

Workforce Development Speak

**A guide to the language and acronyms
used by members of the workforce development system**

- ABE:** **Adult Basic Education** This means services or instructions below the postsecondary level for individuals who are 16 years or older and are not enrolled nor required to be enrolled in secondary school. ABE is intended for those who lack sufficient mastery of basic educational skills to function effectively in society, who do not have a high school diploma or recognized equivalent or who are unable to speak, read or write the English language. (Title II Workforce Investment Act, Adult Education and Family Literacy Act)
- ADA:** **Americans with Disabilities Act of 1990** ADA prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, State and local government services, public accommodations, commercial facilities and transportation. It also mandates the establishment of TDD/telephone relay services.
- AWB:** **Association of Washington Business** An organization with a diverse membership consisting of employers that lobbies in Olympia for public policy that encourages economic growth, boosts productivity and creates jobs.
- CAA:** **Community Action Agency** Organizations established, public and private non-profit, under the economic Opportunity Act of 1964 to fight America's War on Poverty. CAA help people to help themselves in achieving self-sufficiency. There are two CAA's in Pierce County. The Metropolitan Development Council, a private non-profit agency, serves primarily the City of Tacoma but housing services extend into other county areas. The Pierce County Community Action Agency, a government agency, serves the balance of Pierce County. The metropolitan Development Council, a private non-profit agency into other county areas. The Pierce County Community Action Agency, a government agency, serves the balance of Pierce County.
- CBO:** **Community Based Organizations** Generally refers to private, non-profit organizations formed under Section 501 © (3) of the Internal Revenue Code. In the context of the Workforce Investment Act a CBO represents a customer constituency and delivers services to that constituency. As an example, Goodwill is a CBO that represents individuals with disabilities.
- CJ:** **Community Jobs** The Washington State Community Jobs (CJ) program is a component of Washington State's WorkFirst Program. CJ is the first and largest program in the nation to provide comprehensive, paid work experience plus training opportunities of the hard-to-employ - combining subsidized work, training and a continuum of supports and mentoring.

CLC: **Central Labor Council** An organization of labor unions affiliated with the American Federation of Labor-Congress of industrial Organizations. The purpose is to encourage unions to work together to organize, to mobilize members for solidarity actions, to form grass roots political action networks and build community coalitions.

CLEO: **Chief Local Elected Official** The term “chief elected official” means the chief elected executive officer of a unit of general local government in a local area; and in a case in which a local area; and in case in which a local area includes more than one unit of general local government, the individuals designated by local agreement, in general - the chief elected officials in a local area, in accordance with State criteria.

In case in which a local area includes more than one unit of general local government, the chief elected officials of such units may execute an agreement that specifies the respective roles of the individual chief elected officials.

CQI: **Continuous Quality Improvement** A process developed by W. Edwards Deming and integrated by the Japanese in rebuilding the industry of their nation after World War II. The process gives workers the authority and responsibility to improve processes within their area of influence using tools like statistical process control. Closely linked to continuous process improvement. Incorporated in WIA regulations.

CRS: **Consumer Reports System** supports continuous quality improvement that gathers data from customers of the Workforce Investment Act system to provide management and workers objective information about areas for improvement. The consumer reports system, referred to in WIA as performance information, is the vehicle for informing the customers of the One-Stop delivery system about the performance of training providers and programs in the local area. It is built upon the State list of eligible providers and programs developed through the procedures described in Workforce Investment Act section 122. The customer reports system must contain the information necessary for an adult or dislocated worker customer to fully understand the options available to him or her in choosing a program of training services. Such program-specific factors may include overall performance, performance for significant customer groups (including wage replacement rates for dislocated workers), performance of specific provider sites, current information on employment and wage trends and projections, and duration of training programs.

CSO: **Community Service Offices** The local offices that provide many DSHS services. You can contact your local CSO for information on public assistance, food stamps, medical assistance, emergency needs, or how to contact other (DSHS) department of Social and Health Services programs in your community.

