Program Year 2024 – 2027 WIOA Regional Planning Guidelines

Regional Plan Modification May 2026

WIOA Section 106(c) requires local Workforce Development Boards (WDBs) and chief elected officials (CEOs) of each planning region to engage in a regional planning process that results in the preparation and submission of a single Regional Plan. Regional Plans must incorporate the Local Plans for each local WDA within the planning region consistent with the requirements of Local Plans identified at WIOA Section 108(b). The Regional Plan must address all of the following:

Planning Region: WIOA Planning Region B (New North Region)

Local Areas Included in this Planning Region:
WDA #5 (Bay Area Workforce Development Board): Florence, Marinette, Oconto, Brown, Shawano, Outagamie, Door, Kewaunee, Menominee, Manitowoc, and Sheboygan counties.

WDA #4 (Fox Valley Workforce Development Board): Calumet, Fond du Lac, Green Lake, Waupaca, Waushara, and Winnebago counties.

Plan Period: July 1, 2024 – June 30, 2028

Section I: Regional Analysis

1. **Provide an analysis of the labor market data and economic conditions in the local area, including:**
    a. **Existing and emerging in-demand industry sectors and occupations; and**
    b. **The employment needs of employers in those industry sectors and occupations**
    The analysis may include:
        - **An assessment of industry sectors that are considered mature but still important to the local area's economy.**
        - **A discussion of geographic factors (advantages or disadvantages) that may impact the local area's economy and the distribution of employers, population, and service providers in the local area.**

The workforce development boards (WDB) of WDA4 & WDA5 make up the New North Planning Region. Together this encompasses 17 counties in northeast Wisconsin (please see above for specific counties). While each WDB assesses and predicts changes in labor market conditions for their area, a regional approach is also important to ensure appropriate attention is given to both rural and urban areas. This is demonstrated by the successful industry alliances that cover the entire 17-county region: a) NEW Manufacturing Alliance; b) NEW Digital Alliance; and c) NEW Construction Alliance.

Data for the local plans and regional plan have been gathered from multiple sources (DWD Regional Labor Economist; Wisconomy; Bureau of Labor Statistics; Lightcast; and industry sector alliances). Reviewing data from multiple sources provides the most up-to-date view of the labor market possible.

POPULATION AND DEMOGRAPHICS SUMMARY:

The New North region has a population of 1.2 million people, and a median age of 42 years of age. It is expected to grow by 6% between 2022 and 2030, adding an additional 70,000 people.

Population Size and Expected Changes

Table 1: Population Change 2022-2030

Area	2022 Population	2030 Population	Change	% Change
WDAs 4 & 5	1,266,696	1,336,573	69,877	6%
Wisconsin	5,892,539	6,049,319	156,780	3%
Nation	333,287,557	348,751,556	15,463,999	5%

The region is expected to grow at a faster rate than both the state and the nation. In general, we will see an increase of people in prime working age, 25-54 years old increase by 7%. This increase is critical to help the region address the retirement/exit of individuals that are 55-69 years old aging out of the workforce into retirement. Looking at the data projections, it will also be important to support initiatives that align with getting younger workers successfully integrated into the workforce as the 15-24 age groups below are larger than the cohorts (25-34) that proceeded them. In a tight labor market, which is likely to continue because of demand and baby boomer retirements, getting all people access to jobs will remain a regional priority.

Table 2: Population Change by Age 2022-2030

Age Cohort	2022 Population	2030 Population	Change	% Change	2030 % of Cohort
Under 5 years	65,858	68,666	2,808	4%	5.14%
5 to 9 years	73,025	69,489	-3,536	-5%	5.20%
10 to 14 years	78,612	78,514	-98	0%	5.87%
15 to 19 years	79,646	81,689	2,043	3%	6.11%
20 to 24 years	80,215	83,422	3,207	4%	6.24%
Subtotal 24 years and younger	*377,356*	*381,780*	*4,424*	*1%*	*1.16%*
25 to 29 years	75,205	78,571	3,366	4%	5.88%
30 to 34 years	75,608	76,523	915	1%	5.73%
35 to 39 years	78,810	83,937	5,127	7%	6.28%
40 to 44 years	79,533	84,337	4,804	6%	6.31%
45 to 49 years	71,634	85,967	14,333	20%	6.43%
50 to 54 years	78,848	80,468	1,620	2%	6.02%
Subtotal 25-54 years, (Prime Working Age)	*459,638*	*489,803*	*30,165*	*7%*	*6.16%*
55 to 59 years	89,946	76,874	-13,072	-15%	5.75%
60 to 64 years	93,820	83,306	-10,514	-11%	6.23%
65 to 69 years	81,844	90,945	9,101	11%	6.80%
Subtotal 55-70	*265,610*	*251,125*	*-14,485*	*-5%*	*5.77%*
70 to 74 years	65,063	81,508	16,445	25%	6.10%
75 to 79 years	44,387	61,747	17,360	39%	4.62%
80 to 84 years	27,809	39,697	11,888	43%	2.97%
85 years and over	26,833	30,914	4,081	15%	2.31%
Subtotal 70 years and older	*164,092*	*213,866*	*49,774*	*30%*	*23.27%*
Total	1,266,696	1,336,573	69,877	6%	100.00%

