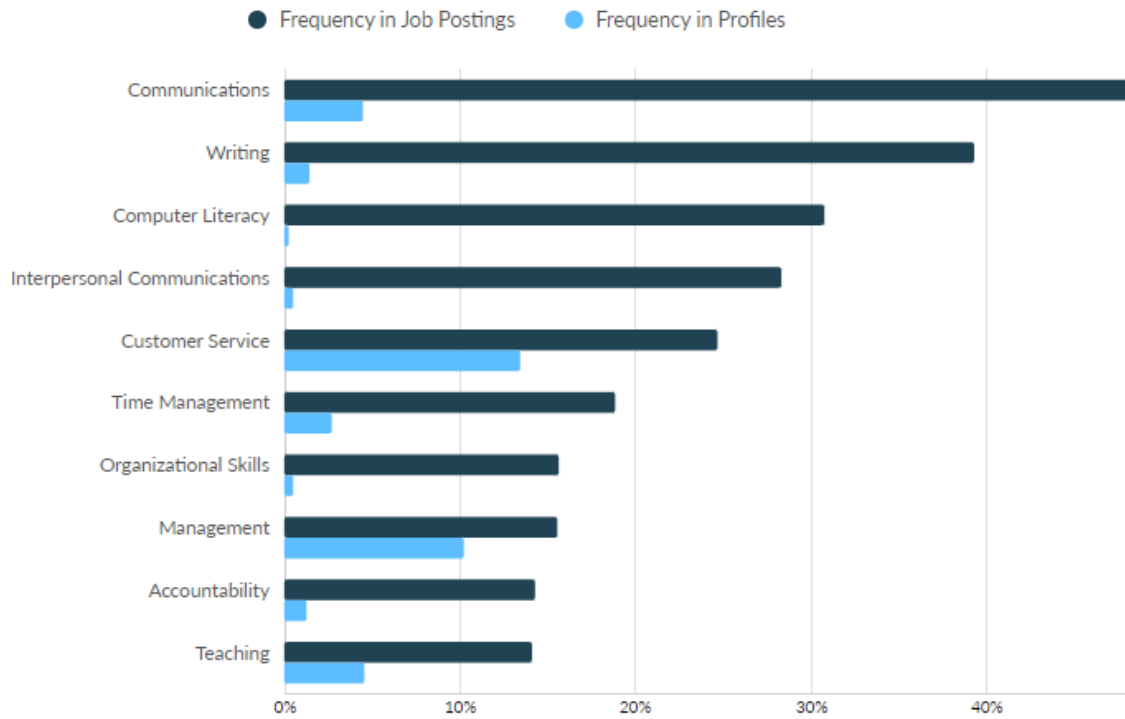


Company	Total/Unique (Nov 2022 - Jan 2023)	Posting Intensity	Median Posting Duration
Ochsner Clinic Foundation	7,913 / 3,124	3 : 1	24 days
Lafayette General Health	1,259 / 551	2 : 1	n/a
Tulane Medical Center	1,456 / 419	3 : 1	33 days
HCA Healthcare	692 / 264	3 : 1	23 days
LCMC Health	454 / 183	2 : 1	21 days
East Jefferson General Hospital	690 / 179	4 : 1	30 days
Slidell Memorial Hospital	364 / 123	3 : 1	14 days
Goodwill	642 / 117	5 : 1	40 days
LHC Group	1,497 / 108	14 : 1	28 days
Touro Infirmary	242 / 102	2 : 1	24 days

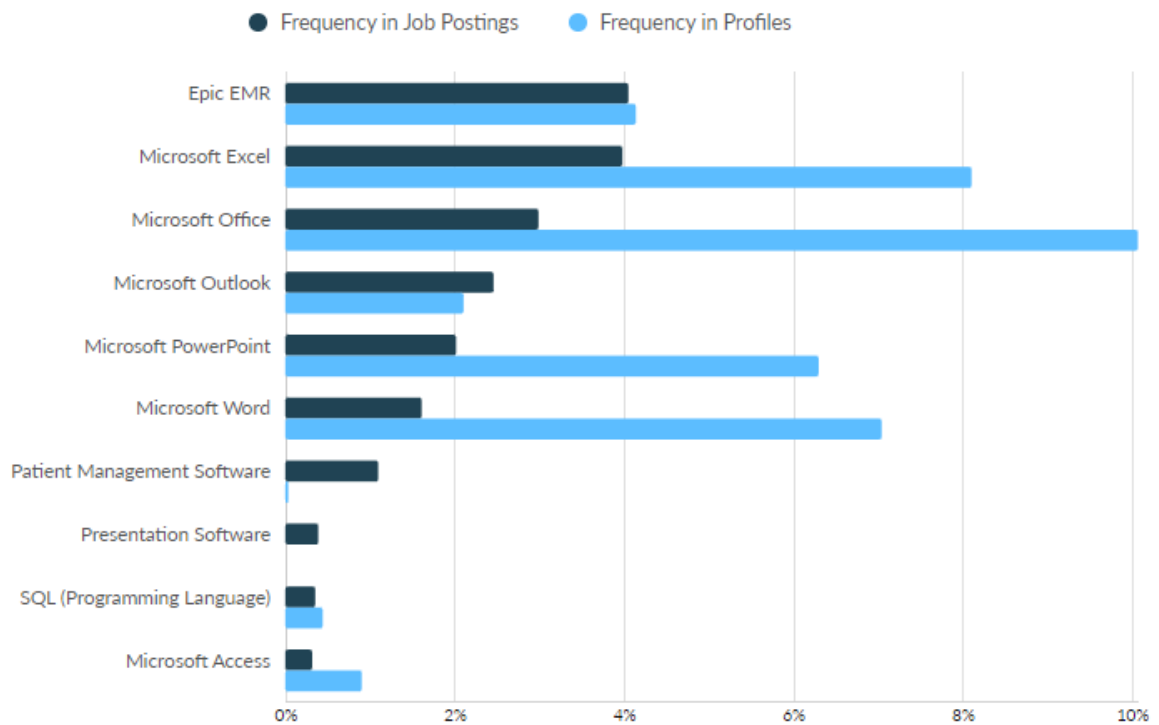
Top Specialized Skills



Top Common Skills



Top Software Skills



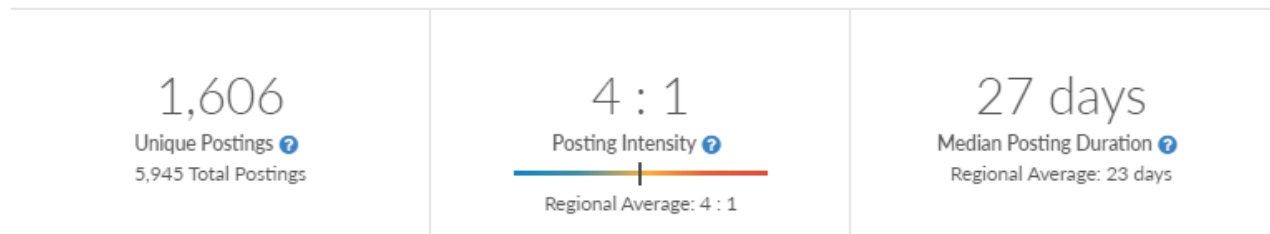
Top Qualifications



Qualification	Postings with Qualification
Basic Life Support (BLS) Certification	2,706
Registered Nurse (RN)	2,429
Advanced Cardiovascular Life Support (ACLS) Certification	662
Cardiopulmonary Resuscitation (CPR) Certification	590
Licensed Practical Nurse (LPN)	574
Valid Driver's License	572
Pediatric Advanced Life Support (PALS)	320
Basic Cardiac Life Support	237
Certified Nursing Assistant (CNA)	185
Board Certified/Board Eligible	184

Construction:

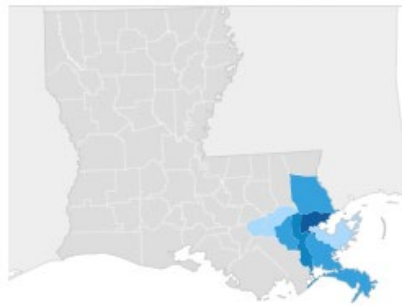
Job Postings Overview



There were 5,945 total job postings for your selection from November 2022 to January 2023, of which 1,606 were unique. These numbers give us a Posting Intensity of 4-to-1, meaning that for every 4 postings there is 1 unique job posting.

Job Postings Regional Breakdown

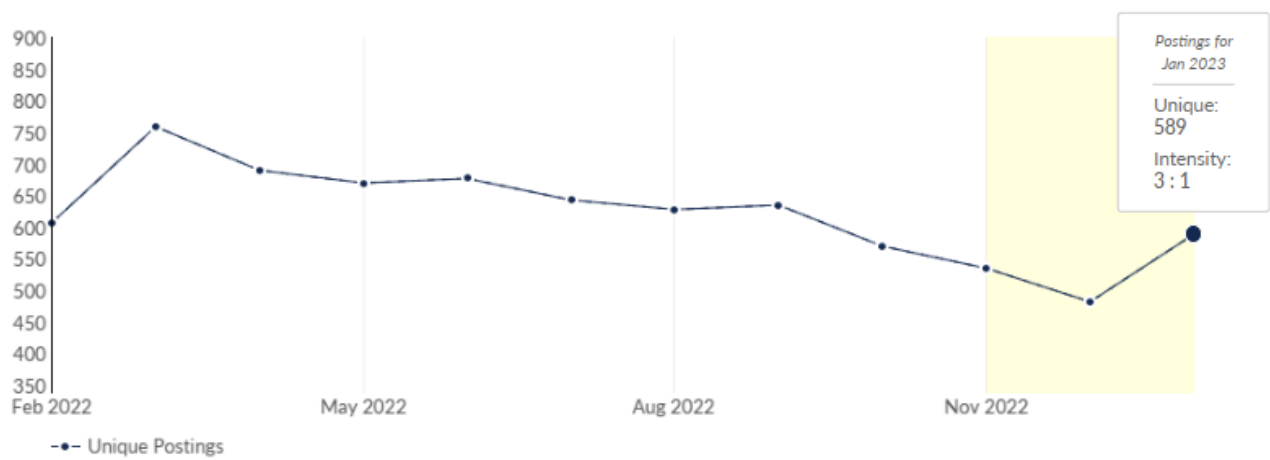
[Jump to Job Postings Map](#) ■■■



County	Unique Postings (Nov 2022 - Jan 2023)
Orleans Parish, LA	813
Jefferson Parish, LA	404
St. Charles Parish, LA	113
Plaquemines Parish, LA	85
St. Tammany Parish, LA	76

