

THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Southern Nevada

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Area Designation

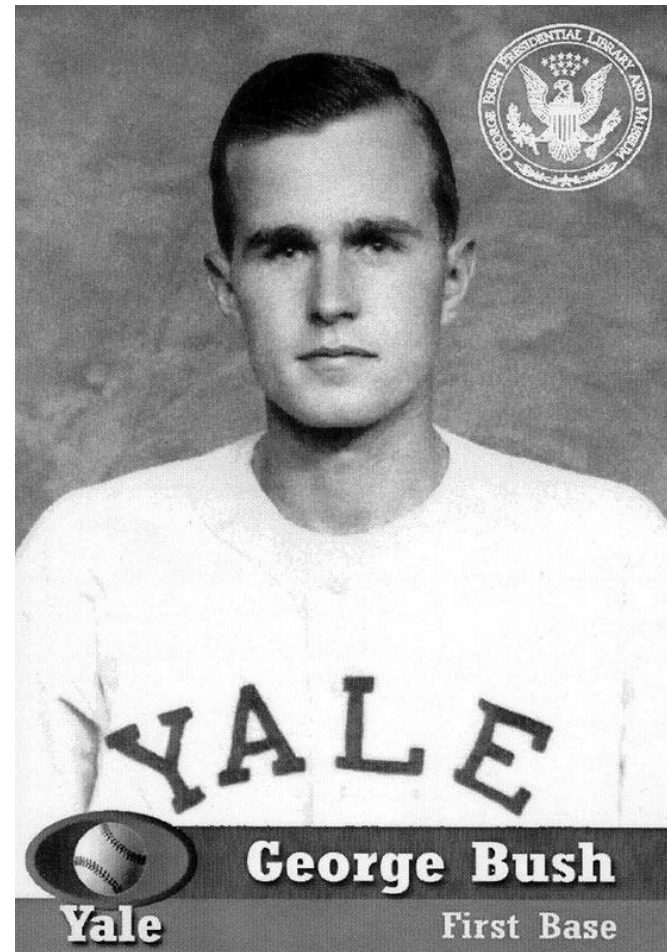
Workforce Area Designations:

The Governor SHALL approve the request for designation from current local areas which have performed successfully (last 2 years) and which do not have serious fiscal problems.

At First Base: the “Vision Thing”

TEGL 19-14

**ETA’ s Vision for
WIOA and workforce:**
An integrated, job-
driven workforce system
that links diverse talents
to businesses.



Three Critical Hallmarks of Excellence

- The needs of businesses and workers drive workforce solutions
- One-stops provide excellent customer service and operate under continuous improvement conditions (evaluation, accountability, best practices and data-driven decision making)
- Workforce system supports strong regional economies

LOCAL BOARD MEMBERSHIP

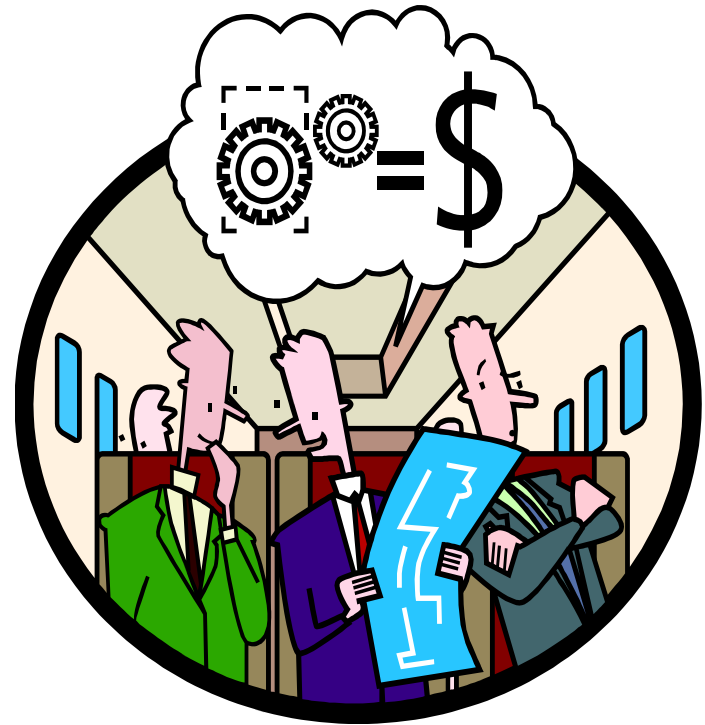
A minimum Workforce Development Board size of 19 or “grandfather” the current Board

