Workforce development hardly exists in a vacuum. There are many factors along the way that help determine whether a worker will realize his or her economic potential – ranging from adult basic education to childcare to housing.

While specialization within each of these separate municipal systems can enhance the quality of services, this needn’t be isolated from one another. Systems alignment brings networks together for a common purpose, creating a deliberate synergy that can bolster workforce development outcomes.

Systems Alignment, the second issue of the U.S. Conference of Mayors Workforce Development Council Best Practices Committee’s quarterly publication, showcases how workforce systems have successfully aligned with other municipal systems for positive change.

Please be on the lookout for the USCM WDC Best Practices Committee’s next call for submissions.

For more information on the USCM WDC, please visit our website at: www.uscmwdc.org. If you have any questions regarding the Best Practices Committee, please contact Megan Judge, mjudge@usmayors.org, (202) 861-6735.
Continuity of child care is a critical factor in early development and can be a challenge for the whole family. The Continuity of Care program serves as a temporary bridge for families who face disruption of child care and families who initially do not meet the federal CCDF funding requirements.

**PRIMARY FOCUS**
It is crucial to get the backing of local governments, public and private entities whose mission is to provide support for families and children while actively working to improve outcomes and increase wages in the community. The dual generation approach allows the community to serve the complete family while promoting family self-sufficiency and increasing the family capacity to gain or maintain earnings as well as ensuring positive long-term outcomes in future academic and social success for the children.

In 2014, we piloted the program in Travis County with a $500,000 investment. With a proven track record and growing demand in our community, the City of Austin began co-investing the following year. Workforce Solutions Capital Area, local governments and community partners have worked for several years to develop and strengthen a plan that allows our community to pool our resources, avoid duplication of services and establish a dual-generation approach to service the full family in our region.

**PROGRAM INFORMATION/OUTCOMES**
Workforce Solutions Capital Area quantifies the benefits of participation in the Continuity of Care program by comparing wages pre- and post-enrollment in the program or termination from CCDF. Continuity of Care clients have seen a cumulative increase in earnings while participants simply terminated from CCDF have seen a cumulative decrease in earnings following termination.

In addition to a measurable boost in wages, families participating in the Continuity of Care program have been granted access to quality child care. Rather than having to worry about arranging for child care, parents could focus on maintaining current employment, finding new employment and/or continuing their education while trusting their children were cared for and being prepared to be “school ready.”

In the last 16 months (January 2017 – April 2018), the Continuity of Care program has helped place 260 children in high-quality child care programs while removing the significant child care barrier for low-income parents seeking to continue their education and find or maintain employment.

**ADDITIONAL INFORMATION**
Staff Contact: Tiffany Daniels, Director of Communications and Community Engagement, Workforce Solutions Capital Area, Austin, TX, tiffany.daniels@wfscapitalarea.com.

CareerSource Brevard (CSB) and Adult Basic Education acknowledge that students invest lots of time into earning their GED, but that is only half of the battle when it comes to life after completion. Students have to consider their future career interests, potential additional training and the career pathways involved.

**PRIMARY FOCUS**
CSB has partnered with Adult Basic Education to implement training that allows students to earn their GED and an in-demand certification simultaneously. These certifications provide hands-on experience and bridge the gap between obtaining a GED and gaining employment. Certification programs include Microsoft Office, Certified Production Technician (CPT), Computer Numerical Control (CNC), Medical Assistant and Soldering. Short-term continuing education certificate programs are available to students who are enrolled with ABE, as well as students active in the CSB caseload.

**PROGRAM INFORMATION/OUTCOMES**
In 2017, CSB sponsored four students for the CPT course. In 2018, CSB sponsored the following; two students for the CNC course resulting in an IHK certification, two students in the Soldering training program, and two students in the Nursing Assistant training program.

**ADDITIONAL INFORMATION**
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