Unique Postings Trend

[Jump to Job Postings Table](#) ■■■

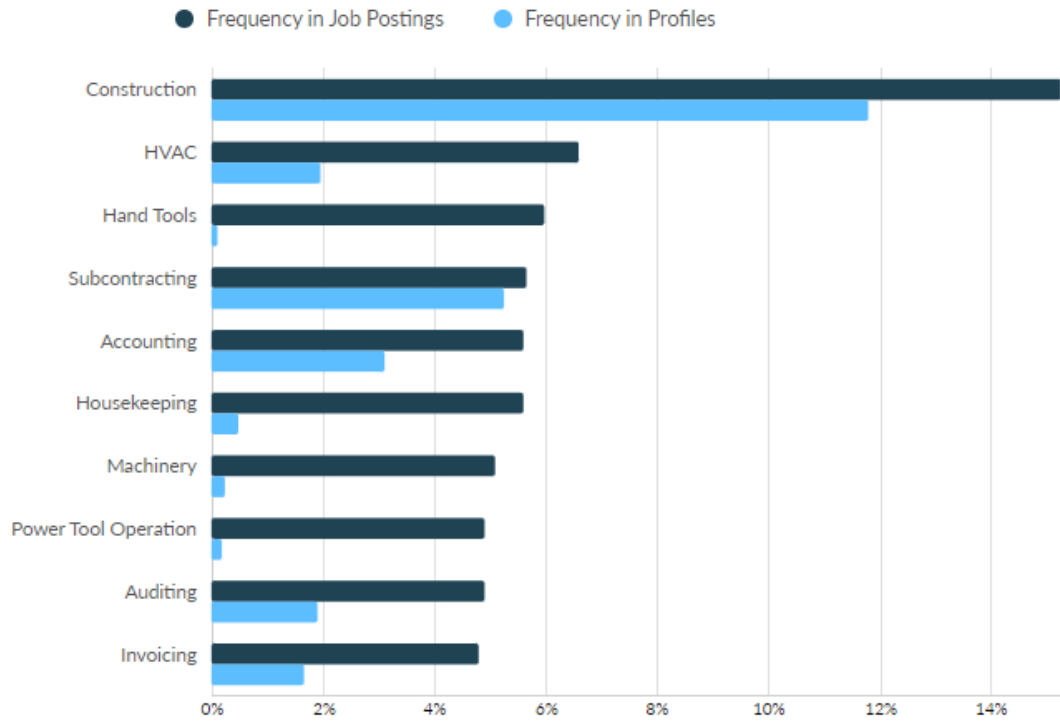


Minimum Education Breakdown

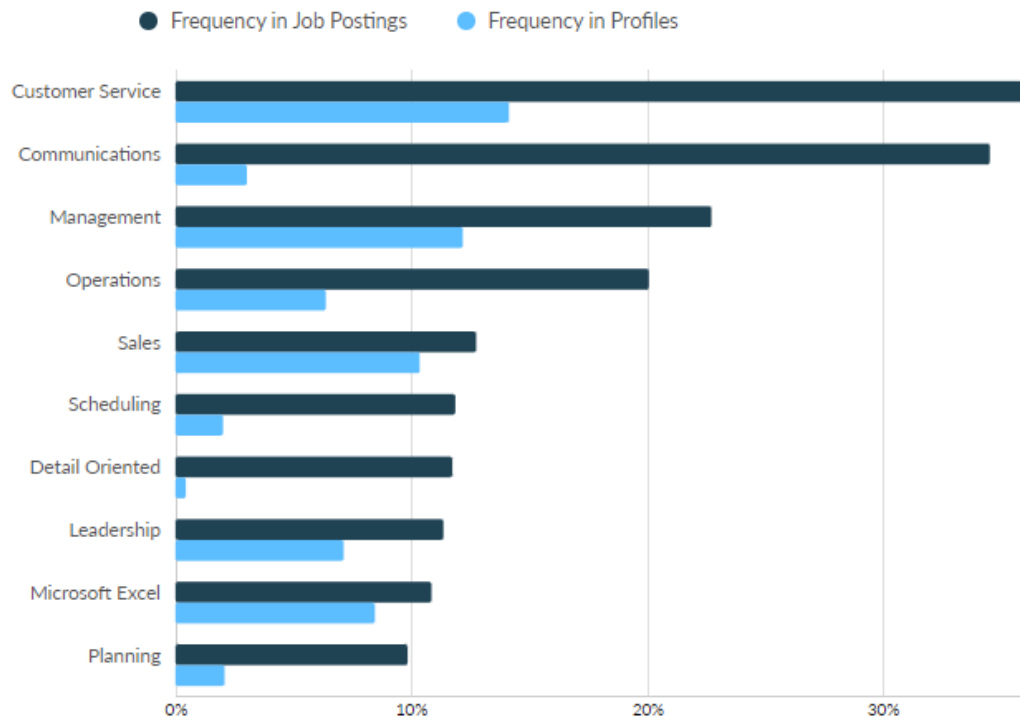
■■■

Minimum Education Level ⓘ	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	385	0	24%
Associate degree	54	21	3%
Bachelor's degree	226	56	14%
Master's degree	6	37	0%
Ph.D. or professional degree	4	2	0%

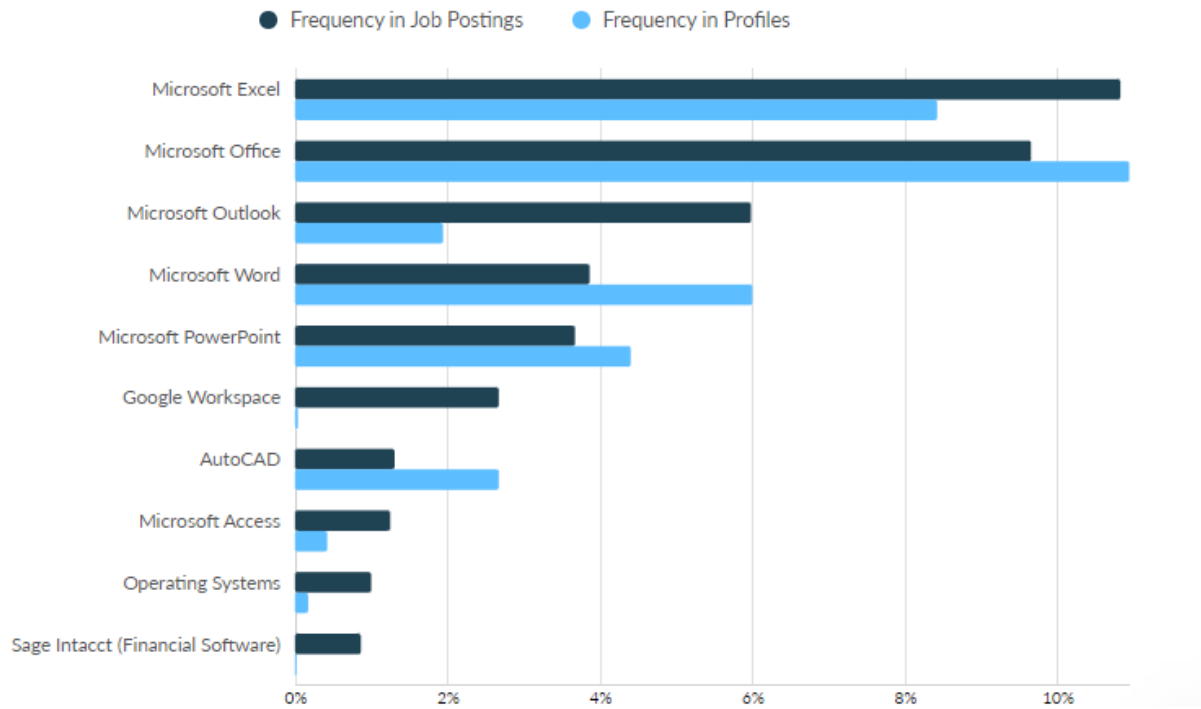
Top Specialized Skills



Top Common Skills



Top Software Skills



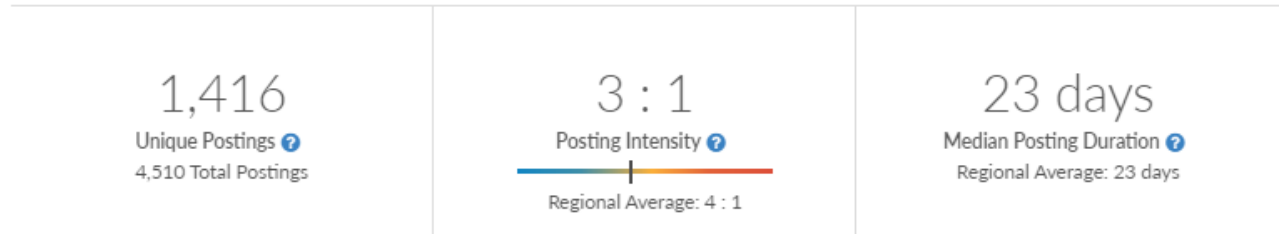
Top Qualifications



Qualification	Postings with Qualification
Valid Driver's License	237
Transportation Worker Identification Credential (TWIC) Card	78
Cardiopulmonary Resuscitation (CPR) Certification	53
Basic Life Support (BLS) Certification	50
National Center For Construction Education & Research (NCCER) Certification	48
Commercial Driver's License (CDL)	30
First Aid Certification	28
Registered Nurse (RN)	27
Automated External Defibrillator (AED) Certification	21
30-Hour OSHA General Industry Card	15

Manufacturing:

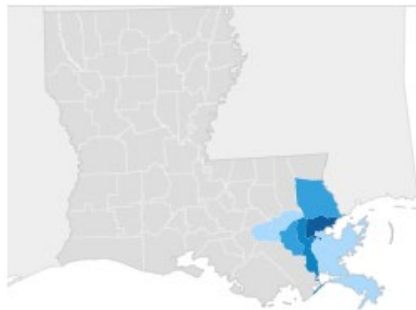
Job Postings Overview



There were 4,510 total job postings for your selection from November 2022 to January 2023, of which 1,416 were unique. These numbers give us a Posting Intensity of 3-to-1, meaning that for every 3 postings there is 1 unique job posting.

Job Postings Regional Breakdown

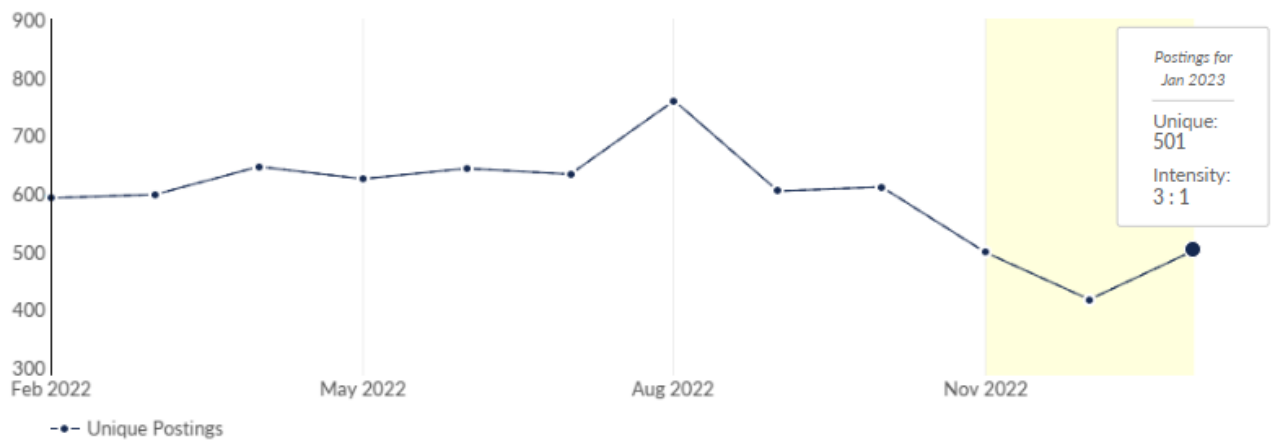
[Jump to Job Postings Map](#) ...



