

WORKFORCE INVESTMENT ACT

A Primer



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UNITED STATES DEPARTMENT OF LABOR
Employment and Training Administration

History



- 1935-1942 Works Progress Administration (WPA)
- 1962 Manpower Development and Training Act (MDTA)
- 1973 Comprehensive Employment and Training Act (CETA)
- 1978 Job Training Partnership Act (JTPA)
- 1998 Workforce Investment Act (WIA)





Purpose Of Session

- WIA basics: background, history and purpose
- How it works?
 - Infrastructure
 - Regulations
 - Money
 - Intent
- Current issues and challenges





Purpose Of WIA

- Enhance national productivity and competitiveness by...
 - Increasing occupational skill levels
 - Improving workforce quality
- Improve lives of workers by...
 - Increasing employment, job retention and earnings of program participants



WIA At-A-Glance



- **Due for reauthorization:** Authorization expired in 2003
- **Federal funding:** About \$3.0 billion annually for formula grants for adult, dislocated workers, and youth under WIA Title I



WIA Predecessors



- Federal control
- Serve job seekers only
- Social service intent – helping people
- Silo programs
- Boards provided services directly
- Service to specific groups





WIA Key Principles

- Streamlining service delivery through One-Stop Career Centers
- Empowering individuals
- Universal access
- Strengthened performance accountability
- New roles for business-led state and local boards
- State and local flexibility
- Improved youth programs



WIA Funding Flow



Workforce Board Composition



- Chief local elected officials appoint local board members...
 - Business representatives (must be the board majority)
 - Economic development
 - Community based organizations
 - Local education
 - Labor organizations
 - One-stop partners
 - Others as determined locally



Workforce Board Duties



- Planning
- Contract for operations and service providers
- Oversight for operations and outcomes
- Negotiate performance goals with the Governor
- Coordinate activities with economic development and education and training



Workforce Board

How It Works



- Local workforce boards directly...
 - Ensure collaboration
 - Avoid duplication
 - Fiscal, regulatory and performance compliance
 - Local strategy development
- Local workforce boards contract for...
 - One-stop operators
 - Youth service providers
 - Adult and dislocated worker services
 - Governors have call on allowance of boards to provide direct services



One-Stop Service System



- Programs
 - WIA Title I adult, youth and dislocated workers
 - Eligibility
 - Documentation
 - Service provision
 - Tracking
 - Reporting
- Must have one **full service** one-stop in each local area
 - Supported by a network of partners
 - Supplemented by affiliate centers and remote electronic access



One-Stop Service System



- Oversight by the local workforce board
 - Determine roles and responsibilities, levels of collaboration and cost sharing
 - Core services
 - Intensive services
 - Training services
 - Management of integrated, seamless one-stop services
- Known as American Job Center network, a unifying name and brand that identifies virtual and in-person publicly-funded workforce development services as part of a single network

americanjobcenter



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One-Stop Service System



- Required one-stop partners (linked by memorandum of understanding)...
 - ✓ Adult, Dislocated Worker, and Youth Activities under WIA
 - ✓ Employment Service (Wagner-Peyser)
 - ✓ Trade Adjustment Assistance
 - ✓ Veterans Employment and Training Programs
 - ✓ Unemployment Insurance
 - ✓ Job Corps
 - ✓ YouthBuild
 - ✓ Senior Community Service Employment Program (SCSEP)
 - ✓ Migrant and Seasonal Farm workers Employment and Training Programs
 - ✓ Native Americans Employment and Training Programs
 - ✓ Vocational Rehabilitation
 - ✓ Adult Education and Literacy
 - ✓ Postsecondary Vocational Education
 - ✓ Community Services Block Grant



Where Is The Joint Work?



- Three major processes in developing human capital...
 - Educate – prepare/train
 - Match – people, skills and openings
 - Retain – talent and employers



One-Stop Service System

Core Services



- Intake and orientation
- Initial skill and interest assessments
- Access to job listings
- Access to resume writing tools
- Labor market information
- Workshops (job seeking, resume writing, interviewing, etc.)
- Information on partner programs and services
- Resource room (computers, phones, copiers, fax machines, etc.)