- Majority business (at least 10)
- Labor, CBOs and youth serving organizations must make up at least 20 percent of the board (at least 4)
- Higher education (1)
- Adult Ed and Literacy (1)
- Economic development (1)
- State employment service(1)
- Vocational rehabilitation (1)
- Others identified by your local chief elected official or required by the Governor
- Standing Committees**—Requires board to establish standing committees for one-stop system, youth services and individuals with disabilities.
- No **Youth Council mandate**



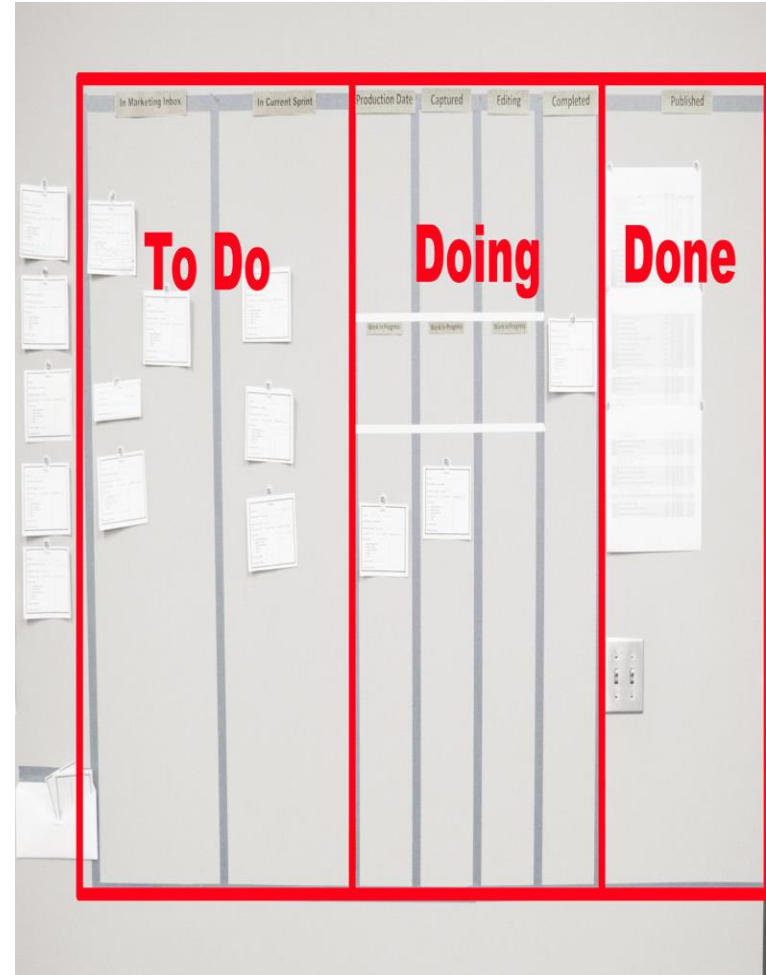
WIOA STATE PLANS

- States required to develop a 4-year unified plan for
 - Adult, DW & Youth
 - Adult Ed and Literacy
 - Wagner-Peyser ES
 - Title I Rehab Act
- State may submit combined plan that includes 1 or more of:
 - Perkins, TANF, SNAP E&T, TAA, VETS programs, SCSEP, CDBG, UI programs
- Takes effect July 1, 2016
- Local plans must conform to state unified plan



LOCAL BOARD FUNCTIONS

- Develop/submit plan (or regional plan), in partnership with LEO, to governor
- Workforce research and regional labor market analysis
- Convene, broker, leverage
- Employer engagement
- Career pathways development
- Promote proven and promising practices
- Cutting-edge use of technology
- Program oversight
- Negotiation of local performance accountability measures
- Selection of Center operators and providers
- Coordination with education providers
- Budget and administration
- Accessibility for people with disabilities



One-Stop Delivery System



Remains a Cornerstone for WIOA

Bill will simplify access to services for customers

One-Stop Basics

- ✓ Mandatory partners same as current law with the addition of TANF/SNAP ... Governor's Option
- ✓ How about comprehensive case management?
- ✓ MOU with board lays out partner duties
- ✓ Consolidates core and intensive services into "career services"
- ✓ Requires all ES offices to be co-located. What does co-location mean?