County	Unique Postings (Nov 2022 - Jan 2023)
Orleans Parish, LA	546
Jefferson Parish, LA	465
St. Tammany Parish, LA	120
St. Charles Parish, LA	105
St. James Parish, LA	70

Unique Postings Trend

[Jump to Job Postings Table](#) ...



Minimum Education Breakdown



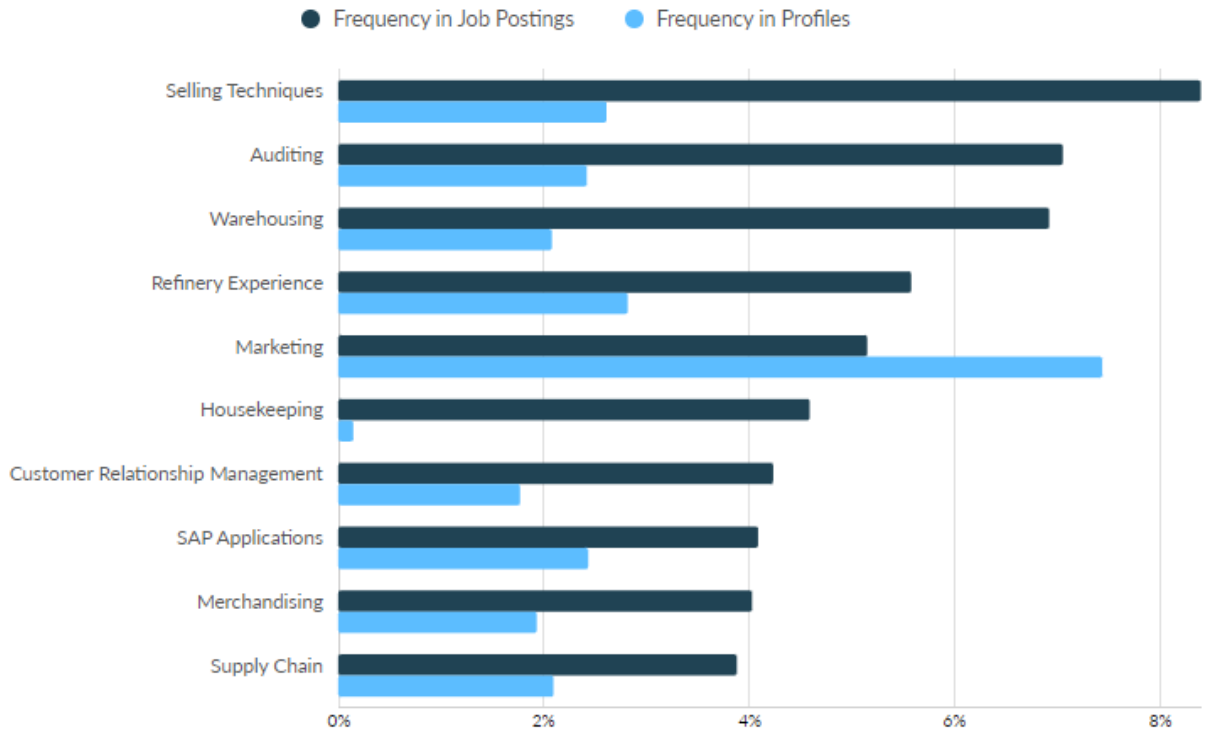
Minimum Education Level ?	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	448	0	32%
Associate degree	56	52	4%
Bachelor's degree	364	76	26%
Master's degree	14	70	1%
Ph.D. or professional degree	3	23	0%

Experience Breakdown

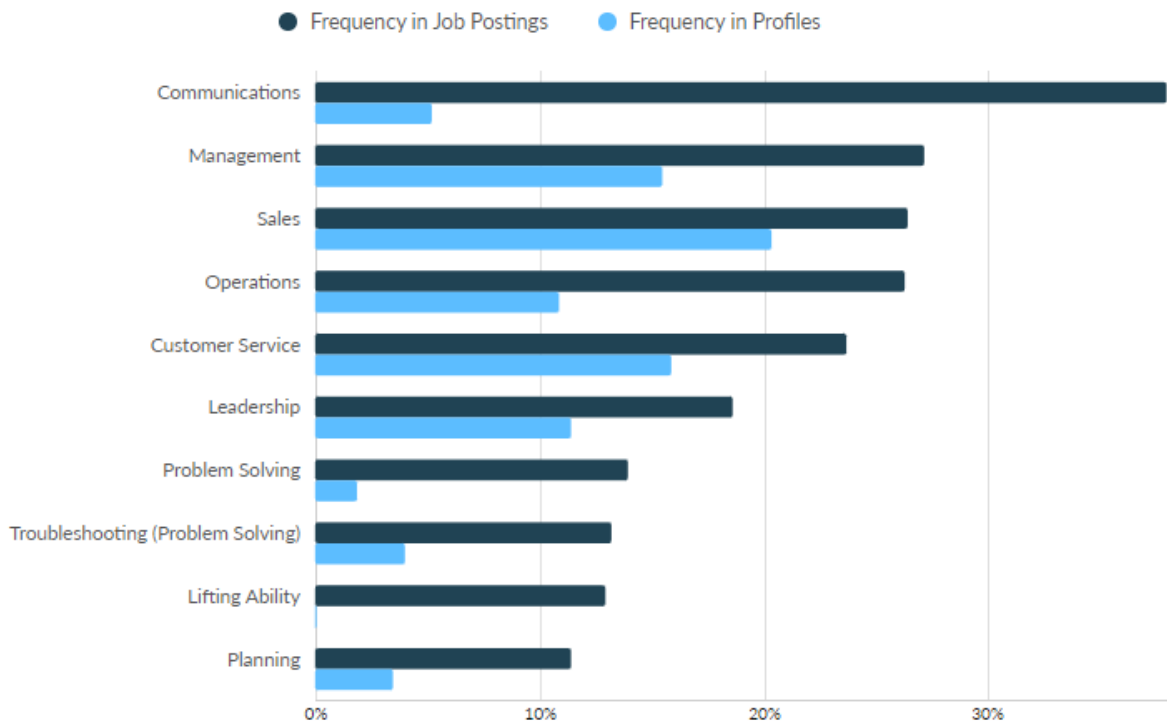


Minimum Experience ?	Unique Postings	% of Total
No Experience Listed	629	44%
0 - 1 Years	208	15%
2 - 3 Years	294	21%
4 - 6 Years	201	14%
7 - 9 Years	36	3%
10+ Years	48	3%

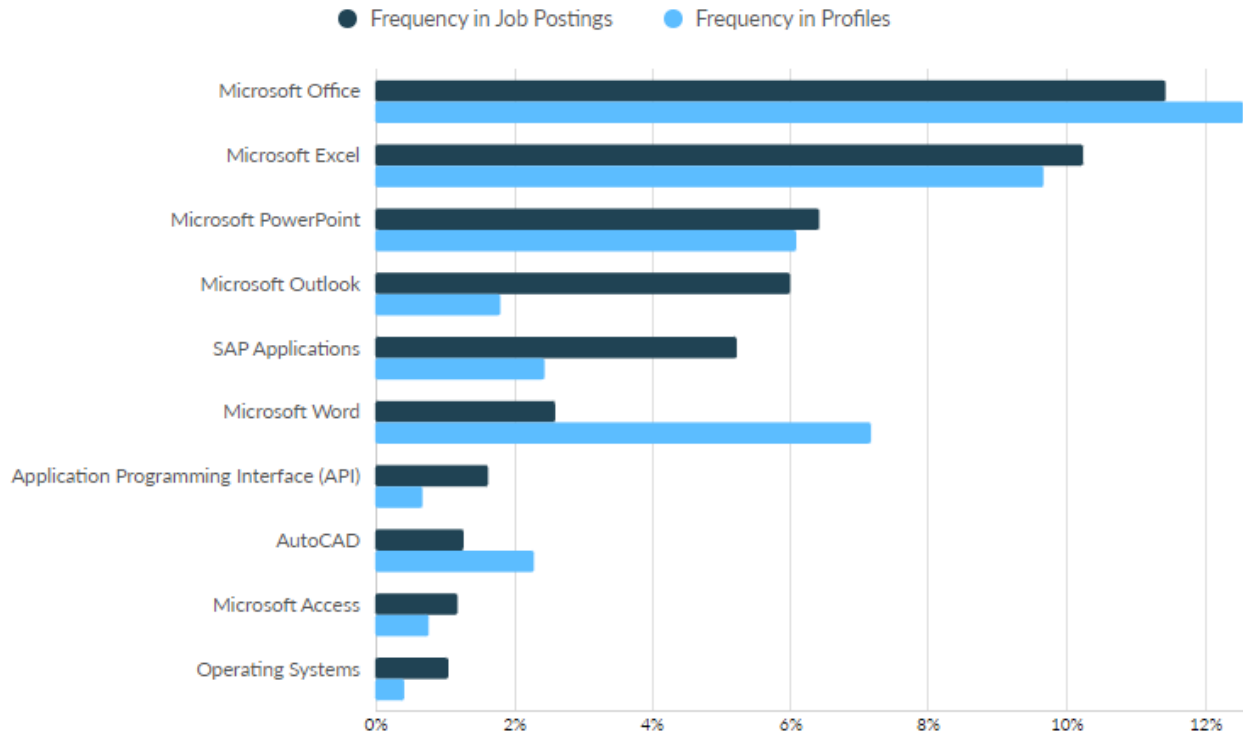
Top Specialized Skills



Top Common Skills



Top Software Skills



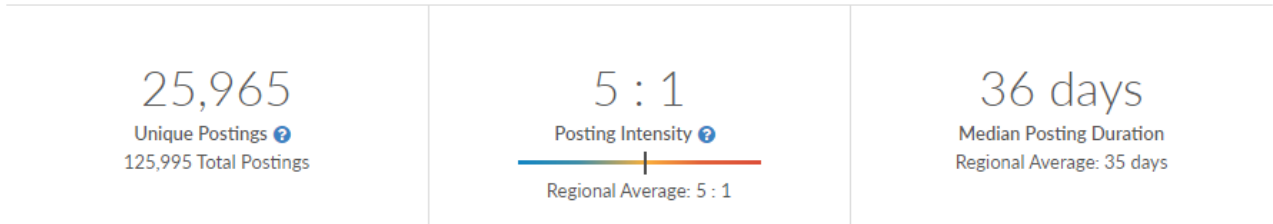
Top Qualifications



Qualification	Postings with Qualification
Valid Driver's License	237
Transportation Worker Identification Credential (TWIC) Card	43
Security Clearance	28
Secret Clearance	26
Certification Board For Sterile Processing And Distribution (CBSPD) Certification	14
EPA 608 Technician Certification	14
Cardiopulmonary Resuscitation (CPR) Certification	13
Commercial Driver's License (CDL)	13
Certified Registered Central Service Technician (CRCST)	12
Master Of Business Administration (MBA)	11

Transportation & Logistics:

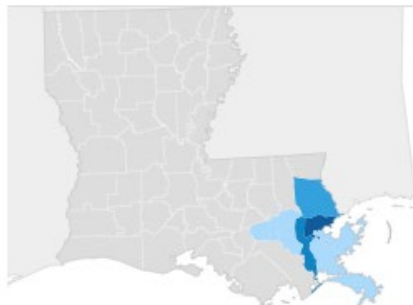
Job Postings Overview



There were 125,995 total job postings for your selection from August 2019 to August 2020, of which 25,965 were unique. These numbers give us a Posting Intensity of 5-to-1, meaning that for every 5 postings there is 1 unique job posting.

