

**WIOA**

**GAME  
PLAN** for  
low-  
income  
people

**CLASP**

## **Partnerships between WIOA and Human Services Programs: A Means to an End**

# Workforce Innovation and Opportunity Act

- Passed with wide bipartisan majority in Congress
  - Senate voted 93-5; House voted 415-6
- First reauthorization of national workforce programs in 16 years
  - Updates the law for changes in the economy
  - Emphasizes newer, proven strategies in workforce development

# Timeline

- WIOA was signed into law by President Obama on July 22, 2014
- Many provisions took effect July 1, 2015
- Others will take effect July 1, 2016
- State plans due March 3, 2016
- Comments on “information collection request” can be submitted until October 5, 2015.
- Final regulations expected “early 2016”

# States have choices to make

- Should TANF be a partner in the one-stop system?
  - TANF is a “required partner” unless governor opts out
  - May partner in some localities even if not statewide
- Should states submit a Combined State Plan that includes TANF?
- Technically, these are two separate decisions

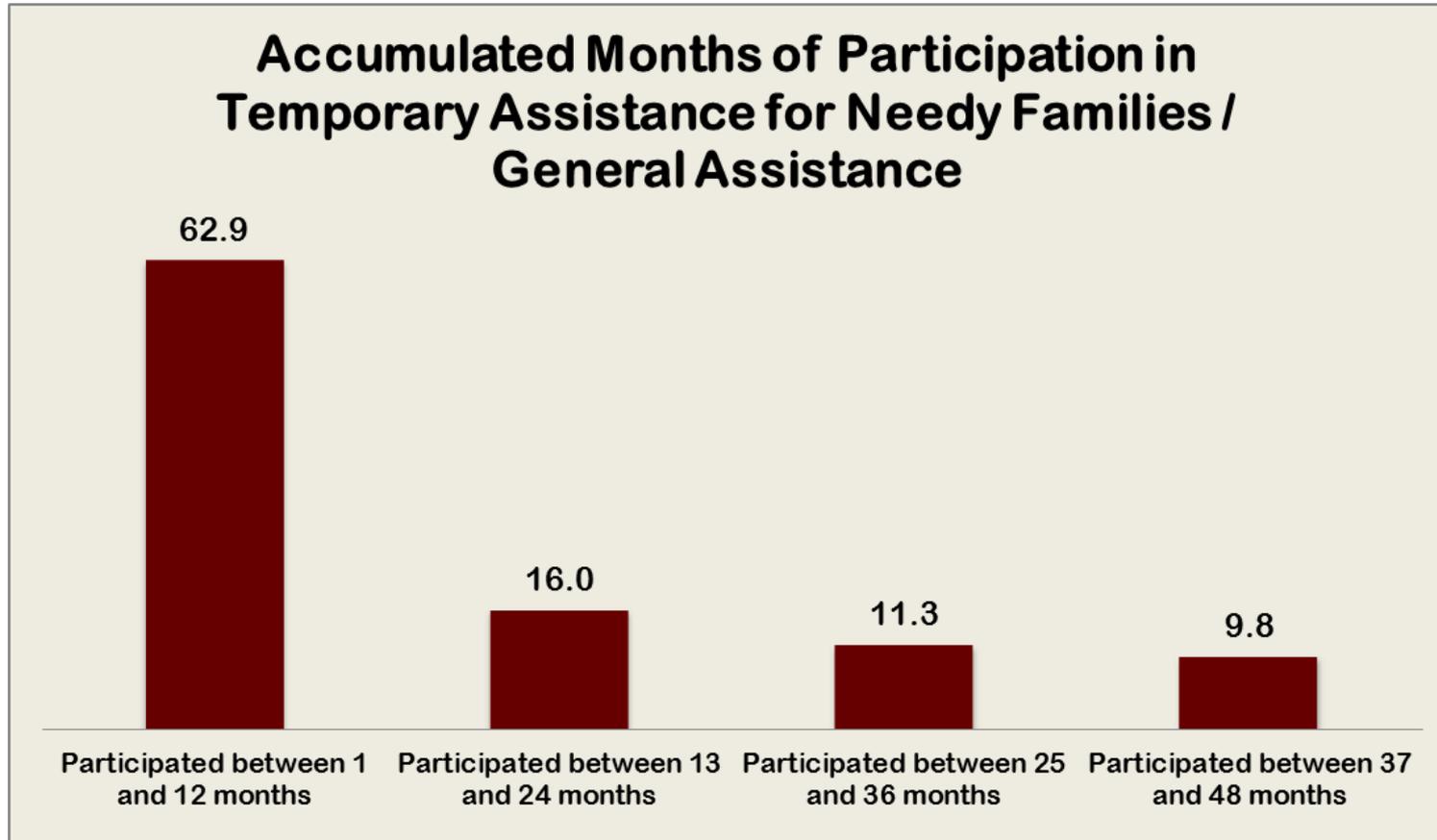
# Better questions to start with

- Will partnering with the one-stop system improve the employment services that TANF agencies are able to offer to clients?
- Can human services agencies help ensure that the workforce system takes seriously “priority of service” for disadvantaged workers?
- Can partnerships help both programs improve services for disadvantaged workers?

# Human services perspective: Why partner?

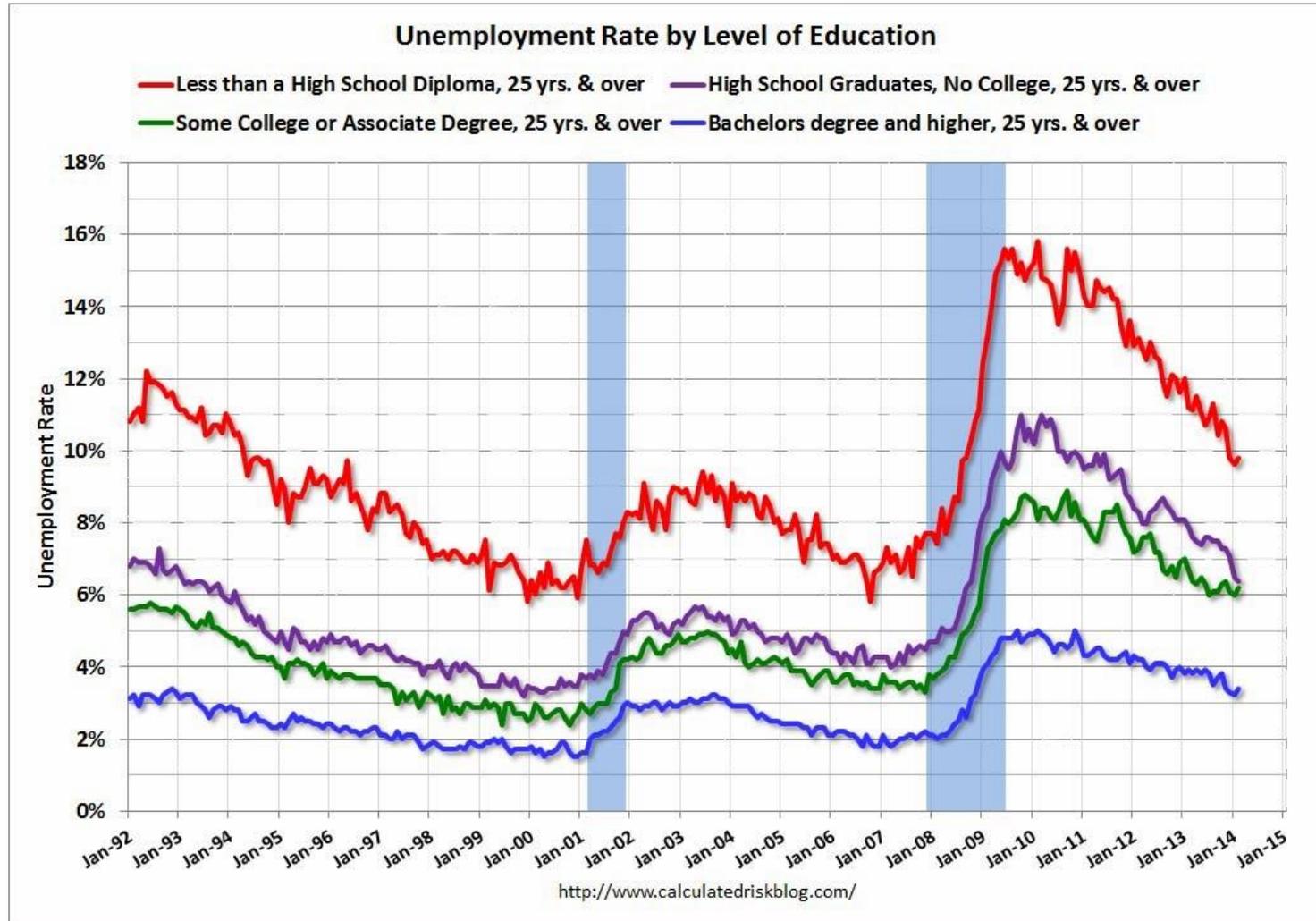
- Enhance recipients' access to high quality training opportunities tied to job openings
- Stronger connections to employers
- Reduce duplication of similar activities, services, such as resource rooms
  - possibility of freeing up funds for other purposes