All WIOA Services



The Center “operator,” career services and youth service providers must be chosen through a competitive process

The Workforce Board selects, subject to LEO review and approval

Required One-Stop System Partners: The Main Players

- WIOA Title I.B: Adult, Dislocated Worker & Youth Programs
- WIOA Title II: Adult Education and Literacy
- WIOA Title III: The Employment Service
- WIOA Title IV: Vocational Rehabilitation



Also in the Required Lineup of One-Stop System Partners

- SCSEP Program—Title V of Older Americans Act
- Postsecondary career and technical education under Perkins Act
- Job Corps
- Native American Programs
- Veterans
- Migrant and Seasonal Farmworkers
- Youthbuild
- E&T programs under Community Service Block Grant
- Trade Adjustment Assistance
- HUD-Administered Employment & Training Programs
- Programs under state unemployment insurance
- Second Chance Act programs
- TANF and SNAP (unless the Governor opts out)

ROLES FOR ONE-STOP PARTNERS

- Provide access to applicable services through the 1-stop system
- Use a portion of their funds to help pay for 1-stop infrastructure
- Enter into an MOU with the local board

Paying for Infrastructure



- Local areas may fund infrastructure costs through MOU agreement or through a new state infrastructure funding method
- If local areas fail to reach an agreement through MOU, required partner programs must provide the governor with a “covered portion” to assist with one-stop infrastructure costs
 - Funds provided for “covered portion” may only come from administrative funds
- Contributions are capped at:
 - Three percent of federal funds provided to a state for a fiscal year for youth, adult, and dislocated worker programs and the Employment Service; and
 - 1.5 percent of federal funds provided to a state for a fiscal year for all other required partners (special rule for voc rehab)

Certification and Continuous Improvement of One-Stop Centers

State board establishes criteria for local boards to certify centers at least once every 3 years; process will look at:

- ❖ Service coordination/integration among partners
- ❖ Effectiveness, accessibility and improvement of local system
- ❖ Support of local performance goals
- ❖ Meets needs of employers and job seekers

ADULT AND DISLOCATED WORKER PROGRAMS

Local Activities

Required:

- Career services (core and intensive in WIA)
- Priority of service
- Small business network
- Convene industry or sector partnerships

Permissible:

- Pay for performance contracts (10% limit)
- Incumbent worker training (20% limit)
- Internships are a highly encouraged career service

Training



- Occupational skills training
- On-the-Job training (up to 75% of wage under specified rules)
- Incumbent worker training
- Combined workplace training and related instruction
- Skill upgrading and retraining
- Entrepreneurial training
- Job readiness training when combined with 1 above
- Adult education & literacy
- Customized Training

Training Services



- Customer Choice is a Guiding Principal:
 - ITAs
 - Exceptions for training provided by contract
 - But choice is limited to training in demand occupations
- Trainer MUST provide detailed information on outcomes, cost, certifications, meeting of in-demand industry needs
- Local board can add performance expectations

New and Sort of New in WIOA

INCUMBENT WORKER TRAINING

- Local Board Decides Whether to Offer
- Up to 20% of Adult/DW Funds
- Employer Pays Share Based on Business Size

TRANSITIONAL JOBS

- Local Board Decides Whether to Offer
- Limited to 10% of Funds
- Time-Limited Subsidized Employment
- Individuals with Barriers and Unemployed or Inconsistent Work History

Business Services

Services often available in WIA are now recognized as allowable activities such as:

- Screening and referral
- Customized services on a fee-for-service basis
- Use of technology to improve services
- Activities to provide business services and strategies that meet needs of area employers
- Sectoral strategies
- Career pathways
- Marketing of business services

Youth Programs



A CHANGE OF DIRECTION?

- At least 75% of WIOA youth funds must be spent on out-of-school youth
- In-School youth must still be 14-21, low income (or living in a “high-poverty area”) and have a specific barrier
- At least 20% of all youth funds must go to work experience including summer jobs, apprenticeships, OJT and internships
- Individual plans stress career pathways, credentials etc.

Out-of School Youth

See WIOA Section 129 (a)

- * 16 through 24, and

- * Not attending any school (per State law) at the time eligibility is determined, and

- * Has one of the barriers on the next slides

Out-of-School Youth Barriers

- ❖ A dropout (no HS degree, GED or equivalent), or
- ❖ In the adult or juvenile justice system, or
- ❖ Homeless, a runaway, in or aged out of foster care, or
- ❖ Pregnant or parenting, or
- ❖ Disabled.

If the O/S youth has one of these barriers they need not be low-income!