CTED: **Department of Community, Trade and Economic Development** The Washington State Office of Trade and Economic Development (OTED) works to enhance and promote sustainable economic vitality throughout the state. The department is comprised of four divisions: Economic Development, International Trade, energy Policy, and WorkFirst. These divisions are responsible for the state's business development, rural economic development, tourism, trade policy, energy policy, and implementation of WorkFirst, the state's Welfare to Work program. Also includes the Office of Community Development (OCD)

CTC: **Community and Technical College** Washington's Community and Technical College Act of 1991 provides for a state system of community and technical colleges separate from both the public and secondary schools and four-year institutions. The act requires that the colleges "offer and open door to every citizen, regardless of his or her academic background or experiences, at a cost normally within his or her economic means" (RCW 28B.50.020 (1)).

Each college district is required to "offer thoroughly comprehensive educational, training and service programs to meet the needs of both the communities and students served by combining, with equal emphasis, high standards of excellence in academic transfer courses; realistic and practical courses in occupational education, both graded and un-graded; community services of an educational, cultural and recreational; nature; and adult education" (RCW 28B.50.020 (2)). College districts containing only technical colleges are exempted from the requirement to offer academic transfer course. Each college is governed by a board of five trustees appointed to five-year terms by the governor with the consent of the Senate.

DIS: **Department of Information Services** Created in 1987 provide for coordinated planning and management of state information services. The legislature recognized that information systems, telecommunications, equipment, software and services must satisfy the needs of end users and sought to develop cost effective alternatives such as shared mainframe computing, shared voice data and video telecommunications services, local area networks, departmental minicomputers, and microcomputers to meet these

needs. DIS leads the state's digital government efforts utilizing technology for making government more open, understandable and accessible. Digital government streamlines processes, making more money available for services.

DOC: **Department of Corrections** The Department of Corrections was created in 1981 by the Washington State Legislature. The enabling legislation for the Department is contained in Chapter 72, revised Code of Washington.

As a partner with victims, communities and the criminal justice system, the Department enhances public safety, administers criminal sanctions of the court and correctional in Washington State.

The Department consists of the Office of the Secretary and two operating offices, the Office of Correctional Operations and the Office of Administrative Services.

DOL: **Department of Labor** The Department of Labor fosters and promotes the welfare of the job seekers, wage earners, and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits helping employers find workers, strengthening free collective bargaining, and tracking changes in employment, prices and other national economic measurements. In carrying out this mission, the Department administers a variety of federal labor laws including those that guarantee workers' right to safe and healthful working conditions; a minimum hourly wage and overtime pay; freedom from employment discrimination; unemployment insurance; and other income support.

DSB: **Department of Services for the Blind** Washington State Department of Services for the Blind. Services for the blind help people with vision problems find and hold meaningful employment.

Services include:

1. Vocational Rehabilitation-Skills training
2. Orientation and training Center, training to travel independently, prepare meals and maintain a home
3. Assistive Technology Services; training in use of computer and other technical tools for the blind
4. Employer Services
5. Business Enterprise Program

DSHS: **Department of Social and Health Services** DSHS is a family of programs that embody the high priority Washington citizens place on taking care of each other. These programs are housed in a single agency because the majority of people who use them have multiple needs and require services from multiple programs. The department is divided into seven administrations:

1. The Aging and Adult Services Administration provides care to low-income people who need help in order to live independently in their homes. These services are provided for seniors and adults with functional disabilities.
2. The Children's Administration protects children from abuse and neglect, provides family reconciliation services, arranges for foster home care and adoption services and licenses child care providers.
3. The Economic Services Administration helps individuals and families in need achieve economic and social well-being through various services.
4. The Health and Rehabilitative Services Administration serves people who have physical and/or mental disabilities, mental illnesses or addictions to drugs or alcohol.
5. The Juvenile Rehabilitation Administration provides infrastructure to all DSHS programs.
6. The Medical Assistance Administration provides infrastructure to all DSHS programs.
7. The Medical Assistance Administration manages health care programs for low income people, including Medicaid.

DVR: **Division of Vocational Rehabilitation** DVR is a statewide employment resource for business and people with disabilities. DVR envisions a world in which individuals with disabilities. DVR envisions a world in which individuals with disabilities who want to work are employed, self-sufficient and have careers that lead to personal fulfillment. Its mission is to enable individuals with disabilities to obtain and keep employment." It is a division of (DSHS) Department of Social and Health Services.

EALR's: **Essential Academic Learning Requirements** Washington State Legislature adopted the Education Reform Act of 1993 to establish common learning goals for all Washington students – goals intended to raise academic standards and student achievement. The intent of the law is to provide opportunities for students to become responsible citizens, contribute to their own economic well-being and to their families and communities, and enjoy productive and satisfying lives.