Gender Breakouts and Expected Growth for WDA 4 & 5

The region has an overall balance of male and females in our region, with the male population expected to grow at a slightly faster pace.

Table 3: Population Change by Gender 2022-2030

Gender	2022 Population	2030 Population	Change	% Change	2030 % of Cohort
Males	640,247	688,458	48,211	8%	51.51%
Females	626,449	648,115	21,666	3%	48.49%
Total	1,266,696	1,336,573	69,877	6%	100.00%

Race/Ethnicity Breakouts and Expected Growth for WDA 4 & 5

With growth in population, we are also expected to see a change in the diversity of race, with White, Non-Hispanic having the smallest percent increase; however, remaining the largest demographic in the future. Increases in Non-white, and Hispanic populations will be a benefit to our regional economic area and labor force, as it will ensure greater diversity of our workforce.

Table 4: Population Change by Race/Ethnicity 2022-2030

Race/Ethnicity	2022 Population	2030 Population	Change	% Change	2030 % of Cohort
White, Non-Hispanic	1,086,486	1,109,190	22,704	2%	82.99%
White, Hispanic	63,599	82,566	18,967	30%	6.18%
Asian, Non-Hispanic	36,970	44,546	7,576	20%	3.33%
Black, Non-Hispanic	24,070	30,883	6,813	28%	2.31%
Two or More Races, Non-Hispanic	21,983	28,706	6,723	31%	2.15%
American Indian or Alaskan Native, Non-Hispanic	20,471	21,450	979	5%	1.60%
American Indian or Alaskan Native, Hispanic	5,617	7,609	1,992	35%	0.57%
Two or More Races, Hispanic	3,288	5,040	1,752	53%	0.38%
Black, Hispanic	2,399	3,588	1,189	50%	0.27%
Asian, Hispanic	908	1,369	461	51%	0.10%
Native Hawaiian or Pacific Islander, Non-Hispanic	610	1,045	435	71%	0.08%
Native Hawaiian or Pacific Islander, Hispanic	295	581	286	97%	0.04%
Total	1,266,696	1,336,573	69,877	6%	100.00%

Methods of Commuting: Intra and Inter Region

There are approximately 670,000 folks in the regional labor force, and based on data from the American Community Survey, 640,800 folks commute to work in our region. The majority, 81.72%, drive to work alone. The average mean commute time across all ways to commute is 21.9 minutes. This highlights the dependency on personal vehicles to get to and from work in our region and the importance of collaborating across regions for the success of businesses and workers.

Table 5: Method/Type of Commuting

Type of Commute		
Driving Alone	523,705	81.7%
Carpooling	45,639	7.1%
Public Transport	2,557	0.4%
Walking	14,611	2.3%
Other Means	7,942	1.2%
Remote Workers	46,422	7.2%
Total Commuters	**640,876**	
Average Mean Commute Time (Minutes)	**22**	