One-Stop Service System

Intensive Services



- Comprehensive assessments
- Individual career and service planning
- Individualized job readiness assistance
- Case management



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One-Stop Service System

Training Services



- Individual training accounts (tuition assistance for vocational or technical training)
- Local flexibility to focus on targeted occupations and industries
- Technical schools
- On-the-job training
- Regional apprenticeships
- Customized training
- Eligible training provider lists
- Incumbent worker training
- Sector-based training





Eligible Training Providers

- Community colleges and universities
- Career and technical schools
- K-12 school systems
- Registered apprenticeship programs
- Community and faith-based organizations
- Labor unions
- Other public and private training providers





Youth Programs

- WIA formula youth program
 - In-School and Out-of-School (30% minimum) Youth
 - Focus on neediest and out-of-school youth (Shared Youth Vision)
- Job Corps
- Services for youth also authorized under Native American and Migrant and Seasonal Farm worker programs



Youth Programs



- 10 mandatory services...
 - Tutoring and dropout prevention
 - Alternative secondary schools
 - Summer employment
 - Paid and unpaid work experience
 - Occupational skills training
 - Leadership development
 - Supportive services
 - Mentoring
 - Follow-up services
 - Comprehensive guidance and counseling



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Who Are The Customers?

- Dual customers...
 - Job seekers/workers
 - Employers
- The needs of workers and employers are both important in developing thriving communities where all citizens succeed and businesses prosper



Who Are The Customers?



- Dislocated workers
- Low-income adults and youth
- Targeted populations
 - Persons with disabilities
 - Veterans
 - Older Americans
 - Migrant and seasonal farm workers
 - Native Americans
 - Public assistance recipients



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One-Stop Service System

Business Services



- Business needs must be addressed in local plan
- Provide labor market information and analysis
- Resource room
- Referrals
- Job postings



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How Is The Money Spent At The Local Level?



- GAO findings (from July 2003 to June 2004)...
 - Nationally, local boards had roughly \$2.4 billion in available WIA funds to serve adults and dislocated workers
 - Local boards used an estimated 40% on training, with most receiving occupational skills training



Who Uses The One-Stops?



- On annual basis, 23.2 million Job Seeker Customers and Thousands of Employers
- According to U.S. Chamber of Commerce 2003 survey...
 - 41% of surveyed employers are aware of the One-Stop Career Centers in their areas
 - 19% report having used a One-Stop in the past 12 months





Who Uses The One-Stops?

- GAO Findings (2005 and 2006)...
 - Three-quarters of large employers, and about half of all employers, are aware of local One-Stops
 - Primarily to fill job vacancies
 - Three-quarters of those who use services are satisfied
 - Especially in timely service and responsiveness to their needs
 - Employers hired a small percentage of employees through One-Stop Career Centers, and two-thirds of those are low-skilled
 - Employers view all services as helpful, and primarily use job posting service, few use One-Stops' physical space or applicant screening services



Performance Accountability



- ▶ States negotiate expected levels of performance with ETA
- ▶ States conduct similar negotiations with local areas
- ▶ Financial awards and sanctions influence performance
- ▶ While the Act specifies 17 measures of performance, 44 states chose to implement a streamlined set of *common performance measures*
- ▶ *Common measures* applied to multiple federal employment and education programs



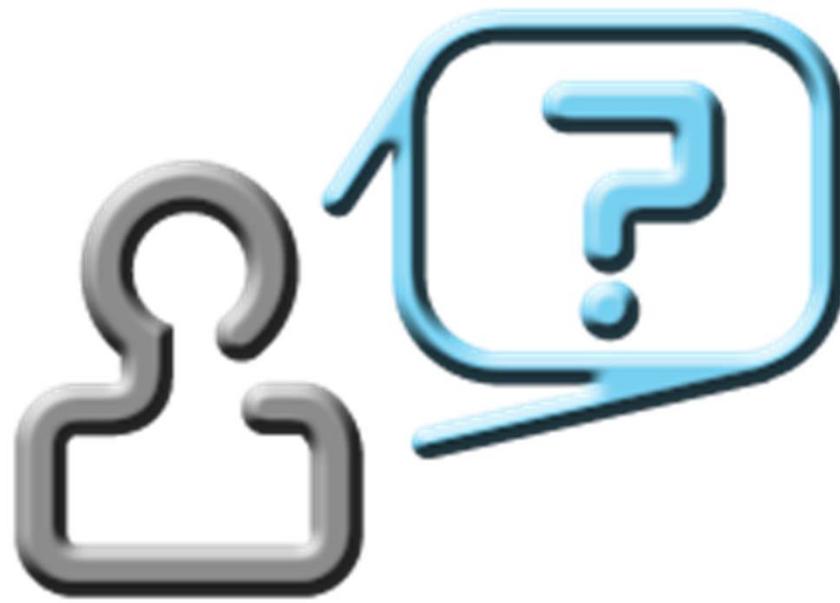
Performance Accountability



- *Common measures...*
 - Three measures for WIA adults...
 - Entered employment rate
 - Employment retention rate
 - Average six-month earnings
 - Three measures for WIA dislocated workers...
 - Entered employment rate
 - Employment retention rate
 - Average six-month earnings
 - Three measures for WIA youth...
 - Attainment of a degree or certificate
 - Placement into employment or education
 - Literacy and numeracy gains



Questions



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