The Act directed the Commission on Student Learning to develop and administer many of the important components of education reform. The Commission was a state agency governed by an 11-member board appointed by the Governor and the State Board of Education.

The Commission was charged with developing:

- Clear, challenging academic standards;

- Standards-based assessments and other ways of measuring student achievement; and

- An accountability system to hold school districts accountable for results.

The Commission expired June 30, 1999. At that time, the Office of the Superintendent of Public Instruction assumed responsibilities for education reform. After much study, intense discussion, and public debate, statewide academic standards called the Essential Academic Learning Requirements were developed for the “basics” – social studies, the arts, and health & fitness. They represent the specific academic skills and knowledge students will be required to meet in the classroom.

Integrated into the design of the Essential Academic Learning Requirements are the state's learning Goals 3 and 4 as outlined in the education reform Act. Under the law, Goal 3 asked us to link thinking skills to the basic; Goal 4 asked us to link the Essential Academic Learning Requirements to the world of work.

School districts and schools were required to establish school district and school reading and mathematics improvement goals for the 2004 school year. The goals were to be adopted by December 15, 2001, and report to OSPI by January 15, 2002. At a minimum, the goal must be 25% reduction in the percentage of students NOT meeting the reading and mathematics standards between 2001 and 2004.

ECDD: Employment Career Development Division

EDB: Economic Development Board A private, non-profit corporation established as a partnership between private business and the public sector encourage economic development.

EDS: Employment Security Department The state agency that provides employment services to individual and business, labor market information, unemployment insurance, employer tax services and a variety of WorkSource programs and services. Here are some of the services ESD offers.

Screening, Testing and Interviewing. In working with the businesses, ESD will advertise open positions, screen and test applicants, interview and refer finalists.

Employer Tax Services. Provide data on the labor force, occupational projections, pay rates and industry trends.

Tax Credits. Information provided on substantial credits to businesses who plan on hiring particular target groups. Such as veterans and disabled.

Shared Work. For the employer this is an alternative to layoffs, allowing for reduction for hours in a unit while allowing employees of collect unemployment benefits for days they do not work.

On-Site Services. The Unemployment Insurance division will take UI applications on site and then process those applications against thousands of job opening.

ESL: English as a Second Language Instruction provided for individuals whose native language is a language other than English. (LEP Limited English Proficiency Limited English Proficiency).

ETA: Employment and Training Administration The Employment Training Administration seeks to build up the labor market through the training of the workforce and the placement of workers in jobs through employment services. The ETA Serves adults, youth, dislocated workers, and workforce development professionals to information on these programs and services. Employers will find information on several areas, including tax credits and other hiring incentives, how to find and train employees, assistance with the plant closures and downsizing, legislation text, and ETA grants and contracts. ETA is the federal entity overseeing the Workforce Investment Act programs.

ETPL Eligibility Training Provider List An organization, entity or institution, such as a public or private college and university, community-based organization, or proprietary school whose application has been approved by the local workforce board and

submitted to the state for inclusion on the state list of an Individual Training Account. Under the Workforce Investment Act, there is a two step process to become designated as "eligible": 1.) initial eligibility determination and 2.) subsequent eligibility. The State Workforce Development Board establishes procedures for providers to follow to become eligible.

FFY: **Federal Fiscal Year** The period, October 1st through September 30th.

GED: **General Equivalency Diploma** The most widely recognized form of alternative secondary certification in the United States. The purpose of the GED Tests, as currently formatted, is to provide an opportunity for adults who have not graduated from high school to earn a high-school level educational diploma by demonstrating the attainment of developed abilities normally acquired through completion of a high school program of study. The GED Testing Services ordinarily refers to those who pass the exam as "graduates" and the credential they earn is called a "diploma" or sometimes, more explicitly, a high school diploma." Through much of its history, the GED has been described as a high school equivalency credential, and it is formally regarded as such by most states and many federal programs. GED recipients are typically counted as high school graduates in statistics of state and local educational systems and in those of federal agencies such as the Bureau of the Census.