Table 6: Percentage of Commuters by Type/Method of Commute

County Name	Total Commuters	Driving Alone	%	Carpooling	%	Public Transport	%	Walking	%	Other Means
Brown	138,481	113,046	81.6%	10,477	7.6%	758	0.5%	2,389	1.7%	1,159
Outagamie	101,030	82,948	82.1%	6,198	6.1%	487	0.5%	2,375	2.4%	1,235
Winnebago	88,459	71,747	81.1%	6,656	7.5%	515	0.6%	1,959	2.2%	1,130
Sheboygan	59,801	48,778	81.6%	4,497	7.5%	205	0.3%	1,320	2.2%	951
Fond du Lac	53,241	43,761	82.2%	4,075	7.7%	94	0.2%	1,296	2.4%	890
Manitowoc	40,351	33,230	82.4%	2,682	6.6%	213	0.5%	1,109	2.7%	495
Waupaca	25,722	21,284	82.7%	1,596	6.2%	18	0.1%	893	3.5%	381
Calumet	28,576	23,813	83.3%	1,773	6.2%	48	0.2%	447	1.6%	320
Marinette	18,821	15,742	83.6%	1,307	6.9%	58	0.3%	448	2.4%	224
Shawano	19,625	15,898	81.0%	1,071	5.5%	22	0.1%	580	3.0%	415
Oconto	19,039	15,395	80.9%	1,470	7.7%	15	0.1%	385	2.0%	216
Door	14,305	11,228	78.5%	1,111	7.8%	40	0.3%	502	3.5%	88
Waushara	10,567	8,734	82.7%	830	7.9%	27	0.3%	217	2.1%	229
Kewaunee	10,891	8,664	79.6%	906	8.3%	18	0.2%	300	2.8%	71
Green Lake	8,877	6,921	78.0%	761	8.6%	19	0.2%	310	3.5%	124
Florence	1,811	1,516	83.7%	118	6.5%	4	0.2%	33	1.8%	0
Menominee	1,279	1,000	78.2%	111	8.7%	16	1.3%	48	3.8%	14
Totals	***640,876***	***523,705***	***81.7%***	***45,639***	***7%***	***2,557***	***0.4%***	***14,6***	***2.3%***	***7,942***

INDUSTRY PROJECTIONS:

Industries of growth across the region include construction, information, professional services, and education and health services. Manufacturing and transportation are also two of our largest industry concentrations and will continue to remain important to the region. It is also expected to see a decline in both the natural resources and mining industries, as well as the financial activities. As we continue to see a change in race/ethnicity in our region, supporting companies to prepare for and embrace a more diverse workforce will be important.

Table 7: Industries Snapshot: Occupation Growth Projections 2023-2030; Occupation Earnings 2023; and Percentage Males & Females per Occupation

Industry	Jobs (2023)	Jobs (2030)	Job Change %	Earnings (2023)	Males % of Industry	Females % of Industry
06 - Goods-Producing Industries Group	**199,602**	**201,528**	**1%**	**$80,582**	**73.7%**	**26.3%**
10 - Natural Resources and Mining	18,191	17,650	(3%)	$51,227	70.4%	29.6%
20 - Construction	40,001	41,384	3%	$84,911	88.1%	11.9%
30 - Manufacturing	141,410	142,494	1%	$83,133	70.0%	30.0%
07 - Service-Providing Industries Group	**469,707**	**479,849**	**2%**	**$62,932**	**43.7%**	**56.3%**
40 - Trade, Transportation, and Utilities	115,608	117,628	2%	$58,327	60.0%	40.0%
50 - Information	6,306	6,597	5%	$73,326	54.8%	45.2%
60 - Professional and Business Services	61,586	64,539	5%	$80,963	51.5%	48.5%
55 - Financial Activities	31,300	29,570	(6%)	$92,755	36.9%	63.1%
65 - Education and Health Services	88,206	93,633	6%	$69,321	18.7%	81.3%
70 - Leisure and Hospitality	59,660	60,236	1%	$29,962	43.4%	56.6%
80 - Other Services	28,966	29,116	1%	$36,147	43.5%	56.5%
90 - Government	78,074	78,529	1%	$70,644	43.9%	56.1%
Total Jobs	***669,309***	***681,377***	***2%***			