Out-of-School Youth Barriers

- ❑ Has a degree, is low income and is basic skills deficient, or
- ❑ “Low-income and requires additional assistance to enter or complete an educational program or to secure or hold employment”
- *These types of Out-of-School youth must still be low income*

WIOA PERFORMANCE ACCOUNTABILITY SYSTEM

USDOL/ETA has not yet issued
the specifications for WIOA
performance standards

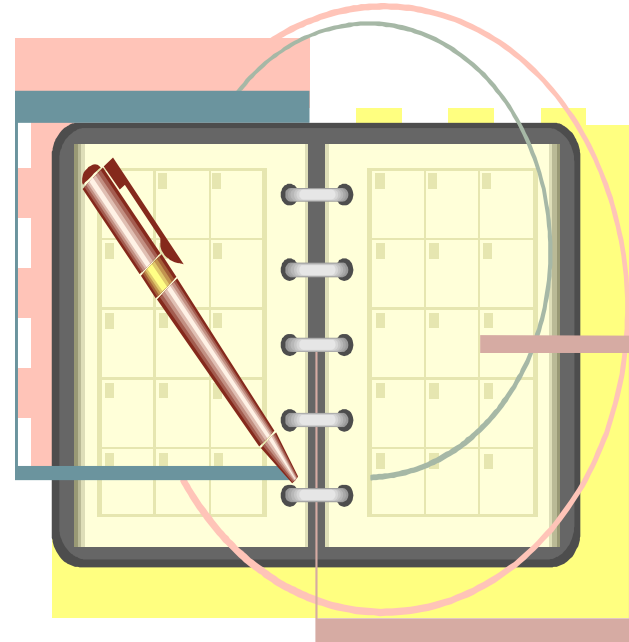
WIA Common Measures	WIOA Measures	What has Changed?
Adult/DW: Entered employment rate	Entered employment rate	Revised: now Q2 after exit
Adult/DW: Employment retention rate	Employment retention rate	Revised: now Q4 after exit
Adult/DW: Average earnings	Median earnings	Revised: Q2; 1Q earlier
Adult/DW:	Credential rate	New measure
Adult/DW:	In program skills gain	New measure (real time)
Youth: Placement in employment/ed/train	Placement in employment/ed/train	Revised: now Q2 after exit
Youth: Lit/num gains		Eliminated
Youth:	Retention in emp/ed/train	New measure
Youth:	Median earnings	New, after Q2
Youth: attained degree/certificate	Credential rate	Similar to current
Youth:	In program skills gain	New measure
Employer measure:	To be determined	New measure

WIOA Funding

- The local Board, with the Governor's approval, may transfer up to 100% between Adult and Dislocated Worker programs
- WIOA sets funding levels for each fiscal year through 2020, although not binding on Congress
- Administrative costs remain at 10%
- Will the “admin vs. program” definition change?

A Few Key Dates

- April 2015— Notices of Proposed Rule Making (NPRM's) published?
- July 1, 2015- WIOA takes effect
- January, 2016 - WIOA rules finalized;
- March 3, 2016- Deadline for State Unified Plan submission
- July 1, 2016- Lift off!!!



Don't Forget—Also Included in WIOA Title I are ...

Job Corps

Native American Programs

Migrant and Seasonal Farmworker
Programs

National Dislocated Worker Grants

Youthbuild Program

But There is More ----

- ❑ Title II—Adult Education and Literacy
- ❑ Title III—Amendments to the Wagner-Peyser Act
- ❑ Title IV—Amendments to the Vocational Rehabilitation Act of 1973
- ❑ Title V—General Provisions

- ❑ page 811—the end

Local Governance

The local Chief Elected Official 1) applies for area designation, 2) selects the fiscal agent/local grant recipient, 3) appoints the WDB, 4) has review and approval authority over the WDB's financial decisions, and 5) has liability for disallowed costs.

Procurement Decisions

- When and how will you competitively select the One-stop operator and career service providers?
- What out-of-school youth designs will you competitively procure and fund? What youth target groups are your top priority?

Career Service Decisions

- Once unregistered core, registered core and intensive services for adults and dislocated workers get combined into career services when will WIOA registration occur? When will “universal access” end and “prioritization” begin for adults?

Work-Based Training

- Should we cut back on classroom training and fund more work-based training through internships, OJT, incumbent worker training, customized training and “transitional jobs” for DW’s?
- Which of these activities do you like the best and least?
- Which incumbent worker ideas sound great and which sound like a waste of \$?

KEEPING UP

U.S. Department of Labor has a web site and a dedicated email address for the latest on WIOA regulations and implementation:

www.doleta.gov/WIOA

DOL.WIOA@dol.gov

Questions?

- What questions or concerns do you have?
- What's next?



Questions
are
guaranteed in
life;
Answers
aren't.