

# *Department of Labor*



## *Workforce Innovation and Opportunity Act*

# **The Workforce Innovation and Opportunity Act**

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BRIEFING FOR ACF LEADERSHIP AND TANF DIRECTORS

*SEPTEMBER 4, 2014*

# Agenda

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- Overview of the Workforce Innovation and Opportunity Act (WIOA)
- Transition to WIOA and Key Implementation Dates
- WIOA Resources
- Stakeholder Engagement

# WIOA Overview

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- President Barack Obama signed WIOA into law on July 22, 2014.
- WIOA replaces the Workforce Investment Act of 1998, and retains and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.
- Broad vision of workforce programs:
  - reaffirms ongoing role of American Job Centers
  - requires coordination and alignment of key employment, education, and training programs.
- Builds on proven practices such as sector strategies, career pathways, regional economic approaches, work-based training.

# WIOA Overview / Job-Driven Training

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- Aligns with and complements the President's Vision for Job-Driven Workforce Development – prepare workers for 21<sup>st</sup> century jobs and ensure American businesses have skilled workers to be competitive in global economy.
- The Vice President issued a report, “Ready to Work: Job-Driven Training and American Opportunity,” based on his review of Federal job training programs on July 22, 2014  
([http://www.whitehouse.gov/sites/default/files/docs/skills\\_report.pdf](http://www.whitehouse.gov/sites/default/files/docs/skills_report.pdf))

# WIOA enhances coordination between programs

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- Identifies “core programs”:
  - DOL-ETA: Adults, Dislocated Workers, and Youth formula programs and Wagner-Peyser employment services; and
  - DoED: Adult education and literacy programs and Vocational Rehabilitation state grant programs that assist individuals with disabilities in obtaining employment.

# Requires states to strategically align workforce development programs

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*WIOA ensures that employment and training services provided by the core programs are coordinated and complementary so that job seekers acquire skills and credentials that meet employers' needs.*

- **Single Unified Strategic Plan** - Every state will develop and submit a four-year strategy for core programs.
  - Plans will discuss State's strategy to prepare an educated and skilled workforce and meet the workforce needs of employers.
  - States must submit plans by March 3, 2016
  - Must be jointly approved by the Secretaries of Labor and Education within 90 days of receipt.
  
- **Combined State Plan** – States can include other key partners such as Jobs for Veterans State Grant program, Unemployment Insurance, Trade Adjustment Assistance, **Temporary Assistance for Needy Families (TANF)**, Perkins career and technical education programs.

# Improves the American Job Center System (i.e., One-Stops)

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*WIOA increases the quality and accessibility of services that job seekers and employers receive at their local AJCs.*

- Reaffirms the One-Stop delivery system as the access point for employment-related training services.
- Key partners and services will be available at AJCs
  - TANF is a new AJC required partner
- Required partners must enter into MOU
- MOU must describe methods for ensuring individuals with “barriers to employment” are addressed
- Promotes integrated intake, case management, and reporting systems, including fiscal and management accountability systems



# Improves the American Job Center System (i.e., One-Stops)

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- DOL is required to implement a common identifier for the AJCs in consultation with stakeholders
- AJC partner programs are required to dedicate funding for infrastructure and other shared costs.
- States are required to establish criteria to certify AJCs at least every 3 years

# Promotes accountability and transparency

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*WIOA ensures that Federal investments in employment and training programs are evidence-based and data-driven, and accountable to participants and tax-payers.*

- Core programs and other authorized programs are required to report on common performance indicators:
  - 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.

# Promotes accountability and transparency

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- DOL and DoED, with input from stakeholders, will establish common performance accountability system for core programs, including common reporting templates.
- Negotiated levels of performance for common indicators will be adjusted based on statistical model that takes into account economic conditions and participant characteristics.
- Performance reports for states, local areas, and eligible training providers will be made publicly available.

# Streamlines and strengthens strategic roles of workforce development boards

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*WIOA makes state /local boards more flexible and well-positioned to meet local and regional employers' workforce needs.*

- State/local boards membership is streamlined
  - Mandatory AJC partners are no longer required board members.
  - Registered Apprenticeship is a required member.
  - Requires member from institutions of higher education (including community colleges).
- Business maintains leadership role and forms majority of workforce board members.
- Act emphasizes the role of boards in coordinating and aligning workforce programs

# Fosters regional collaboration

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*WIOA promotes alignment of workforce development programs with regional economic development strategies to meet the needs of local and regional employers.*

- States are required to identify regions within their state.
- Local areas in regions will have coordinated planning and service delivery strategies.

# Improves services to employers and promotes work-based training

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*WIOA contributes to economic growth and business expansion by ensuring the workforce system is job-driven – matching employers with skilled individuals.*

- WIOA requires local areas to designate business liaisons.
- State/local boards are responsible for conducting activities to meet workforce needs of local and regional employers.
- State/local boards will promote use of industry and sector partnerships to address workforce needs of multiple employers within an industry.
- Local areas can use funds for proven work-based strategies, including incumbent worker training, Registered Apprenticeship, transitional jobs, on-the-job training, and customized training.

