

Department of Labor



Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act

BRIEFING FOR ACF REGION VI
LEADERSHIP AND TANF DIRECTORS
SEPTEMBER 23, 2014

Agenda

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

WIOA Overview

- 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

- Aligns with and complements the President's Vision for Job-Driven Workforce Development – prepare workers for 21st 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).

WIOA enhances coordination between programs

- 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

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)

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)

- 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

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

- 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

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

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

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

- 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

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

Makes key investments for disconnected youth

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

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

- 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

- 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

- 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

- 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

- 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

- 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>)

Stakeholder engagement

- 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.**
 - **August – September: Virtual Stakeholder Consultations. See TEN 6-14.**
 - **Week of October 22 (projected): ETA Region IV (includes all states in HHS Region VI) Town Hall**
- DOL will be providing in-person and virtual technical assistance throughout the implementation period.

Questions?

Email DOL.WIOA@dol.gov with additional questions and ideas on WIOA implementation

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