Table 8: Industry Snapshot 2: Occupations Percentage by Race/Ethnicity 2023

Industry	White % of Industry	Black or African American % of Industry	American Indian or Alaska Native % of Industry	Asian % of Industry	Native Hawaiian or Other Pacific Islander % of Industry	Two or More Races % of Industry	Hispanic or Latino % of Industry
06 - Goods-Producing Industries Group	**85.2%**	**2.1%**	**0.7%**	**3.4%**	**0.1%**	**0.9%**	**7.6%**
10 - Natural Resources and Mining	82.6%	3.2%	0.3%	1.9%	0.1%	1.1%	10.7%
20 - Construction	91.8%	1.3%	0.7%	0.6%	Insf. Data	0.9%	4.7%
30 - Manufacturing	83.7%	2.2%	0.8%	4.3%	0.1%	1.0%	8.0%
07 - Service-Providing Industries Group	**85.5%**	**3.5%**	**0.9%**	**3.1%**	**0.0%**	**1.8%**	**5.2%**
40 - Trade, Transportation, and Utilities	87.3%	3.2%	0.9%	2.0%	0.1%	1.5%	5.1%
50 - Information	90.0%	3.3%	0.5%	1.6%	Insf. Data	1.2%	3.4%
60 - Professional and Business Services	84.1%	4.4%	0.8%	2.8%	0.1%	1.2%	6.8%
55 - Financial Activities	91.9%	1.5%	0.4%	2.1%	Insf. Data	1.4%	2.7%
65 - Education and Health Services	87.1%	3.4%	0.8%	3.3%	0.0%	1.3%	4.0%
70 - Leisure and Hospitality	82.2%	3.6%	1.4%	3.2%	0.1%	2.3%	7.2%
80 - Other Services	87.3%	2.7%	0.6%	2.6%	0.0%	1.8%	4.8%
90 - Government	80.9%	4.4%	0.9%	5.4%	Insf. Data	3.1%	5.4%

In addition to the above data, our region's industry alliances provide industry specific insights. Below is a summary of some feedback/findings from the three major alliances – NEW Manufacturing Alliance, NEW Digital Alliance, and NEW Construction Alliance.

A good indicator for the overall region's workforce, is the annual "Manufacturing Vitality Index" conducted by Northeast Wisconsin (NEW) Manufacturing Alliance. The 14th Annual Report was issued in December 2023, with six-hundred and one (601) area manufacturing companies surveyed and a 95% confidence level in the survey results. Highlights of the report include:

a. Sixty percent (60%) of the companies expect to increase sales in 2024
b. Forty-five percent (45%) of the companies expect to increase market share in 2024
c. Ninety-eight percent (98%) of the companies described their financial situation as "Healthy" or "Quite Healthy" in 2020
d. Eighty-four percent (84%) of the companies report difficulty in finding talent
e. The most difficult position to fill in the manufacturing sector are Machinists and CNC machinists, with general labor, welder/fabricator, industrial maintenance, engineers, assembly and skilled trades also experiencing difficulty in filling positions
f. Employers are finding workforce deficiencies in non-technical "soft skills"
g. The most in-demand skills are attendance, communication, dependability and work ethic
h. Fifty percent (50%) of the companies anticipated hiring in the first quarter of 2024.
i. Hiring remains strong throughout the year, with forty percent (40%) of the companies planning to hire at the end of the year in 2024

Additionally, the NEW Digital Alliance notes the following demand employment needs for our regional WDA area: data engineers; data analysts, business analysts, software developers, Information security, project managers.

The NEW Construction Alliance notes the following demand employment needs for our region: project managers, superintendents; installers; skilled trades (carpenters, mason, concrete, steel, framers); estimators.

2. **Provide an analysis of the knowledge and skills needed to meet the employment needs of the employers in the local area, including the employment needs of in-demand industry sectors and occupations.**

As indicated in Question 1 above, throughout the New North Planning Region, there is a demand for skilled workers in manufacturing, healthcare, construction, Information Technology, professional services, education, and transportation, as well as in other occupational sectors. The most significant challenges for knowledge and skill needs to meet employer demand include:

a. Soft/employability skills
b. Technical skills training
c. Adaptation to diversity and inclusion
d. Preparation for change due to technological innovation and AI

As noted above in the Manufacturing Vitality Index survey, employers state that some of the most critical employability skills needed include: attendance, communication, dependability and work ethic. While these were noted in a survey of manufacturing employers, this sentiment is shared widely amongst all industries.

As well, employer partners provided insight into the key technical skills needed for their industries. While what is provided in the Manufacturing Vitality Index survey – and below from other industry alliances – is not an exhaustive list of in-demand skills for all industries, it does provide insight into some of the specific technical skills needed in some of our key industries in the region.

According to the NEW Digital Alliance, some of the immediate knowledge and skills needed to meet employment needs beyond soft/employability skills, include:

a. Business analytics skills

b. Information and data security certifications

c. Technical skillsets (SQL, NET, Python, etc.)

d. Microsoft Azure Cloud services

e. Web development

In addition, the NEW Construction Alliance notes the following knowledge and skills necessary to meet current needs:

a. General experience and/or knowledge of construction practices

b. Mechanical aptitude

c. Hands-on, skilled trade skills (mason contractors experiencing the worst shortage)

Lastly, the impact of AI and technology – and the rapid rate of change that accompanies it – is something that will need to be a priority for both WDB's in the region. The impacts on both employers and job seekers/employees is not fully known; however, we must build flexibility in our systems in order to respond in a meaningful way.