# Improve continuity for workers who may move on and off of benefits



Source: U.S. Census Bureau, *Dynamics of Economic Well-Being: Participation in Government Programs, 2009-2012: Who Gets Assistance?*, May 2015.

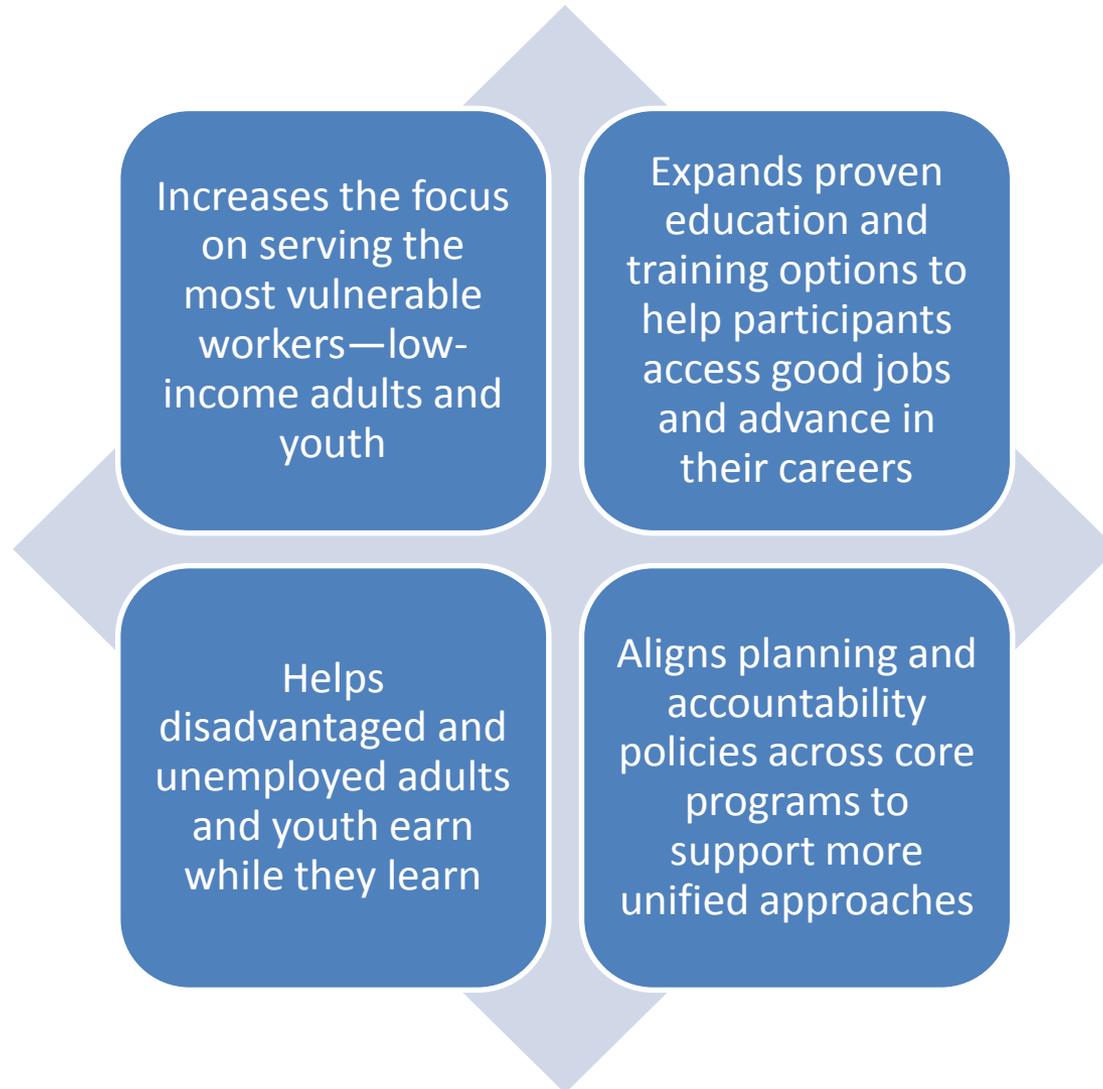
# Puts programs in the context of labor market information