Job Postings Regional Breakdown

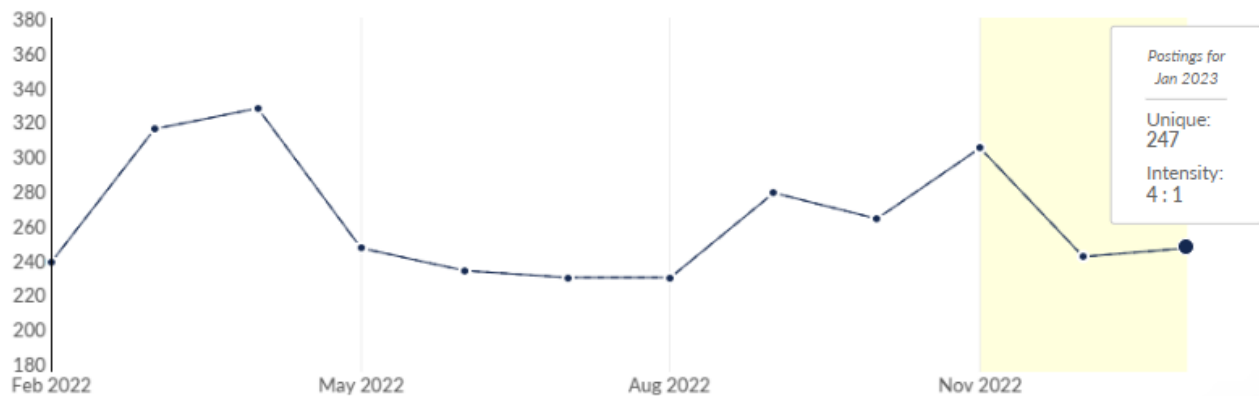
[Jump to Job Postings Map](#)



County	Unique Postings (Nov 2022 - Jan 2023)
Orleans Parish, LA	317
Jefferson Parish, LA	234
St. Tammany Parish, LA	91
St. Charles Parish, LA	43
St. Bernard Parish, LA	31

Unique Postings Trend

[Jump to Job Postings Table](#)



Minimum Education Breakdown



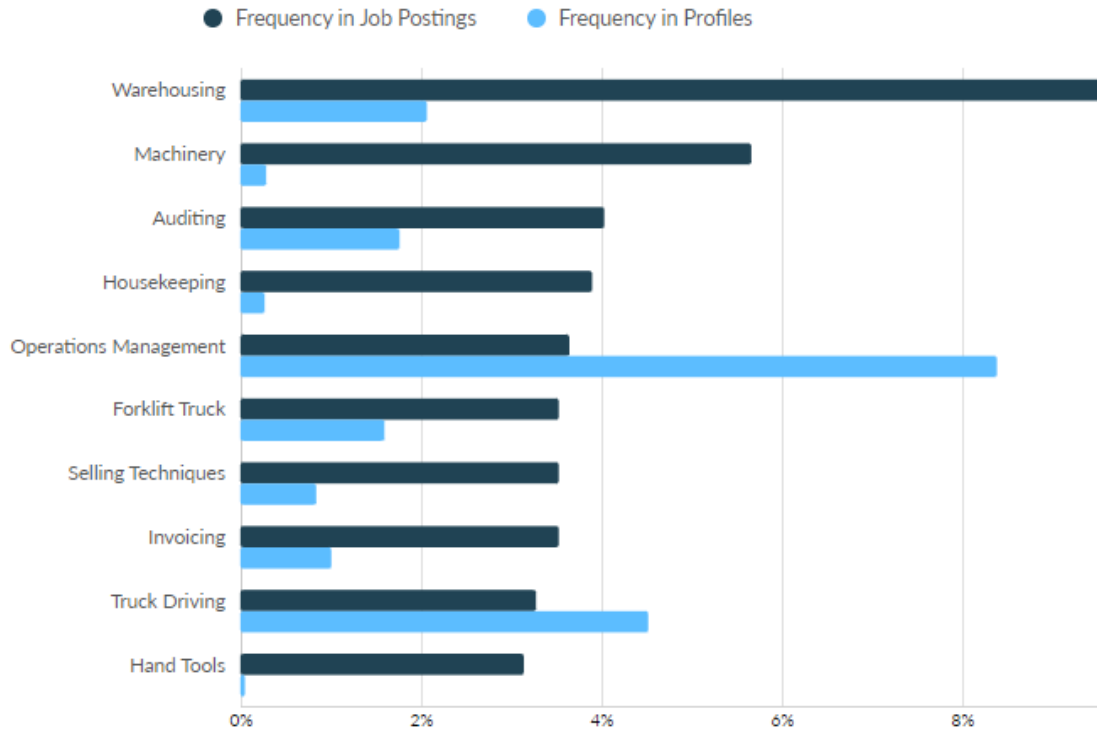
Minimum Education Level ?	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	269	0	34%
Associate degree	9	10	1%
Bachelor's degree	77	51	10%
Master's degree	3	3	0%
Ph.D. or professional degree	0	1	0%

Experience Breakdown

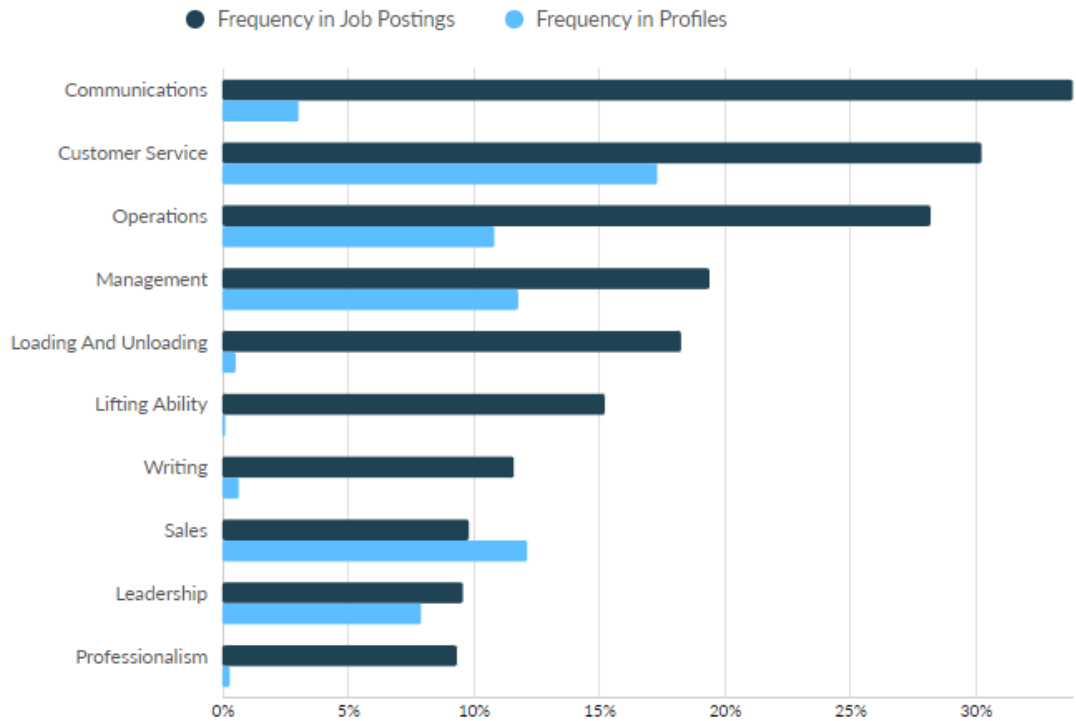


Minimum Experience ?	Unique Postings	% of Total
No Experience Listed	431	54%
0 - 1 Years	119	15%
2 - 3 Years	164	21%
4 - 6 Years	59	7%
7 - 9 Years	14	2%
10+ Years	7	1%

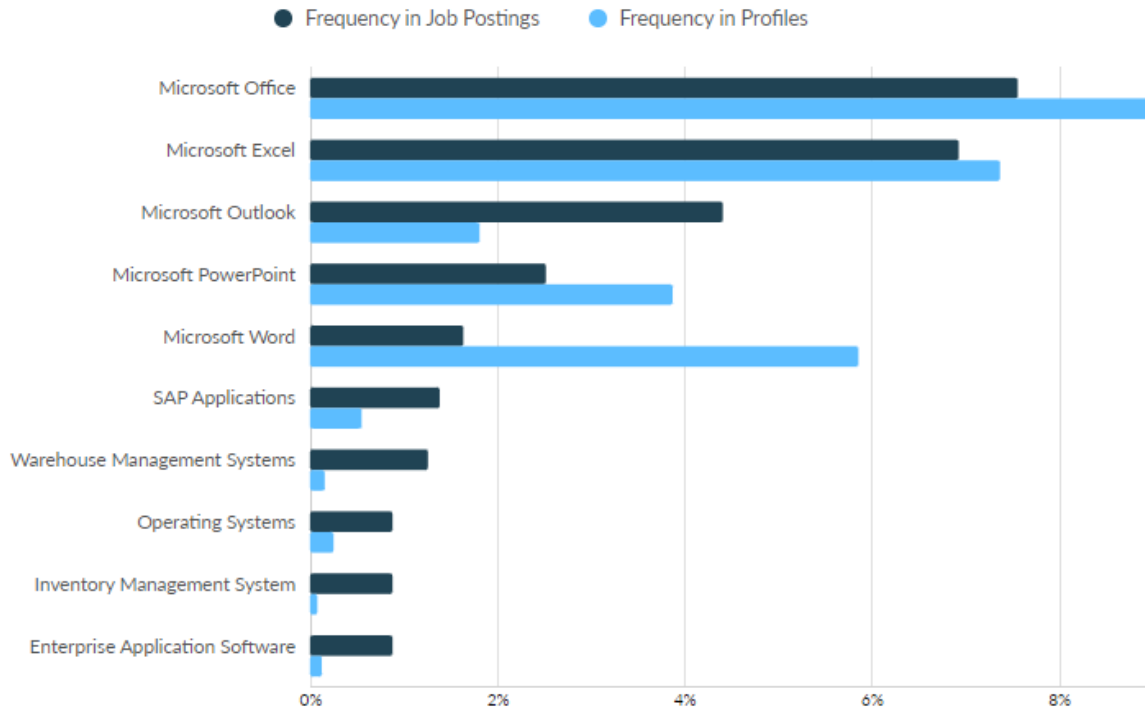
Top Specialized Skills



Top Common Skills



Top Software Skills



Top Qualifications



Qualification	Postings with Qualification
Valid Driver's License	210
Commercial Driver's License (CDL)	80
CDL Class A License	45
Transportation Worker Identification Credential (TWIC) Card	37
ServSafe Certification	10
Automotive Service Excellence (ASE) Certification	8
Security Identification Display Area (SIDA) Badge	6
CDL Class B License	5
Hazmat Endorsement	5
Food Handler's Card	5

Source: EMSI Job Posting Analytics Aug 2020

Beyond the targeted sectors, Region One boasts a very comprehensive service-based industry and occupational make-up. The top four occupation groups represent a full 51.6% of all jobs in the region. The primary general knowledge areas needed for these positions include customer service, language, and math. While a number of these positions are not considered high-wage occupations, wages overall have increased and they can often serve as feeder occupations to more high-demand/high-wage positions by laying the foundation for fundamental cross-industry, core competencies. The skill sets most in need for the top five occupational groups include reading comprehension, listening, critical thinking, and writing.