3. **Provide an analysis of the workforce in the local area, including current labor force employment and unemployment data, information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment.**

Ninety-seven percent of the region's residents have at least a high school diploma; with sixty percent of residents having some college or more. Looking forward to 2030, the high school diploma only category has the highest projected employment growth, with some college and Bachelor's degree following, respectively. This trend will emphasize the need to connect individuals to lifelong learning – career/credential and/or skills-based – while also increasing efforts on upskilling and incumbent worker training opportunities that may align with the projected employment openings.

Figure 1: Education Level Comparison at National, State and Planning Region Levels

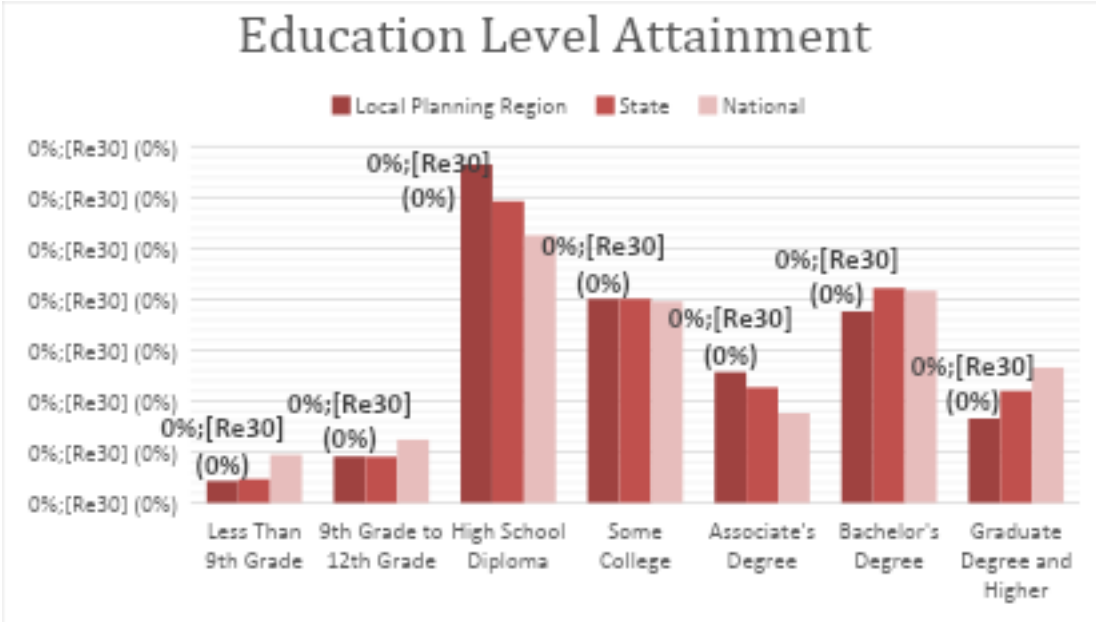

Table 9: Projected Employment and Occupation Openings by Education Level 2020-2030

	2020 Employment	2030 Projected Employment	Employment Change	Occupational Openings	% of 2020 employment	% of total openings
No formal educational credential	138,077	151,682	13,605	23,363	23.1%	31.9%
High school diploma or equivalent	262,960	277,775	14,815	31,277	44.0%	42.7%
Associate's degree	11,048	12,113	1,065	1,135	1.8%	1.5%
Bachelor's degree	102,085	111,999	9,914	9,488	17.1%	12.9%
Master's degree	7,328	8,582	1,254	716	1.2%	1.0%
Doctoral or professional degree	9,094	9,724	630	497	1.5%	0.7%
Associate's or Bachelor's degree	12,040	12,837	797	725	2.0%	1.0%
Postsecondary non-degree award	39,333	41,677	2,344	4,414	6.6%	6.0%
Some college, no degree	16,220	16,596	376	1,668	2.7%	2.3%

Population by Work and Disability Status:

Nearly 42,000 individuals, ages 18-64, with disability status are working in our region – either full-time or part-time. The below table shows the number of individuals with and without a disability who are working – broken out by age and veteran status. As well, Table 11 shows the high number of veterans employed at all age levels; however, those 18-34 experience the highest unemployment of other veteran age groups.

