HIRE U.S.

Leveraging the United States Workforce Development Network: Success Stories from Across the Nation

June 20, 2017

Prepared By:
U.S. Conference of Mayors Workforce Development Council
COSA
California Workforce Association
Michigan Works!
Lotus Advisory Ltd.
Executive Summary

Economists and the stock market have been celebrating the low unemployment rate indicating the United States has achieved a sustained period of full employment. However, in communities across the country, there are Americans who are either underemployed or stuck in low wage jobs with limited earning potential and businesses that have had to either reach out to other countries, or let job openings go unfilled because of a dearth of skilled labor.

The United States has an established nationwide network of over 500 locally-controlled workforce development boards (a.k.a. WDBs) created through the 2014 Workforce Innovation and Opportunity Act (WIOA)—bipartisan legislation that received almost unanimous support in Congress. These boards serve workers and job creators in communities across the country. They serve urban, suburban, and rural economies—all competing globally for jobs, new technologies, and profit. In addition, as shown in Appendix C, WDBs provide a return on investment of $1.72 for every $1 in public funds spent.

The data only tell part of the story. To quote President Trump: “Far too often in Washington, we get our heads wrapped around a number and a statistic. And we look at and we forget the faces and the families and the businesses that are behind those numbers.”

This paper provides real world examples of the people and employers who have benefitted from local workforce development programs. As our country enters a new phase of its economic growth, the nation’s workforce development network is ready to be a partner to achieve the Administration’s and Congress’s “Buy American, Hire American” vision.

Business Is the Decision Maker for the WIOA System

Each of the workforce development boards (WDBs) is comprised of local business leaders who provide direct input on training needs by identifying what specific skills and certifications are required to fill the open job positions. (Refer to Appendix B for a sample list of companies and industries.) WDBs are demand-driven. WDBs work in tandem with businesses to develop and fund job training, convene key partners to identify the unique industry skill needs in their local areas, and set up industry-specific training with local education partners.

Companies turn to the WDBs to assist them with recruiting, hiring events, and screening potential candidates when they need to hire a large number of people in a very short timeframe. In addition, WDBs collaborate closely with local economic development groups. The local WDB’s services are typically part of business incentive packages used to attract U.S. and foreign companies looking to move to or expand in those regions.

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<thead>
<tr>
<th>COMPANY</th>
<th>SERVICES</th>
<th>WDB</th>
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<tbody>
<tr>
<td>S.M. Wilson &amp; Co.</td>
<td>Recruitment and hiring events and training for building trades (carpenters, laborers, electricians, bricklayers)</td>
<td>SLATE Saint Louis, MO</td>
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<td>Saint Louis, MO</td>
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<tr>
<td>Eataly</td>
<td>Recruitment and training strategy and services to hire and train 550 employees</td>
<td>Boston Private Industry Council Boston, MA</td>
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<td>Boston, MA</td>
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<tr>
<td>Station Casinos</td>
<td>On-the-job-training for salaried workforce and Hiring events and jobseeker trainings</td>
<td>Southern Nevada WDB Las Vegas, NV</td>
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<td>Las Vegas, NV</td>
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</table>

“Ryder had a unique challenge of tightening budget not allowing resource expansion, multiple simultaneous strategic initiatives starting, and a parse leadership talent pool highlighted by recent succession planning. I could not imagine a more perfect near term solution to solve all three other than the very successful military fellows program.”

JIMMY FITZPATRICK
Group Director
Ryder Systems, Inc.

“As a company that drives innovations to help address many of the world’s most challenging problems, it is imperative that we find and retain the candidates who are prepared with the necessary skills for a career with Dow. Great Lakes Bay Michigan Works! is an excellent partner in helping us find those talented individuals…. Michigan Works! is an essential organization that connects employers and potential employees with life changing opportunities.”

CRAIG TAUSSK
North America Labor Relations, The Dow Chemical Company

“The partnership that Hampton Mechanical has with Partner4Work is an effort to train and develop a lasting construction workforce in the merit shop sheet metal and HVAC trades,” Boyd said. “There is plenty of construction work in western PA and Hampton Mechanical is always looking for candidates to fill positions. The partnership has been successful because our goals are aligned. We all want to create and retain a well-trained and safe workforce.”

JASON BOYD
President, Hampton Mechanical
Patchwood Products, a veteran-owned small business, manufactures hard and soft wood pallets. Through the workforce skills training, Patchwood Products has been able to seek larger contracts and hire new employees. “Michigan Works! Northeast Consortium has been very helpful in providing information on programs that have and would benefit and grow my business. I would recommend Michigan Works! to any business.”