These occupations that have been most impacted by COVID are also primed for re-training and significant efforts are being made in the State, region, and locally to provide wrap-around support to produce a more highly qualified workforce to move into jobs that are and will continue to be high-demand, high-skill, and high wage, including programs such as **Reboot** and **MJ Foster Promise** promoted by LCTCS and local programs, such as **Skill Up**.

Beyond the basic outlook of the most occupations, there is a key group that typically gets too little attention because the NAICS classification system does not aggregate these occupations together. The First-Line Supervisor occupations are represented in 17 of the 21 industry groups. Collectively, these occupations account for 28,423 jobs in the region and more than 15,269 openings between 2020 and 2024, higher than any other single occupation.

Table 9 – First-Line Supervisors RLMA1 (updated 2023)

Description	2020 Jobs	2024 Jobs	2020 - 2024 Change	2020 - 2024 Openings	Avg. Annual Openings
Supervisors of Construction Trades and Extraction Workers	2,399	2,439	40	1,046	262
Supervisors of Correctional Officers	56	52	(4)	18	5
Supervisors of Farming, Fishing, and Forestry Workers	71	82	11	58	14
Supervisors of Firefighting and Prevention Workers	473	512	39	204	51
Supervisors of Food Preparation and Serving Workers	4,245	4,853	608	3,520	880
Supervisors of Gambling Services Workers	213	212	(2)	115	29
Supervisors of Housekeeping and Janitorial Workers	718	812	94	470	117
Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	265	255	(10)	118	29
Supervisors of Mechanics, Installers, and Repairers	2,131	2,407	276	1,184	296
Supervisors of Non-Retail Sales Workers	733	731	(2)	294	74

Supervisors of Office and Administrative Support Workers	6,603	6,600	(2)	3,038	759
Supervisors of Personal Service Workers	530	565	35	313	78
Supervisors of Police and Detectives	877	943	66	346	87
Supervisors of Production and Operating Workers	2,125	2,090	(35)	910	228
Supervisors of Protective Service Workers, All Other	131	138	7	67	17
Supervisors of Retail Sales Workers	4,499	4,885	386	2,586	647
Supervisors of Security Workers	286	271	(15)	130	33
Supervisors of Transportation and Material Moving Workers	2,069	2,216	148	1,212	303
	28,423	30,063	1,640	15,631	3,908

Source: EMSI Covered Employment – 2022.3

Overall, there are common and key sets of knowledge and skills that nearly all occupations in RLMA 1 require and these are the most sought after by employers.

Table 10 – Most critical knowledge and skills required – RLMA1

Knowledge in Demand

Customer and Personal Service
English Language
Education and Training
Mathematics
Psychology
Computers and Electronics
Clerical
Administration and Management

Skills in Demand

Reading Comprehension
Active Listening
Critical Thinking
Speaking
Active Learning
Instructing
Writing
Learning Strategies

The region’s population has been increasing their level of educational attainment. The number of adult (over 25) population lacks education beyond a high school diploma has decreased from 45% in 2020 to 38.2% in 2022 of the.

Trends prior to COVID in education attainment were projected only to make modest gains. The number of individuals without a high school diploma from 17% in 2006 to 16% in 2016 and 15% in 2020. Now, post-COVID, that number has dramatically dropped to just 11.7%.

Figure 29 – 2020-2024 Education Attainment (updated 2023)

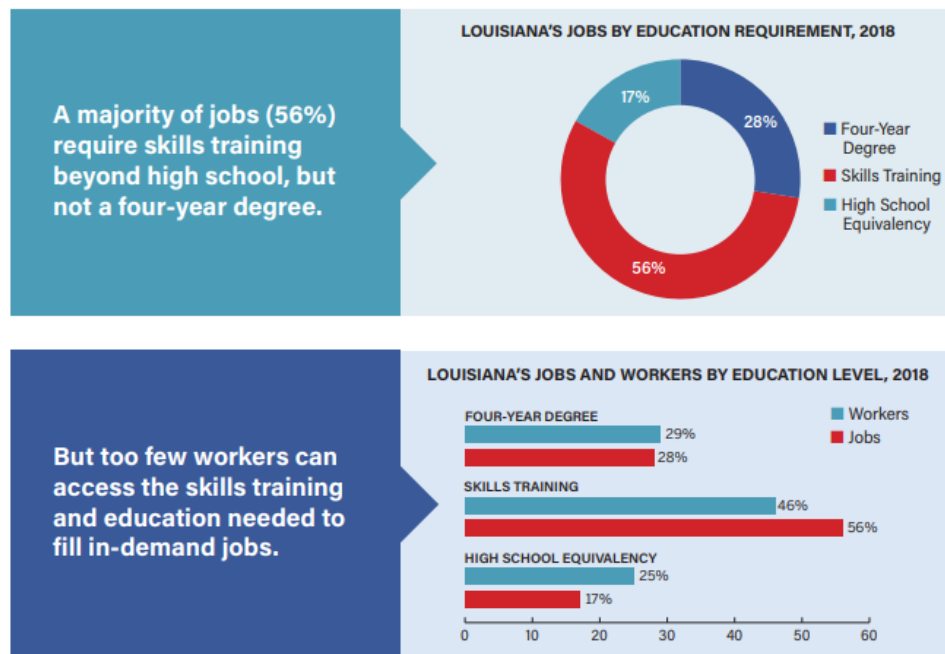


Source: QCEW Employees - EMSI 2022.3 Class of Worker

Skill Gaps

The National Skills Coalition surveyed the skills gaps for each State and found in 2020 that in Louisiana, 56% of the jobs required some post-secondary education and skills training, but only 46% of the workforce met that requirement. However, there are gains that have been made to close the gap.

Figure 30 – NSC Skill Gap Analysis



Source National Skills Coalition, March 10, 2020

Special Populations:

Adults with Disabilities

According to the data published in 2021 by the Social Security Office of Retirement and Disability Policy, there are 24,204 residents receiving SSI that are between the ages of 18-64 in the eight parishes that make up Region One, down from the 26,999 in 2018. Orleans parish holds the highest population for any single parish with 10,952 working age adults receiving SSI, but also down nearly 13%. Serving individuals with disabilities that need assistance with entrance or reentry into the workforce is a priority of the region. The important partnership with the Louisiana Rehabilitation Services (LRS) is the linchpin to serving this population and leveraging the cross regional partnerships to ensure they have the training, support, and workforce development resources to promote success in the workforce. Services provided often include work experience, funding for training assistance, job coaching, and introductions to employers, removal of as well as promoting the extraordinary benefits of hiring individuals with disabilities, including the Work Opportunity Tax Credits.

Veterans

According to National Center for Veterans Analysis and Statistics, in 2019 there are 42,565 working age veterans in the New Orleans MSA. Statewide, there are approximately 115,000 employed veterans, 4,000 unemployed veteran and 148,000 veterans not in the labor force with an unemployment rate of 3.2%. The commitment to serve the Veterans community in the RLMA1 is evident by the concentration of 7 Veterans Representatives that are collocated with in the Workforce Centers within the region, their robust informal communication network, and integration with locally funded staff. There were no updates available for modification.

Low-Income

Poverty in the RLMA 1 is a persistent barrier for between 11 and 23%, depending upon the specific parish. It perpetuates a cycle of fewer options for those impacted and depresses a region's economic wellbeing. Partners, such as the Department of Children and Family Services (DCFS), UI, Wagner-Peyser, and Community Action Agencies, in concert with the workforce boards in the region to leverage resources and provide wrap-around services to engage those impacted by both systemic forms of poverty as well as, providing a safety net for those whose lives have suddenly taken turned upside down economically. Such is the case with COVID and the unprecedented support that thousands of residents of the region have needed.

Table 12 – Poverty in RLMA 1 (updated 2023)

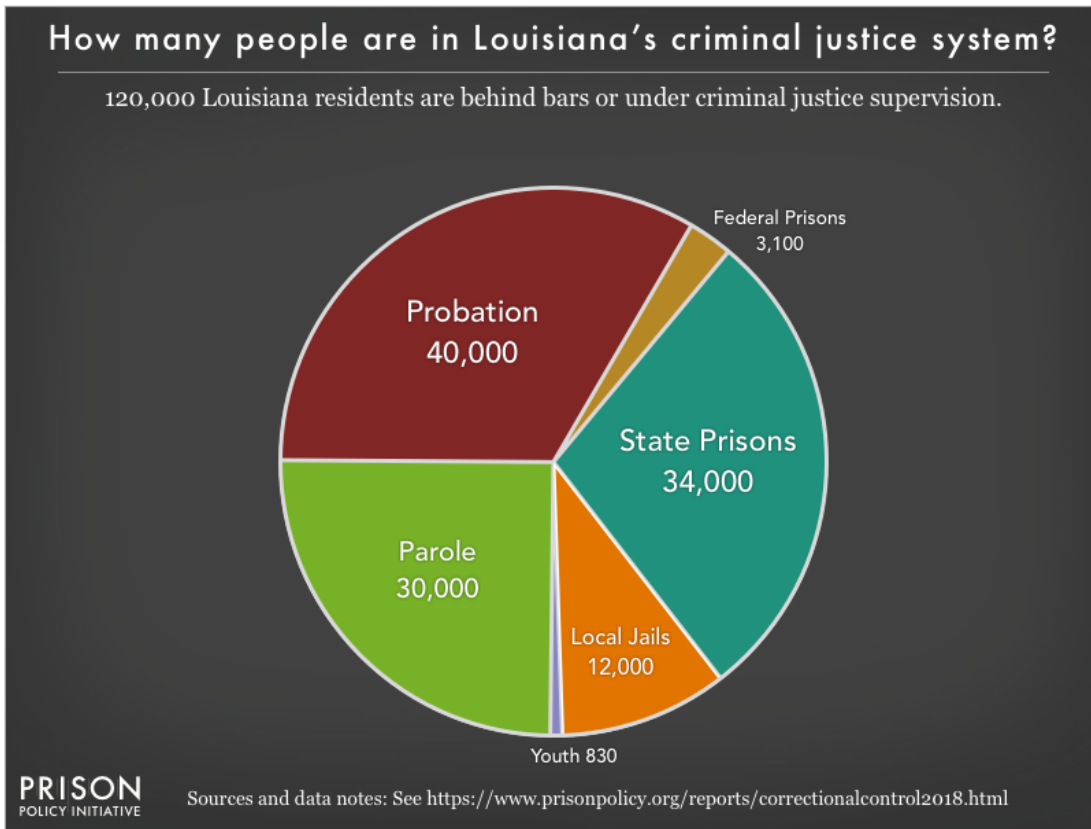
State / County Name	All Ages SAIPE Poverty Universe	All Ages in Poverty Count	All Ages in Poverty Percent	Median Household Income in Dollars
Louisiana	4,501,075	878,477	12.8	\$52,090
Jefferson Parish (LA)	430,076	75,278	17.5	\$56,080
Orleans Parish (LA)	365,459	92,262	25.2	\$46,188
Plaquemines Parish (LA)	23,053	3,339	14.5	\$68,765
St. Bernard Parish (LA)	43,970	9,531	21.7	\$46,938
St. James Parish (LA)	19,588	3,327	17.0	\$60,466
St. John the Baptist Parish (LA)	41,622	6,976	16.8	\$58,548
St. Tammany Parish (LA)	267,726	34,095	12.7	\$68,616

