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DWD

Department of Workforce Development

2015 YA Forum

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Workforce Innovation & Opportunity Act (WIOA) Overview

2015 YA Forum
Kalahari Resort and Convention Center



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WIOA

Agenda

- Overview;
- Programs;
- Vision;
- Goals;
- Highlights of Reforms to the Public Workforce System;
- Provision Related to Disability;
- Provisions Related to Youth; and
- Technical Assistance Tools and Resources.

WIOA

Overview

- President Barack Obama signed WIOA into law on July 22, 2014;
- Passed by Congress with wide bipartisan majority (The Senate voted 93-5 and the House of Representatives voted 415-6);
- Reaffirms ongoing role of American Job Centers;
- Complements and supports the President's Job-Drive Workforce Vision;

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Overview continued...

- Promotes program coordination and alignment of key employment, education, and training programs at the Federal, State, local and regional levels; and
- Builds on proven practices such as sector strategies, career pathways, regional economic approaches and work-based training.

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Programs

- Supersedes the Workforce Investment Act (WIA) of 1998 and retains and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.

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Programs continued...

- Identifies “core programs”:
 - ✓ Adults, Dislocated Workers, and Youth formula programs, and Wagner-Peyser employment services administered by DOL;
 - ✓ Adult education and literacy programs and Vocational Rehabilitation state grant programs that assist individuals with disabilities; and
 - ✓ Authorizes the Job Corps, YouthBuild, Indian and Native Americans, and Migrant and Seasonal Farmworkers programs and evaluation and research activities conducted DOL.

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Vision

- To achieve and maintain an integrated, job-driven workforce system that links our diverse, talented workforce to our nation's businesses and improves the quality of life for our citizens. It supports the development of strong, vibrant regional economies where businesses thrive and people want to live and work.

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Vision continued...

- This revitalized workforce system is characterized by three critical hallmarks of excellence:
 - ✓ Needs of business and workers drive workforce solutions;
 - ✓ One-Stop Centers/American provide excellent customer service to jobseekers and employers and focus on continuous improvements; and
 - ✓ Workforce system supports strong regional economies and plays an active role in communities and workforce development.

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Six Broad Goals

1. Increase access to education, training, and employment – particularly for people with barriers to employment;
2. Create a comprehensive, high-quality workforce development system by aligning workforce investment, education and economic development;
3. Promote improvement in the structure and delivery of services;

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Six Broad Goals continued...

4. Improve quality and labor market relevance of workforce investment, education and economic development efforts;
5. Increase prosperity of workers and employers; and
6. Reduce welfare dependency, increase economic self-sufficiency, meet employers needs, and enhance productivity and competitiveness of the nation.

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Highlights of Reforms to Public Workforce System

- Requires states to strategically align workforce development programs to support job seekers and employers;
- Promotes accountability and transparency of programs;
- Fosters regional collaboration to meet needs of regional economies;
- Streamlines and strengthens strategic roles of workforce development boards;

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Highlights of Reforms to Public Workforce System continued...

- Enhances services provided to job seekers and employers through American Job Center system;
- Improves services to employers and promotes work-based training;
- Provides access to high quality training;
- Enhances workforce services for the unemployed and other job seekers;

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Highlights of Reforms to Public Workforce System continued...

- Improves services to individuals with disabilities;
- Makes key investments in serving disconnected youth and other vulnerable populations, including Native Americans and Migrant and Seasonal Farmworkers;
- Increases performance and quality of Job Corps; and
- Reinforces connections with Apprenticeships.

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Provisions Related to Disability

WIOA increases individuals with disabilities' access to high quality workforce services and prepares them for competitive integrated employment.

- ✓ One-Stop career centers will provide physical and programmatic accessibility to employment and training services for individuals with disabilities and implement new Section 188 (non-discrimination) requirements related to:
 - ❑ Functions of local boards;
 - ❑ Local plan content; and
 - ❑ Certification of One-Stop career centers.

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Provisions Related to Disability continued...

- Unified state plan must include all core programs, including Vocational Rehabilitation (VR) and Adult Education. Among the requirements for the unified state plan is to:
 - ✓ Describe how one-stop delivery system will comply with Section 188 regarding physical and programmatic accessibility of facilities, programs, and services, technology, and materials for individuals with disabilities.