**JAMES PACZKOWSKI**  
Founder/Owner/Veteran, Patchwood Products

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### Buy American – Manufacturing

Manufacturers in the U.S. continue to find ways to innovate to compete globally. The rapid technology changes require potential workers and current employees to continue to learn and develop new skills. Manufacturers and industry associations partner with their local WDBs to set up specific on-the-job-training (OJT) programs, apprenticeships, and training and certification programs at local community colleges.

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<tr>
<th>COMPANY</th>
<th>SERVICES</th>
<th>WDB</th>
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</table>
| Keurig Green Mountain Production Facility | • On-the-job-training (OJT)  
• Recruiting, screening  
• Prepare potential applicants | Workforce Connections Knoxville, TN |
| Calpipe Industries, Inc. | • Recruiting, hiring events  
• Prepare potential applicants | Northwest Indiana Workforce Board Valparaiso, IN |
| Northrop Grumman Palmdale, CA | • Recruiting, screening to hire 200/annually  
• Prepare potential applicants  
• Partnership with Antelope College | Los Angeles County Workforce Development Board Los Angeles, CA |

“The Skills Development Fund gives our employees the training they need to learn new manufacturing technologies and apply these skills with confidence. This means streamlined production and cost savings for the business.”

**ANA WAGONER**  
Human Resources Manager, The Toro Company El Paso Manufacturing Plant

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“Opportunity Stanislaus has worked well with our company in respect to our vocational training goals, including supporting reprofiling of our Workkeys testing practices and working with us on other efforts such as the Careers in Manufacturing (CIM) program. They are also working with us and several other companies in shaping a new regional training center, which, when fully operational, will be a major benefit to the community and help support our needs.”

**PATRICK DODD**  
Senior Director, Corporate Workforce Development, E&J Gallo Winery
Foreign Company Relocation to/Expansion in the U.S.

As international companies look to establish or expand their presence in the U.S., local economic development groups partner with their WDBs to establish custom hiring and training programs, providing local workers an opportunity to prepare for new career opportunities.

### COMPANY | SERVICES | WDB
--- | --- | ---
Beretta HQ: Brescia, Italy | • Recruiting, training to hire for jobs supporting new manufacturing, USA HQ, and R&D facilities. | North Tennessee Workforce Board Workforce Essentials Clarksville, TN
Electric Vehicles International HQ: relocated from Toluca, Mexico to Stockton, CA (Acquired by First Priority Greenfleet in 2016) | • Recruiting and training for machinists, electrical harness design engineers and administrative staff to support HQ, design, and manufacturing facility. | San Joaquin County WDB San Joaquin County Worknet Stockton, CA

**WILDWOOD, FLORIDA**

**AGROMILLORA GROUP**

“When we looked into expanding into the Florida market, CareerSource Central Florida provided us with the guidance and local talent and expertise we needed to help us make the most informed decision. Partnering with a local workforce board who introduced us to a specially-skilled workforce and gave us opportunities to train the talent we needed was invaluable to our success in Sumter County.”

**CARLES SUMARROCA**
President, Agromillora Group (HQ: Barcelona, Spain)

**ROGERS CITY, MICHIGAN**

**CARMEUSE LIME & STONE**

“We have recently been upgrading our facilities and processes within the operation to more automated systems. With these technical advancements and changes, however, our employees are in need of continuous education and training in order for them to not only comprehend and run, but also maintain these new electronic and automated systems. This training, although critical, can be quite costly at times. Thanks to funding from the STTF grant, we have been able to provide this training for a large number of our employees, which is a big reason as to why we’ve been so successful in our implementation and transition.”

**ERIKA COMERFORD**
HR Generalist, Carmeuse (HQ: Andienne, Belgium)

**MELBOURNE, FLORIDA**

**EMBRAER, S.A.**

“CareerSource Brevard has been a critical factor in our success. Its coordination on training and recruiting have been of inestimable value, not only for Embraer Engineering & Technology Center, but for all of Embraer’s efforts in Brevard County. CareerSource continues to be a valuable contribution to our success.”

**WALTER PINTO**
Managing Director, Embraer (HQ: Sao Jose de Campos, Brazil)

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**HIRE U.S.** Leveraging The United States Workforce Development Network: Success Stories From Across America
Workforce Development Programs and Services for Veterans

“There is no elevator to success. I literally took the stairs!”
– Simone, Army Veteran, Knoxville, TN

Veterans are eligible to take advantage of local workforce development programs to help them transition to civilian jobs. Many WDBs partner with chambers of commerce, industry groups, and community colleges to establish apprenticeship, hiring, and training programs that are designed specifically for veterans and their spouses. The career specialists work individually with veterans helping them translate their military skills into civilian job skills.

“Michigan Works! has helped me in many ways: finding a job, through schooling, job searching, and VA benefits. [Talent Specialist] Yolanda was very friendly and helpful and spent a lot of time and effort helping me.”