# Collaboration has not always been effective

- WIA performance measures, employer focus has sometimes led workforce programs to focus on people who enter at higher skill levels or with more work experience than TANF recipients.
- TANF work participation rate requires tracking of attendance, hours
- Different cultures – mandatory vs. voluntary

# How is WIOA different?



# WIOA targets services to workers with greatest needs

- *Priority of Service* strengthened to target public assistance recipients, individuals who are low-income and/or have barriers to employment
- Workforce boards must report on number of individuals who face barriers to employment and who received services, including disaggregated reporting by subpopulation
- 75% of Youth funds must be spent on out-of-school youth (previously, 30%); expands age range for out-of-school youth eligibility to 16-24 (previously, 16-21); significantly streamlines Youth eligibility processes

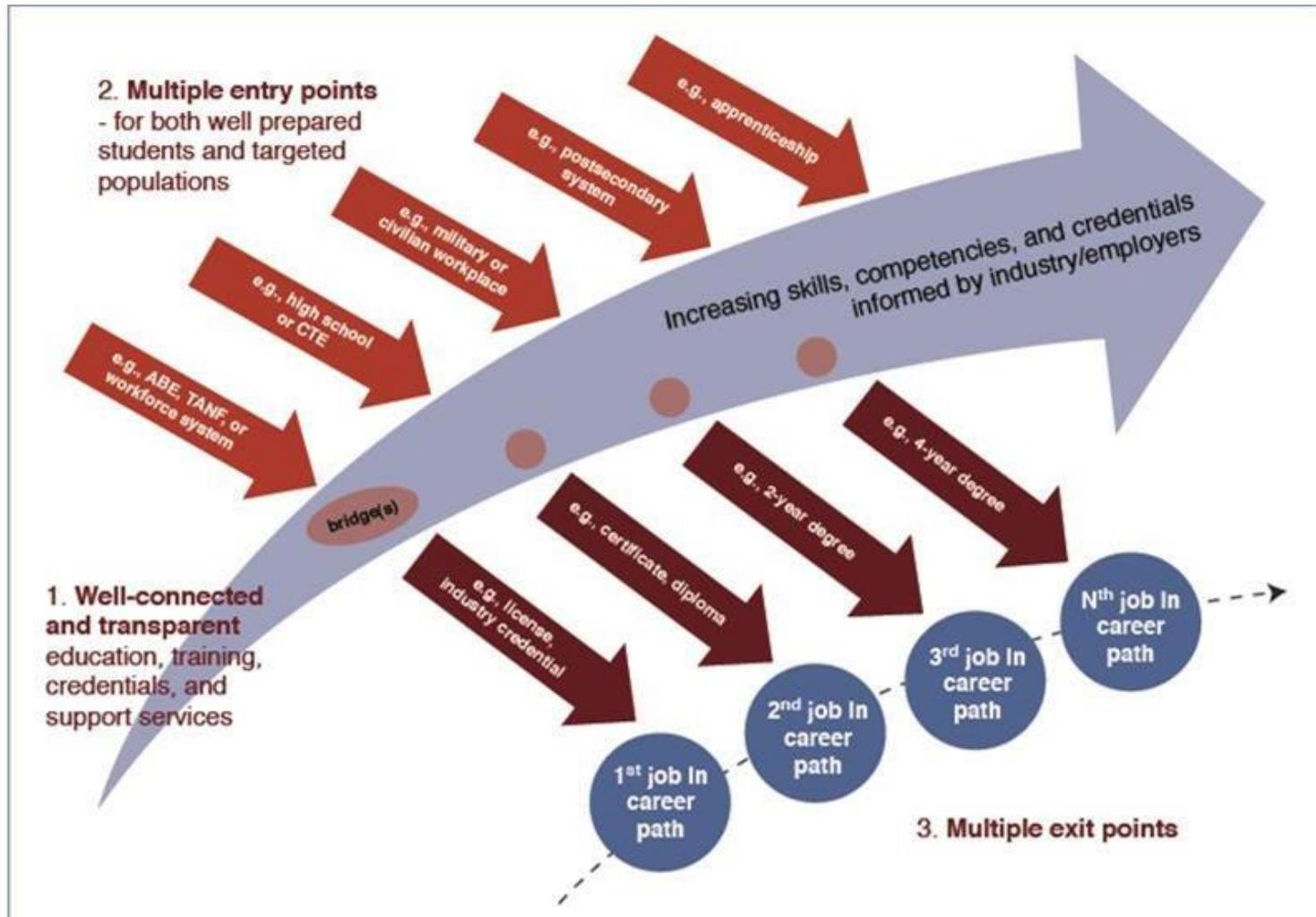
# Performance measures

- Credential and skill gains measures allow more intensive training
  - Skill gains measure captures interim progress
  - Programs get credit for people who start further behind
- Requires state and local performance expectations and levels to be adjusted based on economic conditions and participant characteristics, including public benefit receipt

# WIOA expands education and training options

- Faster access to training when appropriate (elimination of “sequence of services”)
- Encourages implementation of Career Pathways
- Contract training for cohorts and industry sector partnerships, including career pathways
- Encourages Integrated Education and Training
- Expanded focus on “Earn and Learn” strategies (e.g., transitional jobs and paid work experience using at least 20% of WIOA Youth \$)

# Essential elements of Career Pathways



# Robust definition of Career Pathways

The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

(A) aligns with the skill needs of industries in the economy of the State or regional economy involved;

(B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including [state- and federally-registered] apprenticeships

(C) includes counseling to support an individual in achieving the individual’s education and career goals;

(D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

(E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

(F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and

(G) helps an individual enter or advance within a specific occupation or occupational cluster.

# What hasn't changed?

- TANF work participation rate
- Challenges of aligning mandatory and voluntary programs, participation and outcome measures