Source: US Census, Small Area Income and Poverty Estimates (SAIPE)

Ex-Offenders:

While difficult to verify the latest statistical data on the total number of ex-offenders living in Region One, according to the Census of Jails: Population Changes, 1999-2013 | December 2015, there was at that time an estimated 31,580 under jail supervision, 30,950 in custody, and 640 non-confined in the State. Region One typically represents a minimum representation between 25% and 30% of any statewide statistic. Additional study in 2018 of the Prison Policy Initiative has noted 120,000 Louisiana residents that are currently incarcerated or under justice system supervision. The regional workforce system of partners, including the partners of the Second Chance Act have been working through out the region to ensure that mechanisms are in place to create the best chance for individuals soon-to-be or that upon release they are connected to every resource the workforce system prescribed by the WIOA legislation has to offer. This has included the efforts of the Department of Corrections (DOC) to actively engage at the local level, advocating for and promoting the benefits of becoming a “Second Chance” employer by the workforce centers and other partners, connections to training and supportive services from multiple partner agencies across the region, and local commitments to fund immediate temporary employment through Transitional Jobs. No data available for modification.

Figure 31 – Incarcerated and under criminal justice supervision



Workforce Development Activities

The Local Workforce Development Areas and partner agencies are engaged in numerous activities to address the identified education and skill needs of the workforce and the employment needs of the employers in the region through a series of strategic objectives and investments:

Sector Strategies:

The region is engaged in specific activities around targeted sector strategies to better identify and address the needs of employers in the region through a series of industry working groups.

The region assembled a group of nearly 25 employers in the **Construction** industry and conducted nearly as many individual interviews with employers to identify need. Those needs included a readily

“Construction job seekers will be able to apply to multiple employers simultaneously. This is quite an advantage and, as an HR Director, I am happy to see a system that is so user friendly.”

Durr Heavy Construction

accessible candidate pool. This resulted in the creation of the **Construction Connection**, a regional initiative that provided for a more streamlined approach for connecting workers with employment and training opportunities within the region. The single-point-of-entry customized online application was developed by employers in a working group. This process can be replicated in other industries, such as **Healthcare** and **Information Technology**. This process includes both training providers and economic development partners.

In the area of **Healthcare**, we are fully engaged cross-regionally with a multitude of healthcare initiatives, particularly in customized training and joint endeavors for recruitment and training. We provide labor market data analysis and assisted with a comprehensive survey of the needs of the major hospital employers.

We have been a partner in the **Maritime Consortium** and have participated in the efforts and progress to bring a comprehensive maritime training program to the region and inform the public of career opportunities within the marine **Transportation** industry.

Partnerships with post-secondary systems, K-12, the workforce system, and employers in the field of highly concentrated **Information Technology** sector emergence have been able to leverage resource and information to further support this young industry. Many of these companies are highly engaged and new training that had not previously existed is now present in the region.

In the area of **Advanced Manufacturing**, there are cross-regional coordinated training initiatives, including partners such as GNO, Inc, LCTCS, Laitram, Elmer's, and other manufacturers.

Cross-regional collaboration in weekly and bi-weekly team meetings among the Business Service Representatives, and Economic Development Business & Retention to strategize the further development of our jointly aligned industry sectors to inform and shape the sector strategies of the future.

The region is fully integrated in **Jump Start 2.0**, a statewide and regionally coordinated dual enrollment program. The Workforce Development Boards continue to provide guidance, recommendations and approval for the targeted demand occupations and training programs that would be most effective in filling regional skill gaps.

Another example of building upon the partnerships within the region include the start of sharing staff and multiple cooperative endeavor agreements between Economic Development and the Workforce Development Boards. In one example, the partnership results in a neutral convener with additional capacity to help establish sector partnerships. The planning work done by the group is helping to lead opportunities to validate data points to add relevance, create a circle of continuous feedback from industry, identify potential sector initiatives and to grow the economy.

CHAPTER 2: STRATEGIES FOR SERVICE INTEGRATION – REGIONAL COMPONENT

Commitment to Training:

The region has continuously improved its ratio of funding spent on training and supportive services. This has been a tremendous effort to maximize the most efficient methods for delivering high quality services.

PY 2019 Training/Work Experience Expenditures

Area	ITA's	OJT's	WE	Adult \$	DW \$	Youth \$
10 (FPD)	113	70	69	\$685,712	\$176,229	\$233,671
11 (Jeff)	55	2	20	\$283,743	\$8,808	502,542
12 (Orl)	179	7	110	\$422,506	\$202,404	\$272,700
14 (RP)	67	0	41	\$325,520	\$303,815	\$455,730

Source: HiRE PY2019 Services to Individuals Report and Local Area Reporting

Individual Training Accounts continue to be very specifically targeted to assist participants maximize their earning potential in a career field of their choosing. This is not an exhaustive list but is a broad sampling.

Apprentice Mate Steersman	Information Technology	Physical Therapy Technician
Deckhand/Tankerman	Crane Operator	Lineman
CDL Class A & B	Licensed Practical Nurse	Pipe fitting
Marine Deisel	Medical Assistant	Process Technology
Certified Nursing Assistant	Medical Billing	Project Administration
Cisco Network Associate	Medical Coding	Registered Nurse
Construction	Medical Office Administrator	Safety Tech
Dialysis Technician	Microsoft Office	Security IT
Industrial Technology	Patient Care Technician	REVIT
Information Technician 4	Pharmacy Technician	Welding
The above is in addition to:		
On-the-Job Training	Internships	Apprenticeships

Employer-Based Training are an area where the region will continue to work toward increasing opportunities. In a statewide study, 92.4% of those that complete On-the-Job Training (OJT) are still retained on the job after 12 months. The region works together to ensure a seamless process for employers by employing MOU's to serve regional employers whenever necessary.

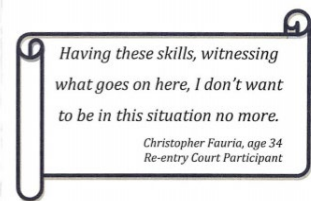
Regional Training contracts are a regular activity which allows for businesses and job seekers to be served in a more streamlined process through better coordination of provider programs. All local Centers can provide this training and recruitment for employers without regards for geographical or political lines through a commitment to flexibility. Multiple online pre-screening tools have been created and are used to better streamline the recruitment and eligibility identification process.

Registered Apprenticeships are a growing trend for which the region definitively sees value in promoting and supporting. There has been the addition of new programs, such as the Deckhand/Tankerman program in recent years. The region has developed online pre-screening tools for all existing regional and local apprenticeship initiatives to assist in expediting the review of applicants funding eligibility whenever needed.

Adult Education partners, of which there are 11 within the region, work in close coordination with their respective local areas to conduct the heavy lift of closing the education gap for many of our adult citizens. Interactive kiosks have been installed in all of the comprehensive centers.

Veterans and Disability Services are fully entrenched into the day-to-day operations of the Centers serving their Veteran clients, informing partner staff, and collaborating to better serve the veteran job seekers. Additionally, there are opportunities for targeted workshops and career fairs to better serve these special and unique populations and to bring awareness to businesses of the benefits of hiring special populations.

Ex-offenders are being better served through multiple initiatives, including the Re-entry Courts, Drug Courts, Day Reporting Centers, and others. There has been the rebranding of ex-offenders to Previously Incarcerated and employers as Second Chance Employers. Significant efforts have been made to identify and educate employers about benefits to hiring this special population. Additional support for this populations includes, committed WIOA funding for Transitional Jobs, career services, connection to partners providing wrap-around services. These expanded partnerships have led to WIOA staff co-location in some prisons and parole centers in and creating a pathway for the build-out of the State Reentry program under the Second Chance Act. These efforts have resulted in a more effective coordination with prison transitional case managers.



Adult, Dislocated Worker and Youth

WIOA called for the elimination of “sequence of service” provision in Title I programs in accordance with a more integrated service delivery model across partner programs. The new model connects partners to clients at any entry point where assessment occurs. The process is further driven by co-enrollment across all active partner programs, as appropriate. The process modification allows

for a more holistic approach to serving these populations offering more comprehensive, individualized and seamless services.

Additional specifics regarding operations and service delivery to all of the aforementioned populations is further detailed in the local area portions of this combined regional plan.

Strengths and Weaknesses

(Highlighted sections below are in response to updates requested by LWC; 5/21/2021)

Strengths	Weaknesses
Dedicated staff who have learned to do more with less, operating more efficiently. Capitalize on in-house talent for developing innovations in service delivery. Such as, utilizing staff to manage social media outreach instead of contracting with a third-party.	COVID strained even the most experienced in the region. The struggles of the partners became the struggles of all.
Partnership of the four Workforce Development Boards and local leadership. Strong local level interagency partnerships. Such as cross-regional customized training agreements with the largest hospital and employer in the State	Limited direct funding support from partner agencies' partner programs at this time. Continue to seek out more opportunities to leverage resources.
Mostly positive WIOA performance outcomes in in all state and/or federal WIOA monitoring/audits. Annual PY19 employment retention, wage, credential attainment, and measurable skills gain performance met or exceeded expectations 75% of the time (45/60).	Inconsistencies in the timeliness of responses to technical assistance questions and need for improved communications at all levels.
A region continually tested by adversity (disasters and recessions) has resulted in a highly adaptable and nimble system. COVID unleashed a new realm of technology that will serve clients well into the future. Examples include video-chat based appointments and remote electronic signatures, and texting as a new primary outreach tool.	As the single largest region, representing between 25 and 33% of the state across all economic indicators, there are a tremendous number of partners (72) that are functioning in the arena of workforce development which makes coordination more complex, but not insurmountable. See list of partners below
Strong, collaborative, and innovative partnerships beyond just the mandated and core partnerships. Partnerships in 2016 we 49	Need for continuous professional development and additional cross-training across partner agencies

and have now increased to 72, see below.	
Advancements made in co-location wherever possible.	Partner agencies, such as Vocational Rehabilitation and Veterans services fall directly under the Louisiana Workforce Commission. Adult Education is a broader network of 11 individual entities that do not fall under a single administrative umbrella creating a need for increased collaboration and performance coordination at the regional level
Strong involvement in cross-regional activities and initiatives, activities, and projects. Improvements in leveraging of resources in multiple areas.	