BRENT
Navy Veteran, Michigan Works!
Northeast Consortium client and North Central Michigan College
CNC training graduate

“Many of the challenges one faces in the military teach you about how far you can go. For example, rappelling helps to teach rigging and overcoming a fear of heights. I use this daily while ascending, descending, or working on poles. I loved it instantly. That SMUD linemen are trained to do long line work while hanging from a helicopter is pretty cool.”

JOSH
Army Veteran, Sacramento Works/SETA client and Veterans Employment-Related Assistance Program participant
Appendix A: 2014 Workforce Innovation and Opportunity Act (WIOA) Background

The 2014 Workforce Investment and Opportunity Act (WIOA) restored power to the state and local Workforce Development Boards (WDBs). By shifting power from Washington, DC to the locals, it has allowed WDBs to be more responsive and tailor programs to the demands of the local businesses.

“This bipartisan legislation will help ensure the job training programs in Kentucky and across the country are effective and provide the support people need to help get them back to work…. While there are job openings in several sectors such as manufacturing, employers are having difficulty finding workers who have the skills to fill those vacancies. This bill takes the right steps to help strengthen job training programs to help fill these gaps and get people back to work in good paying jobs.”
– Senate Major Leader Mitch McConnell (R-KY)

WIOA also directs WDBs to collaborate regionally to ensure that all partners in the region are coordinated to respond to business and jobseeker needs.

"[In 2013], the federal government spent more than $145 million in Tennessee through a maze of programs trying to help Tennesseans find jobs, and this legislation simplifies that maze. This bill will help our nation’s workers gain the skills to find jobs and give governors and local workforce boards the freedom and flexibility to make job training meet their local needs,”
– Senator Lamar Alexander (R-TN)

Congress made WIOA a bipartisan priority—a near-unanimous passage in both houses of Congress—with agreed upon funding levels to allow for enough resources so that the spirit of the bill can be achieved in practice.

“After receiving overwhelming, bipartisan support in the Senate, today’s vote in the House goes to show that both chambers of Congress are still capable of breaking through the gridlock and investing in American workers and the economy… Today, we can definitively say that both chambers of Congress agree, and I'm thrilled that this long overdue legislation is now headed for the President’s desk to become law.”
– Senator Patty Murray (D-WA)

“Today’s vote is the culmination of a long process of legislating the old-fashioned way: discussion, negotiation and compromise... The bipartisan, bicameral process through which The Workforce Innovation and Opportunity Act was developed serves as an example of what we can accomplish when we work together. This legislation is important for the millions of Americans who are looking for work and for the employers who have 4.6 million job opportunities that remain unfilled due to the skills gap. Closing this gap will specifically improve the lives of many American job seekers, while generally helping our economy grow.”
– Representative Virginia Foxx (R-NC)