# Reinforces connections with registered apprenticeship

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- RA programs are included on eligible training provider list for Adult and Dislocated Worker programs as long as they remain registered.
- State and local boards will have RA programs representatives as board members.
- RA completion certificates will be recognized as a post-secondary credential.
- Youth program may offer pre-apprenticeship training to prepare youth for RA or other career opportunities.
- RA is recognized as a career pathway for Job Corps students.
- YouthBuild may offer work experience and skills training in coordination with pre-apprenticeship and Registered Apprenticeship programs.

# Key Investments In serving vulnerable populations

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- Indian and Native Americans
- Migrant and Seasonal Farmworkers
- Job Corps
- YouthBuild
- Youth formula program



# Makes key investments for disconnected youth

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*WIOA prepares vulnerable youth for successful employment through increasing use of proven service models services.*

- Local areas must use 75% percent of youth formula funds to serve out-of-school youth, compared to 30% percent under WIA.
- Increases age group to 24 years for out-of-school youth.
- WIOA adds program elements to program design, from 10 to 14.
- Local areas must spend at least 20% of youth formula funds on work experience activities such as summer jobs, pre-apprenticeship, on-the-job training, and internships so that youth are prepared for employment.

# Improves services to low-skilled adults and dislocated workers

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*WIOA ensures that unemployed and other job seekers have access to high-quality workforce services.*

- Local areas can transfer up to 100% of funds between Adult and Dislocated Worker programs.
- Job seekers who are basic skills deficient, in addition to those who are low-income individuals, have priority for services for the Adult program.
- WIA service categories of core and intensive services are collapsed into “career services” and clarifies that there is no required sequence of services, enabling job seekers to access training immediately.

# Improves services to low-skilled adults and dislocated workers

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- Emphasizes training in in-demand occupations and training that leads to **industry recognized credentials**.
- Requires states and local areas to use **career pathways** to provide education and employment and training assistance to accelerate participants' educational and career advancement.
- Local areas have additional vehicles for training to increase customer choice and quality.
  - Individual Training Accounts
  - Pay for performance contracts
  - Direct contracts with higher education institutions.

# Improves services to individuals with disabilities

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- AJsCs will provide physical and programmatic accessibility to employment and training services for individuals with disabilities.
- Youth with disabilities will receive extensive pre-employment transition services so they can successfully obtain competitive integrated employment.
- State vocational rehabilitation agencies will set aside at least 15% of funding to provide transition services to youth with disabilities.
- Establishes a committee to advise the Secretary of Labor on strategies to increase competitive integrated employment for individuals with disabilities.
  - Includes Departments of Labor, Education, **Health and Human Services**, Social Security Administration, and other partners.

# Services to Unemployment Insurance (UI) claimants

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- UI claimants will benefit from enhanced career services under title I, including assistance with identifying and obtaining jobs in in-demand industries.
- UI claimants will receive eligibility assessments and referrals to an array of training and education resources through the Wagner-Peyser Employment Service program.
- Co-location of Wagner-Peyser Employment Service at AJCs will result in UI claimants having enhanced access to services.

# Services to veterans

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- Priority of service requirements for eligible veterans and spouses continue under WIOA.
- WIOA has several provisions which help support veteran-related services:
  - Expands National Dislocated Worker Grants eligibility to areas that have higher than average demand for services from dislocated members of Armed Forces and other eligible individuals.
  - Includes spouses of certain active duty members of Armed Forces in the definition of dislocated workers and displaced homemakers eligible for assistance under the Dislocated Worker formula program.

# Transition to WIOA and key implementation dates

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- In general, the Act takes effect on July 1, 2015, the first full program year after enactment, unless otherwise noted.
  - Title IV, amendments to the Rehabilitation Act takes effect immediately.
  - The State Unified Plans and Common Performance Accountability provisions take effect July 1, 2016.
- Notices of Proposed Rulemaking must be published by January 18, 2015 (no more than 180 days after enactment).
- Final Rules must be published by January 22, 2016 (no more than 18 months after enactment).

# Technical assistance tools and resources

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



# Stakeholder engagement

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- DOL, in coordination with Education and Health and Human Services, has to ensure states and local areas, other grantees, and stakeholders are prepared for implementation of WIOA.
- Stakeholder input is critical to the success of WIOA implementation.
  - Information on opportunities to provide input is available at [www.doleta.gov/WIOA](http://www.doleta.gov/WIOA).
    - August – September: Virtual Stakeholder Consultations. See TEN 6-14.
    - October 15: Region 5 Town Hall Event
- DOL will be providing in-person and virtual technical assistance throughout the implementation period.

# Questions?

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