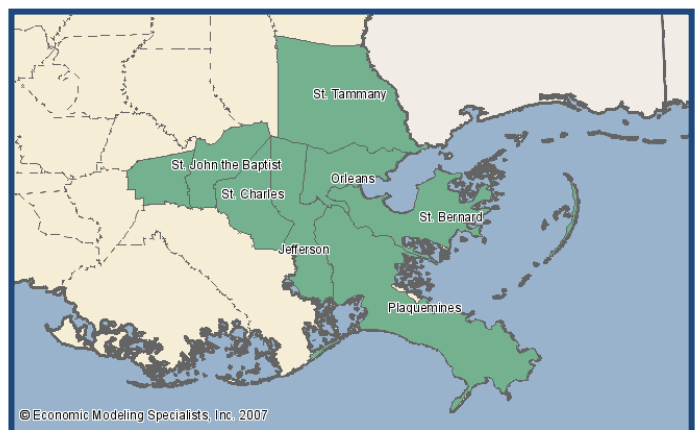
Additional specifics regarding operations and service delivery to all of the aforementioned initiatives are further detailed in the regional strategies section, as well as the local area portions of this combined regional plan.

Partner Agencies

Region One is the largest workforce region in the state with four LWDA designations. There are currently 72 entities that account for the mandated partner agencies that work in close collaboration and coordination of direct and complimentary service delivery. There are MOU's in place with required partners and that list continues to expand as we all seek to ensure the most effective and efficient means of serving the community, in particular, special populations and the hardest to serve.

LWDA 10: First Planning District

- Nunez Community College
- Northshore Technical Community College
- Delgado Community College
- Pearl River Community College
- UNO/LSU Regional Education Center
- St. Tammany Chamber
- St. Tammany Business Alliance
- St. Tammany Corp (Economic Development)
- St. Bernard Economic Development
- Plaquemines Association for Business & Industry
- Greater New Orleans, Inc.
- St. Tammany Adult Education
- St. Bernard Adult Education
- St. Bernard Sheriff's Office
- St. Tammany Community Action Agency*
- St. Bernard Community Action Agency*
- St. Tammany Parish Sheriff's Office
- St. Tammany School System
- St. Bernard School System
- Plaquemines School System
- Day Reporting Center



Catholic Charities*
United Way of Southeast Louisiana*
West 30's Redevelopment District
Families in Need of Services*
Northshore Healthcare Alliance
Northshore Society for Human Resource Management

LWDA 11: Jefferson

Adult Education - Jeff Parish Public School System
Community Development – Jefferson Parish Govt
JeffCAP*
LA. Green Corps
Post Secondary - Delgado
Council on Aging*
Hope Center*
Dress for Success*
JEDCO

LWDA 12: Orleans

Total Community Action – Community Service Block Grant and Supportive Services*
Delgado Community College – Adult Ed and Post-Secondary
Goodwill Industries of Southeast Louisiana*
New Orleans Business Alliance
City of New Orleans Office of Community and Economic Development
City of New Orleans Office of Youth and Families
City of New Orleans Re-Entry Program/Taskforce
Juvenile Justice Intervention Center*
Equus Workforce Solutions
Models for Success
Louisiana Green Corps
Youth Empowerment Project
Greater New Orleans Inc.
Catholic Charities*
Kingsley House*
United Way of Southeast Louisiana*
STRIVE International
Iberia Bank – Financial Literacy
Kedila Family Learning Center – Pre-HISET and YouthBuild
Urban League of Greater New Orleans
New Orleans Job Corp Center –Youth Occupational Skills Training
Family Services of New Orleans – Counseling*

LWDA 14: River Parishes

Adult Education – St. Charles Parish School District and South-Central Louisiana Technical College
Post Secondary Education - South Central Louisiana Technical College
Community Services Block Grant of St. Charles Parish*

Cross Regional Partners (mandated and optional):

Louisiana Workforce Commission (Wagner-Peyser)
US Department of Labor
Louisiana Rehabilitation Services – Vocational Rehabilitation*
JVGS – Veterans*

NFJG – Migrant Seasonal Farmworkers*
Job Corp*
HUD Employment & Training*
Community Action Agencies*
Senior Community Service Employment Program*
Louisiana Department of Corrections & LaPri*
Department of Children & Family Services*
Greater New Orleans Inc.
New Orleans Business Alliance
Regional Planning Commission
New Orleans Business Alliance
The Greater New Orleans Data Center
New Orleans Society for Human Resource Management
Catholic Charities*
United Way of Southeast Louisiana*
**capable of providing supportive services*

Supportive Services Coordination

Supportive services are carefully coordinated locally between partners to ensure maximum availability to the community and avoidance of duplication of services. Supportive services that are available from the partners are in accordance with each partner’s mandates, regulations, local policies, and funding availability. Examples of supportive services that are available within the region include:

- Transportation assistance
- Housing assistance
- Utilities assistance
- Food security assistance
- Training assistance: books, supplies, fees, tools, uniforms
- Childcare assistance
- Needs-related payments
- Other supportive services defined by the individual need to participate in the workforce or in training.

Local workforce areas incorporate into their local policies the verification of supportive services that are available in the local area at the time of each individual request for such funded services as they are frequently subject to change due to funding availability.

Coordination with Economic Development

Region One has one of the deepest and long-standing coordinated relationships that not only ensures a business-driven system, but also leverages resources in the region. We have shared in a cross-regional contract for advanced labor market data for more than ten (10) years with Greater, New Orleans, Inc., New Orleans Business Alliance, and the Regional Planning Commission. Our economic development partners are an integral and active partner in the regular regional business services and sector strategy team meetings. There is regular coordination and

input provided to the local and regional priority sector identification and management. There is also cross regional and cross partner “ride-a-longs” to meet with businesses and continued cross training. The workforce development seeks regular guidance from the regional and local economic development entities and also participates in all relevant initiatives. In some local areas, the partnerships have moved to a higher level where there are cooperative endeavor agreements to share staff salaries, outcomes, reporting, and information. Additionally, there is also a formalized local group in place named the Partnership for Industry, Workforce, and Economic Development that affirms the effectiveness of collaboration with economic development and can possibly serve as a best practice to replicate into other areas within the region.

CHAPTER 3: VISION, GOALS, AND IMPLEMENTATION STRATEGIES – REGIONAL COMPONENT

Regional Strategic Vision and Goals

Regional Workforce Development Board Partnership

Region One consists of four local Workforce Development Areas and corresponding Boards that oversee workforce activities for nearly one-third of the State’s jobs, employers and economy. It is the largest and most diverse region in the State. The four Boards oversee the operations of 8 Business and Career Solutions Centers.

In 2004, the four Boards recognized the need and benefit of collaboration and coordination and formed a partnership that was formalized in 2007. This partnership persists through the changes presented by WIOA and Board recertification.

Regional Overarching Priorities

1. To provide relevant and value-added services to businesses and jobseekers
2. To prepare the workforce to meet the current and future needs of businesses
3. To serve as a center for workforce innovation
4. To promote effective regional alignment, collaboration, and partnerships

The Region believes that setting these overarching priorities will lead to actualizing the governor's statewide vision of "Putting Louisiana First" by creating an environment in which our businesses can grow, and our people can prosper. Ensuring that the services provided to businesses and job seekers are relevant and value-added and will promote a healthier business and workforce environment. Continually assessing the needs of businesses and adapting our strategies to meet those needs allows for a nimbler workforce system that businesses require. Seeking new and innovative ways for service delivery and promoting effective collaboration and partnership allows for the system to develop new best practices that can serve as a model for other areas of the state. It also provides greater chances for attaining leveraged funding through various grant opportunities.

Addressing Employer needs and Workforce Skill Gaps

There are three overarching key areas the region will use to address employer needs and skill gaps:

- Strong Regional approach to meet specific industry demands through strategic solutions
- Greater emphasis on employer-driven and employer-based training solutions
- Creating relevance for the jobseeker to embrace the need to advance their skills and knowledge

Physical Presence and Capacity in the Region

The region has increased the number of centers from eight to nine Workforce Centers in operation under the guidance of the four Workforce Development Boards. The centers typically see foot traffic in the range of 110,000 to 125,000 visits per year. The expectations are that COVID and the more than double unemployment rates will dramatically increase the traffic. Traffic of the virtual nature will also need to be quantified and further efforts to utilize technology to increase access to all partner services is necessary.

In addition to the traditional full service, comprehensive and affiliate One-Stop Centers in the region, our capacity to serve participants and businesses has expanded through leveraged partnerships and collaboration. While there have been few opportunities to specifically share in overhead expenses, there is some innovative staff-cost sharing, staff co-location, and expanded

use of technology where appropriate. Moreover, the efforts to improve communication and information sharing have enhanced regional service delivery capacity.

Regional Strategies

Regional strategies for addressing the needs of industry through effective development of the workforce are based upon the economic analysis of the region and are in support of the State key strategies to ensure a truly demand-driven system that is highly effective, aligns resources, and engages businesses more fully. This will be accomplished through solutions oriented to our regional priorities.

Provide relevant and value-added services to businesses and jobseekers: The region has taken steps to engage businesses more proactively in the process of driving the direction workforce development investments. This includes greater emphasis on directly tying training to specific job openings and ensuring that, whenever possible, employers are at the table from the beginning. Another primary strategy is promoting employer-based training (EBT), particularly On-the-Job Training, Internships, Customized Training, and Registered Apprenticeships.

Prepare the workforce to meet the current and future needs of businesses: In addition to providing the value-added, relevant services, businesses and the associations that represent them are being more directly engaged to assess real, current, and future needs to most appropriately prepare the workforce. Developing, coordinating or supporting industry-based groups, such as the Northshore Healthcare Alliance, Maritime Consortium, Louisiana Energy Workforce Consortium (LEWC), and the Information Technology Consortium.



That direct employer input is then used to design local and region-wide projects, such as a regional training program created out of the LEWC that created a curriculum and leveraged resources to train the next generation of Utility Lineman. The first cohort created 16 fully employed Linemen all earning wages more than \$21 per hour. Another project that was the result of



significant employer involvement includes multiple training initiatives with Ochsner Health Systems, the largest employer in Louisiana. An initiative that is working to meet the greatest healthcare

workforce needs in the region and include accelerated Patient Access, MA, MA to LPN, and Pharmacy Tech programs. Further, these partnerships help advise components of the curriculum for Jump Start, the local workforce training programs offerings at the LCTCS, and contributed to the development of the STEM campus for a comprehensive Maritime training program at Northshore Technical Community College.

The region has also fully adopted the statewide initiative to strategically align training investments in high-demand, high-wage (\geq STAR rated) occupations and focus on targeted sectors. These strategic priorities are shared and coordinated with local and regional economic development agencies. Further, the region has adopted the statewide implementation of more integrated services of core and intensive levels to both general and special populations in order to provide a more comprehensive approach to identifying participants' current career status, skill gaps and assets and assisting with wide-ranging short- and long-term career plan.

Serve as a center for workforce innovation: As a region, consistently identify best practices and pilot new innovative approaches to provide value-added services that are more effective, efficient, and accessible. An example of this innovation includes projects such as the creation of a regional website, online participant pre-screening eligibility applications, single-point-of-entry online job application, and a regional jobseeker video that featured real local employers expressing key factors they look for when hiring that also serves as a center services orientation. Work to continue to build credibility with economic development, local officials, and the community in our role as a reliable workforce authority that is flexible and nimble. One of the many ways we accomplish this is to be the “go to” source for all labor market information and some of the latest developments in human resources that affect businesses, such as providing knowledge about available human resource assistance available, and the expanded eligibility for WOTC.