## Appendix B: Sample WDB Companies

<table>
<thead>
<tr>
<th>3D Parts Manufacturing</th>
<th>Amerigroup, Corp.</th>
<th>Bank of America</th>
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<tbody>
<tr>
<td>3P Consulting</td>
<td>Amgen</td>
<td>Bank of Nevada</td>
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<tr>
<td>702 Regis Consulting</td>
<td>Amie Marchini Senior Care</td>
<td>Bank of Texas</td>
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<tr>
<td>7-Eleven Inc., Greater Los Angeles</td>
<td>Andover Marriott Hotel</td>
<td>Bank of the Sierra</td>
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<td>AAA</td>
<td>Angell Rey noso State Farm</td>
<td>Bank of the West</td>
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<td>Abacus Security Services</td>
<td>Anschutz Entertainment Group</td>
<td>Banner Health</td>
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<td>ABC Design &amp; Consulting</td>
<td>Answer Financial</td>
<td>Banny’s Restaurant and Catering</td>
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<tr>
<td>A-C Trucking</td>
<td>Anthony Design</td>
<td>Bantam Associates</td>
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<tr>
<td>Accurate Performance Machining</td>
<td>Aon Hewitt</td>
<td>Bay LTD</td>
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<td>Ace Hardware</td>
<td>ApolloniX</td>
<td>Bay Ship &amp; Yacht</td>
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<td>Adelante Healthcare</td>
<td>Apparatus</td>
<td>Bay Valley Foods</td>
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<td>ADP Inc.</td>
<td>Appian Engineering</td>
<td>Bayer Health Care</td>
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<td>Advanced Roofing, Inc.</td>
<td>Applied Materials</td>
<td>Baylor Scott &amp; White</td>
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<td>Advisory Board Consulting and Management</td>
<td>Applied Powdercoat</td>
<td>Beard Land Improvement</td>
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<td>AFLAC</td>
<td>Aqua Azul Corporation</td>
<td>BECK</td>
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<td>African American Chamber of Commerce</td>
<td>Arbor Associates</td>
<td>Bedrock Resources, Inc.</td>
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<td>Agrecom</td>
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<td>Behavioral Health Services</td>
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<td>Aiello, Goodrich &amp; Teuscher, CPAs</td>
<td>Arctic Air</td>
<td>Bell Carter Packaging</td>
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<td>Air Products</td>
<td>Area Community Hospice, Inc.</td>
<td>Benike Construction</td>
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<td>Air Tro, Inc.</td>
<td>Arenomson and Sandhouse, P.A.</td>
<td>Berkeley Research Group</td>
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<td>AIRes</td>
<td>Argus Lending</td>
<td>Beth Israel Deaconess Medical Center</td>
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<td>AJ Associates</td>
<td>Arlington Assembly</td>
<td>Beverly Oncology and Imaging</td>
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<td>Alamco Wood Products, LLC</td>
<td>Armstrong Mechanical Co., Inc.</td>
<td>Medical Group, Inc.</td>
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<td>Alcoa Fastening Systems</td>
<td>Artesian Schools, Inc.</td>
<td>Bigby Financial Planning</td>
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<td>Alexis Group Consultants, Inc.</td>
<td>Asiel Enterprises, Inc.</td>
<td>Biocom</td>
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<td>Aligned Lifestyle Concierge</td>
<td>Associated General Contractors of Colorado</td>
<td>Black Oak Casino Resort</td>
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<td>Alion Energy</td>
<td>Associated General Contractors, Houston Chapter</td>
<td>Blanco Ordoñez Mata &amp; Wallace, P.C.</td>
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<td>All Phase Security</td>
<td>AT&amp;T</td>
<td>Blood Source</td>
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<td>All Valley Printing</td>
<td>AT&amp;T Services Inc.</td>
<td>Boeing</td>
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<td>Allegheny Health Network</td>
<td>Athens Services</td>
<td>Boloco</td>
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<tr>
<td>Allegheny Housing Rehabilitation Corporation</td>
<td>“ATI”</td>
<td>Bon Secours Health System</td>
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<td>Allegiant Air, LLC</td>
<td>Auction.com</td>
<td>Boot City, Inc.</td>
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<td>Allied Personnel Services</td>
<td>Austin Plant/Hormel Foods</td>
<td>Boshart Engineering</td>
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<td>Allison Transmission</td>
<td>Autodesk</td>
<td>Boston Children’s Hospital</td>