HECB: **Higher Education Coordinating Board** The HCEB was created by the State legislature in 1985 as the successor agency to the Council for Post Secondary Education. Comprised of nine citizen members, "The purpose of the board is to provide planning, coordination, monitoring and policy analysis for higher education in the state board for community college education and the commission for vocational education. The legislature intends that the board represent the board public interest above the interests of the individual colleges and universities.

ITA: **Individual Training Account** This is an expenditure account established on behalf of a participant. The Workforce Investment Act of 1998 requires that, with certain expectations, training services be delivered through the use of Individual Training Accounts (ITAs), which participants can use to procure the training of their choices, so long as the training program is on a state's eligible training provider (ETP) list. Under the WIA, individual training accounts are intended to transform the delivery of services to adults and dislocated workers by establishing customers to

choose their training providers. The WIA also gives States and local areas a great of flexibility in deciding how much guidance and direction they will provide to customers in choosing the appropriate training, the ITA's supplement financial already available through other sources or, if no other financial is available, they may pay for the entire cost of training.

- JLARC:** **Joint Legislative Audit and Review Committee** The JLARC provides oversight of the state funded programs and activities. Membership in this bipartisan legislative committee consists of eight senators and eight representatives equally divided between the two major political parties. The staff, under the direction of the Committee and the Legislative Auditor, conducts performance audits, program evaluations, sunset reviews and other policy and fiscal studies. These studies assess the efficiency and effectiveness of agency operations, impacts and outcomes of state programs and levels of compliance with legislative direction and intent.”
- JSC:** **Job Service Center** Division of the Employment Security Department, serving as the community resource for job matching, Unemployment Insurance information, and labor Markey information for workers, employers and the general public. Major partner in WorkSource.
- JSP:** **Job Skills Program** The central focus of JSP is to provide training, and employment opportunities for the employed, or those at risk of losing their jobs due to technological or economic changes. JSP training is a tool for enhancing the growth of Washington's economy and increasing employment opportunities. JSO provides funding for training in regions with high unemployment rates and high levels of poverty. It also supports areas with new and growing industries; locations where the local population does not have the skills needed to stay employees; and those regions impacted by economic changes that cause large-scale job loss.
- JTPA:** **Job Training Partnership Act** Provided job-training services for economically disadvantaged adults and youth, dislocated workers and other who face significant employment barriers into permanent self-sustaining employment. State and local governments, together with private sector, have the primary responsibility for the development, management and administration of the training programs under JTPA. JTPA expired June 30, 2000.

- L&I:** **Department of Labor and Industries** Labor and Industries is comprised of three basic divisions:
1. **Insurance Services.** Worker's compensation benefits are distributed through the division. The benefits provide compensation for on-the-job accidents and occupational diseases. The components of Insurances Services are Claims Administration, Employer Services, retrospective Rating, Self-Insurance, Crime Victims Compensation. Office of The Medical Director, health Services Analysis and SHARP (Safety and Health Assessment and Research for Prevention).
 2. **WISHA** (Washington Industrial Safety and Health Act) services, which focuses on consultation and compliance.
 3. **Safety Compliance Services**, which enforces state laws relating to a variety of compliance programs, including prevailing wage rules on public sector projects, wage-and-hour-laws, child labor and family leave."
- LEO:** **Local Elected Officials** Individuals who fill vacant local elected [public offices, including county, city, town, municipal corporation, quasi-municipal corporation, or special purpose district. Includes mayor, Council member, Commissioner and Executives, they are the grant recipients for the Workforce Investment Act.
- LEP:** **Limited English Proficiency** Limited English Proficiency Instruction provided for individuals whose native language is a language other than English.
- LMEA:** **Labor Market Economic Analysis** Analysis of labor market trends and the impact on a given area. This report includes: Labor force, employment and unemployment data for state, counties and metro areas, Unemployment claims data by metro Statistical Area, local and national consumer price indexes, and per capita income, average wages, population data updates. Division of Employment Security.
- MOU:** **Memorandum of Understanding** The partnership agreement which constitutes the foundational framework on which to construct the unified, customer-focused, multi-agency One Stop System envisioned by the Workforce Investment Act. The MOU must include provisions describing the services to be provided through the One Stop System, how the costs for operating the One Stop System will be funded, methods for referring One Stop customers between the One Stop Operator and the partners, and the duration of the MOU and how it may be amended.
- NAWB:** **National Association of Workforce Boards** Represents the interested of the nation's Workforce Investment Boards (Workforce Boards). The skills of the workforce provide the basis for all economic growth and development. Workforce Boards are local employer-led partnership charged with developing a workforce

development system from disparate education, job training, and employment programs in each local community.