Table 10: Employment by Disability Status

	Persons with a Disability	**Persons w/o a Disability**
Working Full-time	23,021	442,872
Working less than full-time	18,407	178,478
Not working	34,708	68,967

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table C18121

Table 11: Employment by Veteran Status by Age

	Veteran	**Non-Veteran**
Ages 18-34		
Total	5,841	264,576
Employed	4,909	208,319
Unemployed	177	7,936
Ages 35-54		
Total	14,731	294,119
Employed	12,956	248,519
Unemployed	263	5,607
Ages 55-64		
Total	183,097	170,447
Employed	8,452	115,498
Unemployed	204	2,266

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table B21005

Population by employment influencers

Beginning in 2022, WDA5 was part of a pilot project through DWD - the Worker Connection Program. This project provided targeted outreach, career navigation, and sector-based, short-term training through the WorkAdvance model to underutilized talent pools. Initial findings of client demographics and employment influencers show that in WDA5 the highest groups to be unemployed or under-employed were:

a. Record of arrest or conviction
b. Long-term unemployed
c. Housing insecure
d. Single Parent
e. Disabled

The findings from the pilot project will be reviewed, and areas that were deemed impactful will be incorporated into future planning and project development for the WDA5 and/or the overall region.

Section II: Regional Strategies

1. **Describe any ongoing and/or anticipated regional service strategies.**

   WDA4 and WDA5 share a labor force across the entire region and the ability to align training based on industry needs, cross promotion of job fairs and hiring events in adjacent areas. We continue to promote WAT Grant, Wisconsin Fast Forward and other grant opportunities. We have shared economies and strong business service team connection that facilitates employer hand offs when needed. We also have a similar composition of our local business service team members to support regional business partners. It is not uncommon that we support one another when Rapid Response events occur in our areas, specifically those in boarder communities or larger layoffs when appropriate. We are continuing to look at the possibility of identifying resources to encourage joint training in our collective area.

2. **Identify whether any cooperative service delivery agreement(s) exist, and if so, describe the nature of such agreement(s).** There are no current, specific cooperative service delivery agreements between WDA4 and WDA5. However, both WDA's have worked together – and continue to do so – when coordinating services that work best for customers. For example, when WDA5 has a waitlist for training services, WDA4 has served some clients that live in Outagamie County.

3. **Describe the strategies and services that will be used in the planning region to better coordinate workforce development programs and services with regional economic development services and providers.**

Fox Valley WDB and Bay Area WDB have strong ties with economic development boards throughout our region along with the area chambers of commerce. Both Business Service team members serve on multiple boards of local companies, organizations and/or economic development agencies that includes counties of both WDAs; this provides a strong connection to local communities when serving a broad geographic region. Additionally, regional industry partnerships are also NEW North based, so the activities of NEW Manufacturing Alliance, NEW North Digital Alliance, and the NEW Construction Alliance connect with both workforce boards on a regular basis. Lastly, NEW Education Resource Alliance (NEWERA) is a NEW North based collaboration of postsecondary educational institutions that also provides valuable input to the region. These partnerships with the alliances are invaluable to our region and greatly enhance and coordinate the overall work of both WDB's. A strategy going forward will be to review both organization's WIOA local plans, as well as strategic plans, and identify additional areas where coordination of activities and/or services can occur.

4. **Describe how the planning region will strategically coordinate workforce development activities with all required <u>one-stop partners</u>.**

The most coordinated service between the two WDBs involves the two Business Services Teams. Staff from both WDBs serve on the state business services team, and often collaborate on various projects throughout the region. A team approach is taken between the business services staff, and this will continue moving forward.

In addition, Bay Area WDB administers the Foster Care Independent Living Grant (IL) for the entire 17-county region through a contract with the Department of Children and Families. While there is no formal agreement, IL participants in the Fox Valley WDB's counties are referred to WIOA Youth services at Fox Valley WDB as needed.

Lastly, Bay Area WDB's and Fox Valley WDB's Memorandums of Understanding (MOU) contain further information on collaboration, responsibilities, vision, & goals between One-Stop system programs & partners. Please see the respective Local Plans for both organizations for specific MOU's.

5. **Describe the strategies and services that will be used in the planning region to strengthen linkages between the one-stop delivery system and unemployment insurance programs**.

The same individual represents the UI Division on both organization's board of directors, which serves to link the region. The responsibility for coordinating the One-Stop system and UI services falls mainly on the Job Service Supervisor who serves WDA's 4 and 5. Both boards accept referrals from RESEA sessions conducted by Job Service partners.