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Provisions Related to Disability continued...

- Youth with disabilities will receive extensive pre-employment transition services so they can successfully obtain competitive integrated employments.
- State vocational rehabilitation agencies will set aside at least 15% of funding to provide transition services to youth with disabilities.

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Provisions Related to Disability continued...

- Local workforce development boards may designate a standing committee to:
 - ✓ Provide information and assist with operational and other issues related to compliance with non-discrimination and applicable accessibility requirements.
 - ✓ Provide input regarding appropriate training for staff on these issues.
- Establishes a committee to advise the DOL Secretary on strategies to increase competitive integrated employment for individuals with disabilities.

WIOA Youth Program

Changes to Youth Eligibility

Out-of-School Youth

To be eligible youth must be:

- Not attending any school (as defined by State law);
- Not younger than age 16 or older than age 24; and
- One or more of the following:
 - ✓ School dropout;
 - ✓ Youth who is within the age of compulsory attendance, but has not attended school for at least the most recent complete school year calendar quarter;
 - ✓ Recipient of a secondary school diploma or its equivalent who is a low-income individual and is basic skills deficient or an English language learner;

WIOA Youth Program



Changes to Youth Eligibility continued...

Out-of-School Youth

- ✓ Subject to the juvenile or adult justice system;
- ✓ Homeless individual defined in section 41403(6), Violence Against Women Act, a homeless child or youth, (as defined in section 725(2) of the McKinney-Vento Homeless Assistance Act) a runaway, in foster care or has aged out of foster care system, a child eligible for assistance under section 477, Social Security Act, or in an out-of-home placement;
- ✓ Pregnant or parenting;
- ✓ Individual with a disability; or
- ✓ Low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment.

WIOA Youth Program

Changes to Youth Eligibility continued...

In-School Youth

To be eligible youth must be:

- Attending any school (as defined by State law);
- Not younger than 14 or (unless an individual with a disability who is attending school under State law) older than 21;
- Low-income; and
- One or more of the following;
 - ✓ Basic skills deficient;
 - ✓ English language learner;
 - ✓ Offender;
 - ✓ Pregnant or parenting;

WIOA Youth Program



Changes to Youth Eligibility continued...

In-School Youth

- ✓ Homeless individual (as defined in section 41403 (6) of the Violence Against Women Act of 1994, a homeless child or youth (as defined in section 725(2) of the McKinney-Vento Homeless Assistance Act), a runaway, in foster care system or has aged out of foster care system, a child eligible for assistance under section 477 of the Social Security Act, or in an out-of-home placement;
- ✓ Pregnant or parenting;
- ✓ Youth who is an individual with a disability; or
- ✓ Individual who requires additional assistance to complete an educational program or to secure or hold employment.

WIOA Youth Program

Five New Elements

(total of 14 program elements)

- Financial literacy;
- Entrepreneurial skills training;
- Services that provide labor market and employment information in the local area;
- Activities that help youth transition to post-secondary education and training; and
- Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.

WIOA Youth Program

Emphasis on Work-Based Learning

Funding Work Experiences

At least 20% of local Youth formula funds (minus administration costs) must be used for paid and unpaid work experiences that have as a component academic and occupational education, which may include:

- Summer employment;
- Pre-apprenticeship programs;
- Internships and job shadowing; and
- On-the-job training opportunities.

WIOA Youth Program



Other Key Provisions

- WIOA requires 75% of state and local Youth funding (minus administration costs) be used on out-of-school youth; and
- Under WIOA, Youth Councils are no longer required; however, Standing Youth Committees are encouraged.

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Technical Assistance Tools and Resources

➤ Department of Labor

- ✓ WIOA Resource Page: www.doleta.gov/WIOA;
- ✓ WIOA Dedicated E-mail: DOL.WIOA@dol.gov

➤ Department of Education

- ✓ Office of Career, Technical, and Adult Education

WIOA Resource Page:

<http://www.ed.gov/AEFLA>; and

- ✓ Rehabilitation Services Administration's

WIOA Resource Page:

<http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html>

Questions?



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