NAWB is guided by a 32-member Board of Directors, composed primarily of Workforce Board chairs and past chairs who oversee job training at the local level. As representatives of large and small businesses, these Board members bring a local perspective that helps drive the national efforts of the organization. Appointed seats on the Board are reserved for members of the national groups with whom NAWB has established productive relationships.

NEG: **National Emergency Grant** The purpose of national emergency grants is to provide supplemental dislocated worker funds to States, Local Boards and other eligible entities in order to respond to the needs dislocated workers and communities affected by major economic dislocations and other worker dislocations events which cannot be met with formula allocations.

NFIB: **National Federation of Independent Business** With 600,000 members and offices in Washington, D.C. and all 50 states capitals NFIB is the nation's largest small business lobbying group. Our members are a diverse group consisting of high-tech manufactures, retailers, farmers, professional service providers and many more.

NFIB sets public policy positions by regularly polling members and acting on their advice. Once this member ballot is tallied, NFIB carries a unified message to Congress and the state legislatures on behalf of small business owners.

NLC: A central focus of **National League of Cities** and the chief reason for its local for its location in Washington D.C. is to be an advocate for the interests of U.S. Cities and Towns with the Federal Government.

Legislative activities involve a continuous effort to inform NLC members of pending actions in Washington that have implications for cities and towns. These information efforts involve multiple communications methods (Nation's Cities Weekly, Fax, e-mail, phone and letters etc.) to alert communities on important issues. NLC employs professional legislative personnel to coordinate and staff the communication effort. While NLC staff continually work with Congress, the Executive Branch, independent regularly agencies and the Courts (chiefly through participation in the State and Local Legal Center) an informed and active membership is the most effective tool to represent the interests of cities and towns.

NACO: **National Association of Counties** Created in 1935 when county officials wanted to have a strong voice in the nation's capital.

NACO, the only national organization that represents county government in the United States, continues to follow the traditions established by those early county officials. With its headquarters on Capitol Hill, NACO is a full-service organization that provides an extensive line of services including legislative, research, technical, and public affairs assistance acts as a liaison with other levels of government, works to improve public affairs assistance, as well as enterprise services to its members. The association acts as a liaison with other levels of government, works to improve public understanding of counties, serves as a national advocate for counties and provides them with resources to help them find innovative methods to meet the challenges they face. NACO is involved in a number of special projects that deal with such issues as the environment, sustainable communities, volunteerism and intergenerational studies.

OAL: **Office of Adult Literacy** The Office of Adult Literacy is under the State Board of Community and Technical Colleges to promote adult and family literacy through grants within the State with a \$16 million budget for 2002.

OFM: **Office of Financial Management** The Office of Financial management provides vital information, fiscal services and policy support that the Governor, legislature and state agencies need to serve the people of Washington State.

The Office of Financial Management:

Plays a central role in budget planning, policy development and fiscal administration for the executive branch.

Prepares the executive branch budget proposal and monitors budget and implementation

Maintains state government's statewide accounting systems, central books of accounts and financial databases while also providing accounting services to state agencies.

Oversees statewide personal service contracting activities.

Conducts executive policy research and develop legislation to support the Governor's policy goals.

Provides estimates of state and local population, monitors changes in the state economy and labor force and conducts research on a variety of issues affecting the state budget and public policy.

OMWBE: Office of Minority and Women Business Enterprises The office of Minority and Women's Business Enterprises helps create and sustain and equitable business environment by promoting the participation, in public contracting and procurement, of all qualified and available businesses owned and controlled by minorities, women and all others who may be socially and economically disadvantaged.

OSPI: Office of Superintendent of Public Instruction Office of Superintendent of Public Instruction (OSPI) is the primary agency charged with overseeing K-12 education in Washington state. Led by State School Superintendent Dr. Terry Bergeson, OSPI works with the state's 296 school districts to administer basic education programs and implement education reform on behalf of more than one million public school students.

PY: Program Year Under WIA, the period July 1 through June 30.