6. **Provide a description of how the planning region will coordinate workforce development activities carried out in the region with statewide rapid response**

activities, as described in Section 134(a)(2)(A).

The commuting patterns within the NEW North region make it clear that we have a workforce that moves around within the 17-county region. That means that any dislocation can affect workers in counties other than the one in which the actual closing or layoff occurs. This is particularly true in the Outagamie/Calumet/Winnebago area, but in other subregions as well. The Rapid Response Teams in each WDB coordinate carefully when a dislocation occurs, and the respective business services staff and program managers communicate regularly with the intention that an eligible dislocated worker can receive services at any of the NEW North job centers or other service site. In the case of Rapid Response activities, during a Rapid Response in either WDA 4 or 5, Board staff leadership notifies their counterpart regarding layoff details that are known, including date of layoff, number of individuals impacted and when Rapid Response presentations/meetings are held. The Board staff, in turn, notify their respective DWD Job Service leads, subrecipient leads/career planners and One Stop Operators to ensure all parties are aware of the situation. Dislocations take on a regional approach not only for coordination of information, but also for program alignment. This allows both WDAs to know where they may be seeing job center visits spike based on residency. With the closure of the Menasha Job Center, it will be important for both WDB's to ensure residents of either WDA can be serviced at convenient locations. In addition, and perhaps most importantly, both Boards use WIOA Rapid Response Annual Allotment funds to maintain strong Rapid Response teams and processes in both regions that are committed to working across regional boundaries. In addition, both teams work to streamline the process to meet the needs of the dislocated employees in a timely and compassionate manner. Surveys whether electronic or paper to assist the respective response teams in processing a targeted and collaborative team approach for each individual impacted by the layoffs. This results in a positive experience for the workers as well as the employers. As we move forward, we are looking at ways to continue to focus on potential opportunities to prepare the workforce for the future changes that may come about by the changing AI presence.

7. **Describe the development and implementation of sector initiatives for in-demand industry sectors or occupations in the planning region and explain how sector partnerships will be utilized to facilitate the engagement of employers in workforce development programs.**

Regions must address:

a. **Current in-demand industry sectors and occupations within the region;**
b. **The status of regional collaboration in support of sector initiatives;**
c. **Regional sector priorities based on data driven analysis; and**
d. **Business involvement and public-private partnerships in current initiatives.**

Most of the sector initiatives in the region have been NEW North based, covering both WDAs. The exception are the two healthcare alliances (Green Bay Area, and Lakeshore) which operate independently of the workforce boards. There is active engagement of the business sector in all these initiatives. Their level of organization provides the workforce boards with ready access to information about these key economic sectors.

Importantly, Fox Valley WDB and Bay Area WDB together helped create, support and sustain the three major industry alliances in the region – NEW Manufacturing Alliance, NEW Digital Alliance, and NEW Construction Alliance. These industry alliances serve as the conveners for their respective sectors, and provide meaningful data, updates, information and access to the entire region. Various activities and events are held by all alliances throughout the year, as well as industry specific skill training opportunities, and monthly newsletters and quarterly magazines (*Insight on Manufacturing and Insight on Technology*) which provide regular communication with board and business team partners throughout the region.

All alliances actively recruit employer members for their respective alliances and also coordinates efforts with the workforce boards to increase employer engagement in regional workforce activities and programs, as needed.

8. **Identify whether the local areas within the planning region do/will coordinate administrative costs and/or pool funds for administrative costs.**

   If so, describe how these costs are/will be coordinated.
   If not, describe why such coordination is not appropriate for the planning region at this time.

   Currently, the two WDB's do not coordinate or pool administrative resources. While it is not done at this time, it is something that can continue to be explored – where it makes sense – down the road. With continued decreases in WIOA formula funds (over 50% reductions in the past seven years), it becomes increasingly important for WDB's to secure funds outside of WIOA funds. Development activities become a larger part of the business as a result, and may be an area for consideration or shared resources in the future. At the same time, separation allows each area to respond to the unique requirements of the citizens in the respective WDAs, especially due to the large, and diverse, geographic area.

9. **Identify whether the local areas within the planning region do/will coordinate transportation and/or other supportive services.**
   If so, describe how such services are/will be coordinated.
   Regions may consider:
   a. **Establishing a process to assess coordination of transportation and other supportive services delivery; and**
   b. **Whether, and if so, how, to enhance the delivery of transportation and other supportive services delivery.**

   If not, describe why such coordination is not appropriate for the planning region at this time.