Promote effective regional alignment, collaboration, and partnerships: The region is committed to building stronger partnerships and collaborations to better align the local workforce areas to the needs of the region. In addition to continually promoting regional alignment of the local areas, there is a stronger emphasis on partnering and collaborating with economic development organizations and industry-based associations. A example of this partnering includes the recently expanded partnership between the Regional WDB Partnership, Regional Planning Commission, Greater New Orleans, Inc., New Orleans Business Alliance and the Greater New Orleans Data Center to share license for advanced economic and workforce development data program.

In addition to continuing our long-standing collaborative groups, the region has also recently re-launched and/or revised three previous initiatives that directly speak to our commitment to regional alignment, collaboration, and partnerships. This includes joint meetings of the Workforce Development Board Directors and Local Area Coordinator, as well as joint meetings of the Workforce Development Board Executive Committees and a Regional Business Services Team.

Regional Alignment, Collaboration and Partnerships

Regional WDB Partnership:

In 2004, the Workforce Development Boards of Region One, recognizing the benefits of working together on regional issues and activities, began a process that has since led to a solid partnership that was formalized in 2007. This partnership has allowed for greater alignment and focus of limited resources. Through the collaboration of the Core Leadership, all members of each Board are kept abreast of regional activities and initiatives. This formal partnership serves as the cornerstone for the following:

1. Joint Workforce Development Board Directors and Local Area Coordinators: This is a multi-level collaborative team approach. The Workforce Development Board Directors has held regular planning meetings since early 2005 allowing them to enact various MOU's resulting in activities such as, the hiring of regional staff, sharing in professional development and training, regional service contracts, regional operations policies, shared staff for special projects, expanded partnerships that cross traditional geographical boundaries, regional business events, and identification of regional targeted sector priorities. In 2015, the Local Area Coordinators again started participating in this collaboration of leaders. Strategies, operations, performance measures, best practices and regional coordination of items such as regional On-the-Job Training contracts and Cross-regional Customized Training initiatives in multiple industries.
2. WDB Executive Committees: Originally an expansion of the WDB Director's Core Leadership Team, the Executive Committees of all four of the Boards began to meet periodically to serve as an overarching strategic arm of the regional direction and progress in the area of workforce development. The implementation of WIOA and the reconfiguration of most of the Board members put the work of this group temporarily on hold, however, seeks to resume meetings. It is a goal that the joint committee might take a stronger role in the strategic direction of workforce development priorities for the region.
3. Regional Business Services Team: The region has re-vamped and re-launched the regular meeting of all Business Services Team staff, including partner agencies that are engaged in business services. The purpose of this group is to build upon best practices, better leverage resources to reduce duplication, and to in general, stay better connected to the needs of businesses and support sector strategies and initiatives. The team includes members representing, workforce staff, regional economic development staff, and state funded cross-regional staff.

WIOA Partner Collaboration

The region has 49 partner agencies representing the four local workforce development areas. Required partners, such as Vocational Rehabilitation, Veterans Services, Re-entry administratively fall directly under the Louisiana Workforce Commission which has provided for a long-standing deeper integration within the One-Stop system. This is not the case for Adult Education. The region has been working towards an increase collaboration and coordination with Adult Education to improve the overall effectiveness of the entire workforce development system. There are

currently 11 Adult Education entities that are partners with the local workforce areas. Goals that have been incorporated into this regional plan include:

- Formed and held a regional consortium/working group and series of meetings of all eleven Adult Education partners in the region to meet quarterly
 - Discussion or coordination and alignment of services in the region
 - Identified possibilities for reducing duplication
 - How we can all better coordinate and collaborate to serve the clientsAdditional opportunities to be built upon:
 - Discuss performance and how Adult Ed and WIOA measures can be better met by complimentary service/processes
 - Develop a matrix of services region wide
 - Share best practices

Regional Performance Accountability

The region has a strong commitment to performance and accountability in order to meet the desired outcomes for the region and goals for the State. Each local area monitors and tracks performance of programs and staff well beyond the usual suspects of WIOA Common Measures. Enhanced performance tracking is beneficial in our adopted climate of data-driven decisions. The region subscribes to the notion that tracking and thoroughly measuring performance goes hand-in-hand with ensuring a solid return on investment with limited funding and resources. The region continues to apply strategies that adhere to the SMART Model (Specific, Measurable, Achievable, Realistic, and with a Timeframe) by setting benchmarks, tracking progress, setting timelines, and tracking milestones.

All regional collaboration efforts from WDB Directors, Local Area Coordinators, joint executive committee, business services team and Adult Education teams have and/or will work to address performance accountability. This includes joint meetings about labor market trends to help direct industry sector targets, training investments, and general discussions to address issues that affect performance. An example of such discussions in 2016 included reviewing the correlation between improved performance outcomes in on-the-job training as compared to individual training accounts. Another example is the regular communication among local areas around the performance tracking mechanisms. All in all, a standing priority is not only to the measures themselves, but to ensuring continued quality service to businesses, job seekers and the community. Lastly, the region works to ensure that the value-added proposition of the workforce system is real and is known and understood by the community.

Current and Planned Regional Alignment and Collaboration Activities

- ❖ Continue to improve leveraging opportunities among local partnerships to better coordinate partners and services on a regional level
 - ▶ Partner Mapping among the nearly 50 regional partners (showing the specific connections, compliments and geographical overlaps) the partners and the resources.
 - ▶ Sharing information via local websites

- ▶ Sharing best practices for DWG and COVID influenced environment
- ❖ Leveraging Resources – Share costing
 - ▶ The region will review and recommend shared administrative functions where appropriate, such as the feasibility of shared monitoring costs
 - ▶ Shared cost in marketing and outreach
 - The region may revisit the development of a regional business services marketing brochure
 - Secure partner sponsorship for regional business services marketing piece
- ❖ Regional Coordination and Projects to initiate or continue:
 - ▶ Regional Industry Specific Job Fairs
 - ▶ Sharing best practices (expand through the regional business services team)
 - ▶ Advanced data set – EMSI as six entity economic development partnership (continue)
 - ▶ Jump Start collaboration and guidance (continue)
 - ▶ Construction Connection (model)
 - IT and Healthcare replication (initiated)
 - ▶ Regionally support and promote apprenticeships (continue)
 - ▶ More impactful Job Fairs and Recruitment events (continue)
 - Larger events
 - Customized events
 - ▶ Region-wide and systematic coordination with graduating classes of all regional and near region training providers (initiate)
 - ▶ Regular regional business services meetings (continue)
 - Include and incorporate local and regional economic development business service reps in these meetings
 - Improve communication and coordination to better leverage limited business services resources
 - ▶ Seek new and innovative ways to continue to improve regional collaboration through regional activities and projects
 - Formation of regular regional adult education team/consortium (initiated)
 - Specific Projects
 - Ochsner – Patient Access, MA, MA to LPN, and Pharm Tech Programs
 - Entergy and Partners (LEWC) Linemen Program
 - Port of New Orleans Expansion – workforce support
 - Space Program

Cross-Program Strategies

As part of the region's approach to further integrate a stronger cross-program strategy that meets the needs of the various populations and sub populations, we seek opportunities to enhance services to best serve those individuals. Some of these strategies include:

- Priority of service has been set for adult training funds to serve low income individuals
- An integral partner in work/training requirements of SNAP and TANF recipients.
- Region-wide assistance and coordination to serve the ex-offender special population
- Strong commitment to serve youth in various summer youth training and employment programs that co-mingled and leverage local and federal funds
- Region-wide comprehensive re-employment efforts for those that are receiving unemployment insurance and have been profiled as likely to exhaust benefits.
- Support for all State initiatives to strengthen services to persons with disabilities and Veterans. Veterans' reps are fully integrated into the one-stop operations.
- Proactive regional approach to Rapid Response efforts, including intensive services for the workers impacted by lay-offs, providing joint orientations, joint coordination of specialized recruitment events, etc..
- Improved Adult Education collaboration and workforce coordination with the eleven entities engaged in those activities, as further detailed above

Cross-regional Stakeholder Partnerships:

- Expanded partnerships include numerous industry associations, such as Home Builder Association, Louisiana Restaurant Association, New Orleans Society for Human Resource Management, Northshore Society for Human Resource Management, and, to name a few.
- Improved economic development organization collaborations, including New Orleans Business Alliance, Regional Planning Commission, Greater New Orleans, Inc., St. Tammany Corporation, JEDCO, to name a few.
- Expanded relationships with the Louisiana Small Business Development Center, Greater New Orleans Data Center and the Literacy Alliance.

Leveraging and Aligning Resources

In times of competing demands upon limited resources, not only is leveraging resources vital to success and sustainability, so are efforts to increase the flow of resources to the region. The region has developed a systematic approach to applying for grants that will benefit the region. We will continue to seek out opportunities to leverage financial resources of stakeholder partners, such as the contracts to share in the cost of data access with the Regional Planning Commission and Greater New Orleans, Inc. and numerous co-location efforts. All funding opportunities that are aligned with and that promote regional goals and activities continue to be heavily investigated. Additionally, concepts for self-generated revenue continue to be explored to off-set future budgetary funding cuts and short falls.

The region also supports efforts being made by the Louisiana Workforce Commission to assist in facilitating the shared financial resources for mandated One-Stop Partners as it related to service delivery. Additionally, the region supports moving funds from TAA and IWTP to the local areas in order to more directly serve businesses and jobseekers as a pilot program.

Leveraging resources extends to the sharing of regional administrative and program costs, such as the development of a regional outreach piece. The region continues to share in the costs and management of regional projects where necessary and will begin to explore additional opportunities for sharing in administrative and program costs in areas where most appropriate via an exploratory committee.

Regional Policy Alignment

Region One continues to embrace the commitment toward policy alignment in order to streamline the workforce development system to better serve businesses and jobseekers, where appropriate. This approach supports a regionally based, integrated, employer-driven workforce development model that will ensure faster, more comprehensive and more effective systematic and substantive transformation that supports the Governor's vision.

Some examples of policy alignment efforts include discussions of Regional processes for:

- On-the-Job Training processes and employer contracts
- Funding caps for Individual Training Accounts (ITA)
- Applying for and supporting local, regional, and partner grant applications
- Rapid Response efforts
- Regional Career Fair events
- Shared Professional development

The region is able to advance policy alignment efforts because of the ongoing and productive joint planning and communication that, under normal circumstances, is regularly held between the WDB Directors in the region.

Conclusion of Regional Portion

The Workforce Development Board Partnership continues to exhibit a unique strength and ability to be responsive and proactive to the changing economic times of the eight parishes that are represented in Region One. The four Boards will not only continue to strive for excellence individually, but also serve as an incubator for workforce development innovation. We look forward to overcoming challenges and advancing the region to serve as a model for the State and in the nation.



Attachments:

Region One – Local Workforce Development Area Plans

LWDA 10: First Planning District Local Plan & Attachments

LWDA 11: Jefferson Local Plan & Attachments

LWDA 12: Orleans Local Plan & Attachments

LWDA 14: St. Charles Parish Consortium (River Parishes) Local Plan & Attachments