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<td>Allison Tutoring</td>
<td>Avista Corporation</td>
<td>Boston Properties</td>
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<td>Allstate Insurance</td>
<td>AZ College of Allied Health</td>
<td>Bottom Line Prophets</td>
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<td>Alpine Deli</td>
<td>Aztec Contractors, Inc.</td>
<td>Bowles Womack &amp; Co, P.C.</td>
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<td>AltaMed</td>
<td>B&amp;D Quality Cleaners</td>
<td>Brandman University</td>
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<td>Amada Miyachi America, Inc</td>
<td>B. Braun Medical, Inc.</td>
<td>Brayton Purcell, LLP</td>
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<td>Amazon</td>
<td>Bacon &amp; Company</td>
<td>Brickman Marketing</td>
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<td>America Works of Maryland, Inc.</td>
<td>Bailey County Electric Cooperative Assoc.</td>
<td>Bridgestone Americas</td>
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<td>American Licorice Company</td>
<td>Balfour Beatty Construction</td>
<td>Bridgestone Americas Tire</td>
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<td>American Medical Response</td>
<td>Baltimore Gas and Electric</td>
<td>Operations, PSD</td>
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<td>American Yacht Institute</td>
<td>Banc Home Loans</td>
<td>Brigham and Women’s Hospital</td>
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<td>Brighton Management</td>
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<td>Britton-Konyenburp Partners</td>
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<td>Brookside Builder Services</td>
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<td>Brown Palace Hotel and Spa</td>
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<td>Brown Pearman Russell LLC</td>
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EQT
eRep
ESCO
Essilor
eThink Education
Eversource
Exchange Bank
Experis
Explozo’s Custom Tattoos
Express Employment Professionals
Express Payments
Facility Development Corporation
Family Eye Care
Farmacia Santa Ana
Federal Reserve Bank of Dallas
Federated Insurance
FedEx Express
FieldCrest Care Center
Fiesta Auto Insurance
FILARSKI/Architecture, Planning and Research
FinanceStaff
Fine Print Graphic Design
First Alarm
First Horizon Bank Corporation
First Northern Bank
FirstLight Federal Credit Union
FIT 24 Gym
Five Crowns Marketing
Five Rivers Hospitality
Focus Management Financial
Follett, LLC
Ford Motor Company Assembly Plant Forum
Foster Farms
Frank M. Booth Inc
Frontier Communications
Frontier Trail, Inc
FTG, Inc
Funworks
G. Boren Services, Inc.
GAF
Gaffney Counseling and Consulting
Gainer & Associates
Gardena General Insurance Agency
Gardena Memorial Hospital
Gaw Van Male
Gaylord Texan Resort and Convention Center
Gazebo Gardens, Inc
Gazelle Transportation Inc
GE Appliances
GE Global Software
Gearbox Software
Genentech
General Sheet Metal
Genesis Consultants
Genzyme Corporation
German Auto Repair
Gilbane Building Company
GKN Aerospace
Glen West Management
Glendale Adventist Medical Center
Glow Touch Technologies
Golden Star Technology, Inc
Golden State Express
Golden Valley Health Centers
Goldman Sachs
Goodman & Herbert
Goodwill Industries
Google
Great Lakes Bay Michigan Works!
Greater Baltimore Committee
Greater Boston Chamber of Commerce
Greater Cranston Chamber of Commerce
Greater Houston Partnership
Greater Lehigh Valley Chamber of Commerce
Greater Louisville Inc
Greater Memphis Chamber of Commerce
Greater Providence Chamber of Commerce
Green Hat Web Solutions LLC
Greensmith Marketing LLC
Greylawn Food, Inc.
Grumbley-Coleman, CPA’s
Grow Strategically
Gulf Coast Workforce Board
Workforce Solutions
Gully & Larsen
Haas Automation
Hacienda
Hagge Ranch
Haley House Bakery Café
Hanford Mall
Hanson, Walter & Associates, Inc.
Happy Kids Preschool & Childcare
HappyState Bank
Harris Methodist Fort Worth Hospital
Hartnell College
HCD, Incorporated
Headwaters, SC
Healdsburg District Hospital
Heritage Bank NW
Heryford Building Materials
Heskamp & Associates, LLC
Highmark Blue Shield
HILL & HILL Attorneys and Counselors, PL.
Hillock Foods, Inc.
Hillsboro Chamber of Commerce
Hire Universe LLC - dba Executive Team Advantage
Hi-Tech Engineering
HKS Architects, Inc.
HMBD Insurance
Homic Manufacturing
Home Depot
Horizon Bank
Horkey & Associates, PA
Hospice by the Bay
Hospitality Industry Management Group
Hotstart, Inc.
Hough Construction
Houston-Johnson, Inc. – Logistics
HSTAR, inc
Humana
Humanix Staffing Services
Humboldt Investment Capital
Hutton Sherer Marketing
HWR Engineering & Science
Hyatt Regency Monterey
Hyatt Regency Orlando / Central Florida Hotel & Lodging
I4 Talent, Inc.
IBEW Local 429
IBM/i Global Support Center
IGT