PMCI: Performance management for Continuous Improvement In January of 1996, after a nearly two-year effort led by the Workforce training and Education Coordinating Board and supported through the National Governors' Association, the major workforce training and education agencies adopted the design for a new accountability system, "Performance Management for Continuous Improvement" (PMCI).¹ The PMCI framework was adopted by WTECB, the Office of the Superintendent of Public Instruction, the State Board for Community and Technical Colleges, the Employment Security Department, and the Department of Social and Health Services to guide their workforce development programs.² The programs covered initially by PMCI are:

- Secondary Vocational-Technical education
- Community and Technical college workforce training
- Adult basic Skills education
- Job Training Partnership Act Title II
- Job training Partnership Act Title III
- The Employment Service
- Job Opportunity and Basic Skills
- Private career schools
- The One-Stop Career Center System

Having a system wide framework will enable workforce development programs to better coordinate services to customers, and it will position Washington to request federal waivers from categorical program requirements or to respond to federal block grants. Improved coordination is imperative given the environment of declining federal resources and increasing concern about the standard of living of workers.

RSA: Resource Sharing Agreement

RCW: Revised Code Of Washington Compilation of all permanent laws now in force. It is a collection of Session Laws (enacted by the Legislature, and signed by the Governor, or enacted via the imitative process), arranged by topic, with amendments added and repealed laws removed. It does not include temporary laws such as appropriations acts. The RCW is published by the Statute Laws Committee and is the official version of the code.

SBCTC: STATE BOARD for COMMUNITY and TECHNICAL COLLEGES
The Community and Technical College Act of 1991 established that the State Board for Community and Technical Colleges should "consist of nine members, who represent the geographic diversity of the state, and who shall be appointed by the governor, with the consent of the Senate. At least two members shall reside east of the Cascade Mountains. In making these appointments, the governor shall attempt to provide geographic balance and give consideration to representing labor, business, women, and racial and ethnic minorities, among the membership of the board. At least one member of the board shall be from business and at least one member of the board shall be from labor."

SBE: State Board of Education The State Board of Education is one of the oldest institutions of Washington State government. It has operated continuously since 1977, when it was created by the Legislature of the Territory of Washington. The Board has been reconstituted by the State Legislature four times: 1897, 1909, 1947 and 1992. In 1947, the Legislature established the lay board which exists today. The State Board is comprised of eleven members who serve four-year terms of office. Members can run for re-election and may not be employed in the field of education. Membership includes one person of each of the state's nine congressional districts, one person representing private schools, and the State Superintendent of Public Instruction who is an ex officio member.

SKIES: Services, Knowledge and Information Exchange System is an internet based application. It is designed to support the residents of Washington State in delivery of services across multiple programs, by providing universal access to employment and training services in a One-Stop environment. SKIES is designed to help the State of Washington and Workforce Investment Boards (WIBS) to effectively and efficiently meet the challenges of the Workforce Investment Act (WIA). The primary functions in SKIES are Management Information, Performance Information, Labor Exchange activities and Case management (plan and track customer services and needs)

SOICC: State Occupational information Coordinating Committee
Composed of administrators and directors of various Washington State government agencies. The Washington SOICC seeks to promote and effective workforce Investment strategy based on accurate, up-to-date occupational and labor market information and comprehensive career development systems. The SOICC also supports and individual's need to understand the linkage between education and work, and to assist that individual explore, plan, and make informed choices about their careers.

STWT: School to Work Transition School to work efforts seek to infuse the realities of the workplace into the schools and the learning of the schools into the workplace, so that students will see and appreciate the fundamental connection between work and learning and better see the relevance of what schools wish to teach them.

TAA: The Trade Adjustment Assistance (TAA) program is a federal program established under the Trade Act of 1974, and as amended in 2002. The TAA Program provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports.

Workers whose employment is adversely affected by increased reemployment services to assist unemployed workers prepare for training, job search and relocation allowances, income support and other reemployment services.

The TAA program is administered by the Employment and Training Administration of the U.S. Department of Labor. States serve as agents to the Labor Department in administering the TAA program.

TANF: Temporary Assistance for Needy Families Temporary Assistance for needy Families (TANF) is a block grant created by the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, as part of a federal effort to "end welfare as we know it." The TANF block grant replaced the Aid to Families with Dependant Children (AFDC) program, which had provided cash welfare to poor families with children since 1935.