   At this time, neither the county leaders nor the respective workforce boards consider it appropriate to coordinate transportation and other supportive services costs. One size does not fit all, particularly in serving the large northern region of Bay Area WDB, as well as the three Indian tribes. Continued decreases in the WIOA funding allocations over the last seven years greatly restrict opportunities to innovate. The most effective way to enhance innovation, the delivery of transportation and supportive services being one, would be to allocate a portion of the WIOA Governor's set aside funds to the WDBs for that purpose.

10. **Describe any coordinated strategies and/or services that are/will be used within the planning region to address the needs of businesses within the planning region.**

As described above, both workforce boards participate actively in the three industry sector alliances in the NEW North region. Staff at both WDBs are involved in various regional initiatives that support business growth and development, as well as involvement in initiatives involving local companies. Feedback from those connections will serve as the basis for joint efforts across the region, as needed. As noted earlier, the business services teams have adjacent areas and will support each other in planning potential job fairs, looking for training opportunities, as well as additional grant assistance to support a strong regional economy.

11. **Identify whether the local areas within the planning region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in WIOA Section 116(c).**

If so, provide the details of such a collective negotiation.

For the planning period, PY 2024-2026, WIOA performance levels will be negotiated as individual local areas. There are unique aspects to both the current WDAs that would be difficult to account for in a single regional plan.

Section III: Administrative Requirements

12. **Briefly describe the activities and steps taken to develop this Regional Plan.**

Identify any stakeholders that were consulted in the development of the plan, including chief elected officials, economic development agencies, representatives of training and/or education organizations serving youth, organizations serving individuals with barriers to employment, representatives of businesses in demand industries/sectors, and others.

For the purposes here, the two workforce board directors, in consultation with respective staff, worked through the regional planning questions and agreed upon the documentation as submitted. Information for section 1 was gathered from the DWD Regional Economist, Lightcast, as well as from each of the three major industry alliances.

13. **Briefly describe the process used by the local WDBs in this planning region to provide an opportunity for public comment, including comments by representatives of businesses and representatives of labor organizations, and other public input into the development of the plan prior to its submission.**

Identify the start and end dates of the public comment period (not to exceed 30 days).

Include an accounting of any comments that express disagreement with the plan.

The Regional planning portion will be included individually by each WDB, as part of the WIOA Local Plan for WDA4 and WDA5. Each workforce board will release their respective WIOA

Plans for the required 30-day public comment period through their normal channels on the schedule set up by DWD for plan approval and submission.

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Bay Area WDB posted the regional plan (along with their local plan) on April 5, 2024 to their website. It will remain posted until May 5, 2024 with a notice for stakeholders and the public to provide comments. Any public comments that indicate disagreement with either plan will be accounted for in the respective plan.

Fox Valley WDB - Fox Valley WDB posted its regional plan on April 5, 2024, to the Board web site. It will remain posted for 30 days with notices to stakeholders and the public to provide comments.

Both Bay Area WDB and Fox Valley WDB posted the Plan Modifications required at the end of year two of the four-year planning period, with a notice seeking public comment, on their websites, as of April 22, 2026. Any public comments that indicated disagreement with the Plans are accounted for in the Plan.

14. **Include any attachments referenced throughout the Regional Plan, if applicable (e.g., cooperative service agreements, memoranda of understanding, regional policies, etc.)**

There are no attachments referenced in the Regional Plan.

15. **Include the WIOA Local Plans for each local WDA included in the planning region.**

Bay Area WDB's local plan can be found on its website (www.bayareawdb.org); Fox Valley WDB's local plan is located on their website (www.foxvalleywork.org).

Section IV: Attestations and Signatures

I hereby attest that this WIOA Regional Plan was:

- Developed in partnership with the local WDB and appropriate chief elected officials;
- Put out for public comment for at least 30 days prior to submission to DWD for approval, and if comments were received that express disagreement with the Plan they are included with this submission; and
- Properly approved at the local level in accordance with the applicable local governance documents (e.g., bylaws, WDB-CEO Agreement, Consortium Agreement, or similar)

Bay Area WDB signatures:

Printed name of chief elected official	Signature of chief elected official	Date
Printed name of local WDB chairperson	Signature of local WDB chairperson	Date
Printed name of local WDB Director	Signature of local WDB Director	Date

Fox Valley WDB signatures:

Printed name of chief elected official	Signature of chief elected official	Date
Printed name of local WDB chairperson	Signature of local WDB chairperson	Date
Printed name of local WDB Director	Signature of local WDB Director	Date