- No new money on either TANF or WIOA side
- Limits on uses of funds and cost allocation requirements

# Most of the changes require strong state/local implementation

- By partnering and engaging in the WIOA planning process, human services stakeholders may be able to influence WIOA to ensure it effectively serves the most disadvantaged workers
- TANF programs may have more expertise in serving individuals who have barriers to employment
- TANF experience with transitional jobs

# What does it mean for a human service program to be a required partner?

- Must enter into a memorandum of understanding (MOU) with the local board, and participate in the operation of the one-stop system per the MOU;
- Must contribute funding toward maintaining the one-stop infrastructure;
- Must provide access to the program's career services through the one-stop centers.

# Funding agreement

- Does not override rules on use of funds for individual programs.
- Cost allocation based on use of services
- Local areas set contributions under MOU
- If local area can't come to agreement, state policy applies
  - State policy can't require TANF to contribute more than 1.5% of Federal funds spent on employment and training services to support infrastructure.

# What does access to services mean?

NPRM at 678.305(d) identifies three options:

- Program staff physically present
- Partner staff “*appropriately trained to provide information*”
- Program staff available through “*direct linkage through technology*”
  - Phone or real-time internet connection
  - NOT giving phone number, website, brochure, or appointment for later date

# Questions to think about:

- What is working and not working now?
- Which TANF E&T participants currently use other workforce services? Are they already part of the one-stop system? Will they be?
- Where are services now provided? Are they more or less convenient to low-income populations than one-stop centers?
- How many people are served under each program? What would the client mix look like?

# Combined state plans

- *State option* to include partner programs in a combined plan.
- Four-year plans, with sunshine requirements.
- HHS will still only certify TANF portion as complete, not approve or disapprove.

# Recommendation

- Whether or not the state opts out of TANF being a required partner...
- Whether or not the state decides to submit a consolidated plan...
- **STAY ENGAGED and KEEP TALKING**
- Once in 16 year opportunity to rethink what services you offer – and to influence workforce system – to match today’s economy

# For more information

CLASP resources on WIOA

<http://www.clasp.org/wioagameplan>

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