

Workforce Innovation and Opportunity Act:

What it Means for Human Service
Programs Webinar

We will begin
shortly.

We have a limited number of phone lines available.
To access the webinar audio, please turn on your
computer speaker.

If your computer speaker is not available, please
refer to the call-in number in your registration
confirmation email.





The Workforce Innovation and Opportunity Act :

What it Means for Human
Service Programs

Welcome!

- **Mark Greenberg**, Acting Assistant Secretary, Administration for Children and Families, U. S. Department of Health and Human Services
- **Gerri Fiala**, Deputy Assistant Secretary, Employment and Training Administration, U.S. Department of Labor
- **Johan Uvin**, Acting Assistant Secretary for Career, Technical, and Adult Education, U.S. Department of Education
- **Janet LaBreck**, Commissioner, Rehabilitation Services Administration, U.S. Department of Education

The Purpose of WIOA

- Focus on individuals with barriers to employment.
- Align workforce investments.

System Alignment

- **Governor**

Function

- Establish a **state workforce development board**
- Designate local workforce development areas.
- Establish a **local workforce development board**.

System Alignment

- Governor
- **State Workforce Development Board**

Function

- Develop a **State plan**.
- Develop and update **performance accountability measures**.
- Develop the **one-stop delivery system**.

System Alignment

- Governor
- State Workforce Development Board
- **Local Workforce Development Board**

Functions

- Develop a local plan.
- Analyze economic conditions and workforce needs.
- Engage employers.
- Develop career pathways.
- Negotiate local performance measures.
- Select **one-stop operators** and providers of **youth activities**.
- Enter into MOUs with **one-stop partners**.

System Alignment

- Governor
- State Workforce Development Board
- Local Workforce Development Board
- **One-Stop Delivery System**

Functions

- Provide career services.
- Provide training services.
- Establish and develop relationships and networks with large and small employers and their intermediaries.
- Develop, convene, or implement industry or sector partnerships.

State Plan

- States must submit plans by March 3, 2016
- There are two kinds of plans that can be developed, a unified plan and a combined plan.

Unified State Plan

A four-year strategy for the **core programs** of the State:

- Youth workforce investment activities, and adult and dislocated worker employment and training activities (DOL)
- Adult education and literacy programs (ED)
- Wagner-Peyser employment services (DOL)
- Vocational rehabilitation services (ED)

Combined State Plan

- A four-year strategy for the core programs of the State and one or more other programs listed in the law.
- **Two of the programs are ACF funded programs: Temporary Assistance for Needy Families (TANF) and employment and training activities carried out under the Community Services Block Grant (CSBG).**
- A combined state plan may be submitted in lieu of submitting separate plans.

Performance Accountability

- Percentage of workers that entered employment
- Percentage of workers that retained employment
- Median wages of these workers
- Credential attainment of these workers
- Measurable skill gains of these workers.
- Effectiveness of services to employers.

Performance Accountability Factors

- How the levels compare with those of other states.
- How the levels are adjusted using a statistical model that considers actual economic conditions and *the characteristics of participants*.

One-Stop Delivery System

- Enters into MOUs with one-stop partners.
- **Required partners are the core programs and a list of others, including TANF and employment and training activities carried out under CSBG.**
- The Governor may provide notification to opt TANF out as a required partner.
- Other entities that carry out workforce development programs may also be one-stop partners.

Roles and Responsibilities of One-Stop Required Partners

- Provide access to their services.
- Use a portion of their funds to maintain the one-stop.
- Enter into an MOU.
- MOU must describe methods for ensuring individuals with “barriers to employment” are addressed

One-Stop Services: Improved services for low-skilled adults and dislocated workers

- Career services at one-stops include providing adult and dislocated workers information about services, including TANF, the earned income tax credit, child care, and child support.

One-Stop Services: Improved services for low-skilled adults and dislocated workers

- Transferring up to 100% of funds between Adult and Dislocated Worker programs.
- Priority for those who are basic skills deficient and low-income individuals.
- Job seekers can access training immediately.

Youth Services

- Local areas must use 75% percent of youth formula funds to serve out-of-school youth.
- Increases age group to 24 years for out-of-school youth.
- Local areas must spend at least 20% of youth formula funds on work experience activities.

Key Points of Intersection: State Plan

- **CSBG employment and training activities and TANF may be included in a combined plan.**
- Further guidance and information is still to come.

Key Points of Intersection: Performance Plans

- Negotiation of performance levels will account for the characteristics of participants.
- The number of individuals with barriers to employment will be reported.
- Further guidance and information is still to come.

Key Points of Intersection: One-Stops

- **CSBG employment and training activities and TANF are required one-stop partners.**
- One-Stops must provide information about human services programs, including TANF, earned income tax credit, child care, child support, and others.
- Priority is given to those who are basic skills deficient and low-income individuals.
- Further guidance and information is still to come.

Key Points of Intersection: Youth Services

- Local areas must use 75% percent of youth formula funds to serve out-of-school youth.
- Increases age group to 24 years for out-of-school youth.

Timeline: What's been happening?

- Stakeholder feedback webinars and town hall meetings.
- Federal workgroups.

Timeline: What's going to happen?

- Notices of Proposed Rulemaking must be published by January 18, 2015.
- In general, the Act takes effect on July 1, 2015.
- Final Rules must be published by January 22, 2016.
- Unified plans must be submitted by March 3, 2016.
- The State Unified Plans and Common Performance Accountability provisions take effect July 1, 2016.

Next Steps

- Begin working with at the state and local level to begin developing plans.
- Don't know where the nearest one-stop is? Go to this website:
<http://jobcenter.usa.gov>
- Stay tuned for another webinar coming soon to hear how states are already partnering to deliver stronger employment and training programs.

Resources

- Vice President's Job-Driven Training Report:
http://www.whitehouse.gov/sites/default/files/docs/skills_report.pdf
- Synthesis of Evidence of What Works:
<http://www.dol.gov/asp/evaluation/jdt/jdt.pdf>

Resources

- Department of Labor
 - WIOA Resource Page (www.doleta.gov/WIOA)
 - WIOA Dedicated Email (DOL.WIOA@dol.gov)
- Department of Education
 - Office of Career, Technical, and Adult Education's WIOA Resource Page (www.ed.gov/AEFLA)
 - Rehabilitation Services Administration's WIOA Resource Page (<http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html>)