IHHS Public Authority
Image Masters
Imperial Printers
Indiana Beverage
Indiana Plan
Indiana Regional Council of Carpenters
Industrial Lock and Security
Infinity Staffing
Infolink
Inland Northwest Health Services
InnovAge
Iron Pigs Baseball
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Jabil Circuit
Jain Irrigation, Inc
JaneyCo
Jawbone
Jaxx Manufacturing
Jazz
JBT Food Tech
JDS Video & Media Productions
JE&CD Board of Wilson County
Jefferson Street United Merchants Partnership, Inc. (JUMP)
Jenny-O Turkey Store
Jerome's Furniture
Jesse M. Cox Construction
JKB Energy
JMPDX LLC
Johasee Rebar, Inc
John B. Sanfilippo & Son
John Minniear General Contractor
Johns Hopkins Government and Community Affairs
Johnson & Galyon
Jones Day
Joseph Gallo Farms
Journey Air Conditioning Co
JP Morgan Chase Bank
JT2 Integrated Resources
K Cornell Capital and Consulting
K&N Electric Motors, Inc.
Kaiser Permanente
Kawasaki Motors Corp
KELCO Sales
Keller Williams Realty
Kelly Services, Inc.
Kelly Space and Technology
Ken’s Stakes & Supplies
Kent Lim Construction
Kentuckiana Works
Kern Health Systems
Kern Oil & Refining
Keurig Green Mountain
KeyBank
KGW Media Group
Kinamed
Kindred Healthcare
Kings View
Kinsley Meetings
Kirchner Consulting
Kirk & Simas
Klein Tools, Inc.
Knoxville Orthopedic Clinic
KO Properties
Korn Design
KPM Group
KPMG
Krause Advertising
Kroger Food Stores
Kruz
KSM Location Advisors
KSR Consulting Group
Kwan/Henmi Architecture
Kwik Trip, Inc.
L & J Café, Inc.
L.A. County Economic Development Corp. (LAEDC)
L.A. County Metropolitan Transportation Authority
Lane Real Estate Services
LANGAN
Las Palmas Del Sol Healthcare
Las Vegas Global Economic Alliance (LVGEA)
Latin Chamber of Commerce
Lavante
Law Office of Ellen S. Kingsley
Law Offices of Marc Little
Law Offices of Noah Green
Lawrence Livermore Lab
LBA Networking, Inc.
LC Engineering Group
Leadership Solutions
LeanKit
Leathers Fuel
Lee Hecht Harrison
Leland Kraemer Real Estate
Leonardi Dairy
Les Fong & Associates
LifeBridge Health
Lifespan
Lindey’s Grant Investment
Linear Technology Corporation
LinkedIn
Lionakis
Local 735 I.A.M. & A.W.
Local Initiatives Support Corporation
Local Workforce Development Board for Local Workforce Development Area Three
Lockheed Martin Corporation
Los Robles Hospital & Medical Center
Lowe’s
Lowe’s Pay and Save, Inc.
LPG Urban & Regional Planners, Inc
Lubbock Chamber of Commerce
Luminalt
Lutron Electronics Co., Inc.
Lyntegar Electric Cooperative, Inc.
M&G Resins USA, LLC
M&R Professional Services
Macpherson Oil Company
Madden Plumbing & Heating
Madison Square Garden Company
Manpower
Marcus, Fairall, Bristol + Co., PLLC
Marin Builders Association
Marine/Ship Builder
Mark III Plant Construction Ltd
Marriott Providence Downtown
Martin Resorts
Martin’s Gardens
Mauro P. Garcia Funeral Homes
Mayo Clinic
McDonald Miller
McLane Foodservice
McNelius Companies
MDC Consulting
Mechanics Bank
Medical Innovations
Medical Office of Sandra G. Horwitz, O.D.
MedStar Health
Megatoys
Memorial Care Health System
Meridian Land Development
Mero Linen Services
Methodist Hospital of Southern CA
Metro Broward
Meyer Jabara Hotels of the Lehigh Valley
Mezzetta
Michigan Works! Northeast Consortium
Microsoft
Mid-State Precision
MIINIC Mechanical
Milgard Manufacturing
Mistubishi Electric Power Products
MM Hamilton Financial Group
MMS Design Associates
Modesto Commerce Bank
Modesto Steel
Molina Healthcare
Monterey County Weekly
Monterey-Salinas Transit
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RED Architecture
Reece Legal Search Inc
Regional One Health
Regions Bank
Reilly Foods
RemX Specialty Staffing
Renaissance ClubSport
Republic Services
Rexam Beverage Can Americas
Rexon Interior Design
Reynolds Business Systems
Rhode Island Hospitality
Education Foundation
Richard Health & Associates
Rideout Health
Rigo’s Auto
Riverside Medical Clinic
Rogers Remodel
Rouse Properties
Royalty Carpet Mills
Rubecon Construction
Rutherford County Chamber of Commerce
Ryan Search & Consulting
S. Martinelli and Company
S. NV Laborers Local #872 Training Trust
S. NV Operating Engineers/JATC Local #12
Sabert Corporation
Sabor Farms
Sacred Heart Hospital
Salem Media Group
Salesforce.com
Salinas Valley Chamber of Commerce
Salter’s Distributing
Samsung HVAC
San Benito Heating
San Diego Gas & Electric
San Francisco Premium Outlets
San Gabriel Valley Economic Partnership
San Mateo County Economic Development Association
San Pedro Chamber of Commerce
Santa Clarita Valley Economic Development Corporation
Santa Cruz County Bank
Santa Cruz Seaside Company
Sarbdeep Atwal Attorney at Law
Sasser Specialties
Schradner Manufacturing
Schwabe, Williamson and Wyatt
Seagate Technology
Second Chance Inc.
SEH America
Seminis Vegetable Seeds
Service King
ServiceMaster
SERVPRO
Sharp Health Care
Shaw & Petersen Insurance
Shell Oil
Shell Pipeline Company
SHN Consulting Engineers