The welfare reform law of 1996 marked a turning point national welfare policy. The new policy aimed to encourage personal responsibility by promoting work, reducing non-marital births, and strengthening and supporting marriage.

- UI:** **Unemployment Insurance** Unemployment Insurance is designed and intended to provide partial wage replacement for workers who are unemployed through no fault of their own. In the State of Washington, Unemployment Insurance is administered by the Employment Security Department.
- USDE:** **U.S. Department of Education** Agency of the federal government that establishes policy for, administers, and coordinates most federal assistance to education. It assists the president in executing his education policies for the nation and in implementing laws enacted by Congress. The Department's mission is to serve America's students – to ensure that all have equal access to education and to promote excellence in nation's schools.
- WAC:** **Washington Administrative Code** regulations of executive branch agencies are issued by authority of statutes. Like legislation and the Constitution, regulations are a source of primary law in Washington State. WAC codifies the regulations and arranges them by subject or agency. The online version of the WAC is updated twice a month.
- WCC:** **Washington Conservation Corps** The WCC is a job training and service program for young adults who are dedicated to conserving and enhancing the natural resources of Washington State. The WCC performs environmental restoration projects for state, federal and local agencies throughout the state of Washington State.
- WDA:** **Workforce Development Areas** Designated by the Governor for the purpose of implementing WorkSource, the One Stop delivery system in Washington State as mandated by the federal Workforce Investment Act. There are twelve WDAs in Washington State.
- WDB:** **Workforce Development Board** WDB (AKA – Workforce Investment Board, Workforce Training & Education Coordinating Board** see WTECB on last page**) was put into action by the WIA Chapter 1 Section 111. Its purpose is to provide workforce investment activities, through statewide and local workforce investment systems that increase the employment, retention and earnings of participants, and increase the employment, retention and earnings of participants, and increase occupational skill attainment by participants, and as result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation. This board will consist of the Governor, two members of each branch of state legislation, and representatives appointed by the Governor from business, labor, elected officials, state agencies and community service organizations.

WDC: **Workforce Development Council** The WDC is the local body, in partnership with local elected officials, who will plan and oversee the local WIA directed system. Local plans are submitted for the Governor's approval. Local boards designate "WorkSource" partners and identify providers of training services, monitor system performance measures with the state board and the Governor, and help develop the labor market information system. The majority of this board consists of local business representatives. Other members will include labor unions, WorkSource partners, economic development agencies, community based organizations and appointees of a government officials.

WIA: **Workforce Investment Act** of 1998 A 5 year plan enacted by congress to consolidate, coordinate, and improve employment, training, literacy, and vocational rehabilitation programs in the United States, and for other purposes. This law outlines with its implantation.

WILMA: **Washington Interactive Labor Market Access** WILMA is an online information resource for recent collective data statistics on local and regional levels. The information covers areas such as the following:

Population	Wages
Industry	Labor supply and demand
Education	Economic indicators
Employment statistics, projections & patterns	

WOIS: **Washington occupational Information Service** Slogan'd "The Career Information System" WOIS's product line included career information, activities and curriculum materials. Their online Interest Profiler helps individuals compare their interests and how they relate to the world of work. WOIS works with WILMA to provide solutions in the labor market.

WSLC: **Washington State Labor Council** The WSLC, AFL-CIO, is the largest labor organization in the Evergreen State, representing more than 450,000 rank-and-file union members across voluntary non-profit organization dedicated to protecting and strengthening the rights and conditions of working people and their families.

WSID: Work Source Integration Division

WTECB: **Workforce Training and Education Coordinating Board** The Workforce Training and education Coordinating Board has 11 members. Customers of the state's workforce development system—business and labor – make up a majority of its membership. Directors of key state agencies providing education, employment, and training services also serve on the Board. The chair and members who represent business and labor are appointed by the Governor. The member representing targeted populations is appointed by the chair.

The Workforce Training and Education Coordinating Board works partnership with business, labor, local workforce development councils, and other state agencies to address the workforce development challenges facing the state's employers and workers.

WWA: **Washington Workforce Association** An alliance of executives from the twelve workforce development areas. Members of the WWA interact closely with the Washington State employment Security Department Employment and Training Division and the Workforce Training and Education Coordination Board to develop and influence policies, address issues that affect the workforce development areas, and seek additional workforce development resources for Washington State.