



**Trident Workforce Investment Board
Workforce Investment Act**

BASE REALIGNMENT AND CLOSURE COMMISSION POLICY

TO: Trident Workforce Investment Area Contractors and Staff

ISSUANCE DATE: June 30, 2008

SUPERSEDES: July 1, 2007

SUBJECT: Workforce Investment System Support of Actions of the 2005 Base Realignment and Closure Commission (**BRAC**)

PURPOSE:

The purpose is to address the following (as cited in TEGl 2-05):

- Inform workforce investment system of activities related to BRAC;
- Outline federal, state, and local role and responsibilities;
- Describe expectations for a system-wide response;
- Assure the system response is demand driven and linked to economic development when possible and;
- Encourage use of available WIA funding resources.

POLICY:

Since 1988 there have been four BRAC rounds. BRAC 2005 will be the fifth round and is significantly different in several aspects. The 2005 BRAC recommendations focus primarily on realignment and redeployment as opposed to closure. This means that in addition to traditional help necessary for dislocated workers from closing bases, there is likely to be a large need to assist some bases in finding and/or training new hires to meet increased responsibilities. In other cases where there is a large redeployment of non-civilian personnel, the focus will be on assisting disrupted military spouses.

A. Activities related to BRAC (timeline):

Once the President and Congress have approved all BRAC recommendations, BRAC actions will be implemented. This process should begin in December 2005 and last over a 2-6 year time period.

B. Roles and Responsibilities:

The Department of Defense's Office of Economic Adjustment Assistance (OEA) is the lead Federal Agency concerning BRAC. The Department of Commerce, Economic Development Agency (EDA) is also an important partner with continuous economic development efforts. The Department of Labor's (DOL) role is to collaborate with

DOD/OEA on strategic plans, provide technical assistance and guidance, and ensure that available resources are leveraged to provide maximum use.

The state and **local** workforce investment system plays the most critical role in the implementation of BRAC 2005-the **Trident Workforce Investment Board** conduct appropriate planning and implementation that will ultimately lead to economic stabilization for affected workers, businesses, and the community.

C. Expectations:

Between now and when the BRAC 2005 recommendations become final, the **Trident Workforce Investment Board** will be engaged in planning that should lead to a system-wide, community-based response that:

- Addresses the specific need of the affected communities and workers;
- Recognizes the value of the transferable skills our impacted workers possess;
- Utilizes strong economic analysis as the foundation for strategies and career guidance;
- Coordinates economic development efforts; and
- Works in collaboration with strategic partners (including business, industry, and education partners) to develop and implement workforce solutions.

The **Trident Workforce Investment Board** will:

- Work collaboratively with Trident One-Stop Career System (TOSCS) and appropriate local military installation contacts to coordinate services for impacted workers.
- Engage business and industry to develop transitional strategies.
- Work collaboratively with Local Redevelopment Authorities to integrate workforce strategies with base re-use initiatives.
- Work with TOSCS to identify direct service delivery strategies targeted specifically to the needs of impacted workers.

Reevaluate funding strategies as necessary to support transition efforts.

The **Trident One-Stop Career System** will:

- Ensure the full array of services will be available to transitioning workers once closure and realignment impacts are known.
- Develop targeted service delivery strategies.
- Support assessment of transferable skills.
- Link workers with businesses that need their skill set.

The **Trident Workforce Investment Board** will coordinate the resources and services available through all partners at all levels to assure non-duplication and the accessibility of the widest possible range to assist the community, businesses, and individuals.

D. Demand Driven System:

To ensure the response system that is implemented is not only demand driven but also directly linked to economic development, the **Trident Workforce Investment Board** will partner with business, economic development, and educational institutions. The collection and analysis of information will address the following:

- Workforce information;
- Information from economic developers on locally projected growth;

- Information collected by business organizations such as the Chamber of Commerce;
- Discussion with local businesses that make up the high-growth, high-demand and economically critical industries;
- Identify target industries and occupations;
- Understand the labor market (where jobs are, the labor pool, and the economic climate);
- Support the career guidance for youth, adults, unemployed, dislocated, and their spouses to ensure they understand their career opportunities.

E. Resources:

The **Trident Workforce Investment Board** will utilize the WIA funding resources we have in our area to aid in our response to the needs of our community and the workers impacted by BRAC 2005. These resources can assist in identifying potential employers, training opportunities, and assessing skill levels.

Roles of the TWIB and TOSCS are outlined above and will ensure we are utilizing all possible resources.



Paul L. Connerty, Administrator
Trident Workforce Investment Board

6/30/08
Date