Shoffner-Kalthoff Mechanical
Sierra Pacific Home and Comfort
Sierra Vista Regional Medical Center
Signal Hill Petroleum
Silva Dental
Simcoach Games
Sims Metal Management
Sintex Security Services
Sir Speedy Printing
Six Flags Discovery Kingdom
Six Flags Over Texas
SLATE American Job Center
SlingShot SV
Small Precision Tools
Smoot Construction
So. Calif., Biomedical Counsil (SCBS)
So. NV Operating Engineers/JATC Local #12
Social Leagues, Inc.
Society of Human Resource Management
Sodexo
Solar City
Solecon
Solid Waste Solutions
Soltek Pacific Construction Company
Sonic.net
Sonoma County Lodging Association
Sonoma County Office of Education
Sonoma County Tourism
Sonora Regional Medical Center
Sourcewise
South Bay Credit Union
South Bay Latino Chamber of Commerce
South Lake Hospital
South Texas Project Nuclear Operating Company
Southeast Laborers District Council
Southern California Edison
Southern California Gas Company
Southway Borders, Inc.
Southwest Airlines
Southwest Office Systems, Inc.
Southwest Washington Contractors Association
SpaceX
Spectrum Advertising
Spencer 4 Hire Security
Spring Valley Senior Living
SSR, Inc.
St. Elizabeth’s Medical Center
St. Joseph Health System
St. Luke’s University Health Network
Staffing Solutions
Stanislaus Surgical Hospital
Staples
STAPLES Center
Star 1 Investigations
Starbucks
State Farm Insurance
State Street Corporation
Station Casinos, LLC
Steamatic Las Vegas
Stemke Consulting Group
Sterling Synergy
Stifel, Nicolaus & Company
Stirling Development
Stop and Go Markets
Strategic Wealth Advisors
Strategy & Leadership, Inc.
Strictly Business Consulting
Strong Mountain, Inc
StubHub Center
Successful Impressions, LLC
Sue’s Place
Sunrun
Supplemental Health Care
Sutter Health
Synergy Solutions
T.Rowe Price
Talon Industries, Inc.
Tanimura & Antle Fresh Foods
Target
Taylor Trim & Supply
TCAT at Hatsville
TDHS/Rehab. Services
Tech Wildcatters
Technology Association of Oregon
TechShop
Tejon Ranch
Ten-X
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Terra la Vita Bella
TERRA Staffing Group
TerraLink Consulting
Terrell Chamber of Commerce
Tesei Petroleum
Tesoro Corporation
Texas Gas Service
Texas Health Dallas
TGIF Auto Body Inc
Thacker Jewelry
The Arlington Group
The Bergquist Company
The BITHGroup Technologies
The Body Shop Collision Repair
The Boeing Company
The Brad Pollak Company
The Dardanelle Group
The De La Torre Companies
The Energy Store, Inc.
The Freeman Company
The Glass Doctor
The Irvine Company
The Law Offices of Duarte & Menezes, LLP
The Moote Group
The Penstar Group
The Plus Group, Inc.
The Rios Company
The Rios Group, Inc.
The Safety Center
The Sage Group
The Scoop Frozen Yogurt Shop
The Valley Economic Alliance
The Westin Boston Waterfront
The Whiting-Turner Contracting Company
The Woodlands Area Economic Development Partnership
TiVo
TN Career Center - Metro Center
Tom's Snowmobile and Service
Total Marine Solutions
Total Roof Services Corp.
TPPB, LLC
Tradewinds Consulting Group
Travis Credit Union
TriCPS
Triumph Aerostructures
Tucker Technology
Tufts Medical Center
Tulalip Resort
Turner Construction
Tuttle's Grocery and Market
TVG Consulting
Twin Peaks Liquors, Inc
UMPC
Umpqua Bank
Union Bank
United Prairie Bank-Owatonna
United Printers
United Supermarkets, LLC
United Way of the Bay Area
Universal Alloy Corporation
University of Maryland Medical Center
University of Maryland Medical System
Unlimited Energy
UPS
Urban Chamber of Commerce
Urbanism Advisors
US Tow
USS-POSCO Industries, Inc
UST Global
Utilidata, Inc.
Utilize I.T., Inc.
Valero Bill Greehey Refinery
Vanderbilt University Medical Center
Verdugo Hills Hospital
Veritas Associates LLC
Verizon
Vertex Pharmaceuticals
Victor Gonzalez Insurance Agency
Victory Insurance
Villara Building Systems
Viracon
Visalia Lumber
Vision Service Plan
Viva Editions
Vodafone Americas
Voestalpine Roll Forming Corporation
Volcano Telephone
VPE Public Relations
W.J. Alexander & Associates, P.C.
Waddell & Reed
Wahkiakum Chamber of Commerce
WALCO
Walgreens Drug Store
Walmart
Walt Disney Imagineering
Walt Disney Parks & Resorts
Walter & Wilhelm Law Group
Walter Mortensen Insurance
Walton Consulting
Warren & Baerg Manufacturing
Waste Management
Wastebuilt
Webcor
Wells Commercial Real Estate
Wells Fargo
Wentworth Institute of Technology
West Company
West Marine
West Side Hammer Electric
Western Brake & Tire
Western Medical Center Anaheim
Westgate Logistics, LLC
Westport International
Westside Economic Alliance
Wheeler Advisory Group LLC
Whole Person Learning
Wilhite Enterprises
Willis Inc.
Winstead PC
Wonderful Company
Wonderfully Raw Gourmet
Woodland Aviation
Workforce Alliance Wic
Workhorse Construction Metro, Inc.
Worksystems
Xcel Energy
Xerox Corporation
Yale Abrams Consulting
Yap & Little
Yolo Food Bank
Yoshin America, Inc.
Zendesk
Appendix C: WIOA Title I Return on Investment (ROI)

Data from FY 2015 shows a $1.72 return on investment from federal taxes on wages and savings on Temporary Assistance for Needy Families (TANF) funding for every $1 in public funds spent on Title I Adult, Dislocated Worker, and Youth funding. This ROI does not include the system’s broader impact on the families of participants, as a study on the subject states, “socioeconomic status is a huge driver of educational attainment.” Full funding of WIOA programs strengthen our economy.

The graphics below tell the national ROI for the Title I WIOA programs utilizing the last full program year’s data available, which was the last year of WIA performance measures.

### WIA TITLE I ADULT, DW, YOUTH PROGRAMS (ENDING PY 2015)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Total number of WIA Title I enrolled</td>
<td>2,182,065</td>
</tr>
<tr>
<td>B. Total number of WIA Title I enrollees that were placed in jobs</td>
<td>1,635,849</td>
</tr>
<tr>
<td>C. % of Title I placements that were receiving TANF at time of enrollment</td>
<td>11%</td>
</tr>
<tr>
<td>D. Total WIA Title I expenses for the program year</td>
<td>$2,616,868,000</td>
</tr>
<tr>
<td>E. Total Annual Wages Earned by WIA Title I Participants</td>
<td>$12,102,801,460</td>
</tr>
<tr>
<td>F. Total Government Taxes Paid by WIA Title I Participants</td>
<td>$3,340,373,203</td>
</tr>
<tr>
<td>G. Total Annual Welfare Savings on Placements</td>
<td>$1,148,758,602</td>
</tr>
<tr>
<td>H. Total WIA Title I Annual Return to Government</td>
<td>$4,489,131,805</td>
</tr>
</tbody>
</table>

Return Per $1 Spent: $1.72

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![Title I Return on Investment Graph](image-url)

Appendix D: Apprenticeships

In addition to on-the-job training programs, many Workforce Development Boards (WDBs) work with local employers and community colleges to set up apprenticeship programs. The local and regional WDBs are poised to expand their apprenticeship programs to welcome new industries and job functions, enabling more Americans to be prepared for the jobs of the future.

WORKFORCE CENTRAL (WFC) IN WASHINGTON STATE, CONTINUES TO APPLY ITS APPRENTICESHIP PROGRAM MODEL TO SUPPORT GROWING COMPANIES AND NEW INDUSTRIES IN THE REGION. WFC HAS WORKED CLOSELY WITH THE AEROSPACE AND AVIATION INDUSTRIES THROUGH A PARTNERSHIP WITH THE AEROSPACE JOINT APPRENTICESHIP COMMITTEE (REPRESENTING BUSINESSES) AND BATES TECHNICAL COLLEGE TO CREATE THE MANUFACTURING ACADEMY. WHEN AMAZON BECAME A DOL-REGISTERED APPRENTICESHIP PROVIDER AND EXPRESSED A GOAL OF HIRING VETERANS, THEY APPROACHED WFC FOR ASSISTANCE AND ACCESS TO CANDIDATES THROUGH WFC’S CAMO2COMMERCE PROGRAM.

Corbin, a 32-year-old father of two young children, wanted the opportunity to move up in the construction field to increase his earning potential. He participated in the Wichita Joint Electrical Apprenticeship Training Program (WJEATP), a partnership between Workforce Alliance of South Central Kansas and the IBEW. In addition to doubling his wages, Corbin entered and won a national skills-based competition. “It’s been a blessing. It was an amazing experience to get so much help.” – Corbin, Workforce Alliance of South Central Kansas client, WJEATP graduate, and national winner ($30,000 prize) of the 2016 Ideal National Championship in Orlando.

In partnership with Caterpillar (CAT) and the San Joaquin Delta Community College, WorkNet assists interested students in applying to and completing the Caterpillar Dealer Service Technician Apprenticeship Program. The apprenticeship is a 2-year program, with alternating semesters in the classroom and the field. Graduates have access to jobs with four (4) local authorized CAT dealers. Students not accepted into the apprenticeship program are able to take advantage of other WorkNet workforce development programs.

CareerSource Central Florida (CSCF) is leading the development of an apprenticeship program to prepare students for the “Internet of Everything.” Central Florida has a strong industry consortia of companies who are leaders of sensor technology. Building upon its past experience of welding and other building trades apprenticeship programs, CSCF is partnering with Orlando-based BRIDG (a collaboration between researchers and industry) and the University of Central Florida to provide participants the latest skills in preparation for current needs as well as for future jobs.
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