Workforce Innovation & Opportunity Act (WIOA)

Adult and Dislocated Worker Program Webinar

Department of Workforce Development
July 21, 2015
• Today’s presentation is meant to provide an overview of the pertinent parts of WIOA.

• It is not meant to be a comprehensive discussion, but a tool to get you acclimated to WIOA.

• Some questions will be addressed at the end of the presentation, while other questions may require research and will be addressed through future emails/policies.
Topics to be Covered

- Topics of today’s webinar will be addressed in the following order:
  - Changes from the Workforce Investment Act (WIA)
  - Adult Program Eligibility
  - Adult Program Priority of Service
  - Dislocated Worker Program Eligibility
  - Services provided under the Adult and Dislocated Worker Programs
  - Indicators of Performance under WIOA
Changes from WIA

In general, the majority of the provisions of WIA related to Title 1B Adult and Dislocated Worker programs are preserved in WIOA.

• Notable changes include:

  • There is no longer a sequence of services; a participant may receive services in any order that is deemed appropriate.

  • Core and Intensive services have been combined into “Career Services”.

  • Service providers may provide services to employers.

  • Coordination with outside agencies is permitted to provide comprehensive services to participants.
Changes from WIA

• Adult Program Only:
  • Individuals who are “basic skills deficient” are given priority of service.
  • Priority of service must be considered at all times, not just when funds are limited.
  • Individuals who are eligible for or receiving free or reduced lunch are considered to be “low-income.”

• Dislocated Worker Program Only:
  • Adds a new category of individuals who may be served as dislocated workers. A spouse of a military member on active duty who is unemployed or underemployed as a direct result of relocation to accommodate a permanent change in duty station of the spouse.
  • Adds dependent spouses of members of the Armed Forces on active duty as a category of individuals who may be served as displaced homemakers.
WIOA Eligibility – Adult Program

WIOA Adult Eligibility:

• Eligibility criteria for the most part is the same as in WIA.

• To be eligible to receive WIOA services in the adult program, an individual must:
  
  • Be 18 years of age or older;
  
  • Be a citizen or noncitizen authorized to work in the US; and
  
  • Meet Military Selective Service registration requirements (males only).
Priority of Service – Adult Program Only

• Much like WIA, WIOA lists individuals who are to receive priority of service for career services and training services.

• Recipients of public assistance, other low income individuals, individuals who are “basic skills deficient”, and veterans and eligible spouses receive this priority.

• Priority must be implemented at all times, regardless of the level of funding.

Priority must be provided in the following order*:
• Veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or are basic skills deficient.
• Individuals who are not veterans, but who are also recipients of public assistance, other low-income individuals, or are basic skills deficient.
• Veterans or eligible spouses who are not recipients of public assistance, other low-income individuals, or are basic skills deficient
• Non-veterans who are not recipients of public assistance, other low-income individuals, or are basic skills deficient.

*TEGL 3-15 Guidance on Services Provided through the Adult and Dislocated Worker Program under WIOA and Guidance for the Transition to WIOA Services.
Dislocated Workers

- Eligibility criteria for the most part is the same in WIA.

- Must meet citizenship/authorized to work and Selective Service registration requirements.

- Must also meet all three of the State’s eligibility criteria and at least one of the six Federal eligibility criteria for Dislocated Workers.
Dislocated Workers

• Two new categories of individuals who can be served:
  
  • Spouses of members of the Armed Forces; and

  • Displaced homemaker category now includes dependent spouses of members of the Armed Forces whose family income is significantly reduced because of a deployment, a call or order to active duty, a permanent change of station, or the service-connected death or disability.
The term “significantly reduced” in the Displaced homemaker category has been defined by the State as:

- If the household income is above 250% of the Federal Poverty Level (FPL), then a drop in household income below the 250% threshold is considered a significant reduction; or

- If the household income is at or below 250% of the FPL, then any drop in household income is considered a significant reduction.
• **Career Services:**

  • WIOA combines core and intensive services into “career services” for Adults and Dislocated Workers.

  • There are 3 types of career services:

    • Basic career services
    • Individualized career services
    • Follow-up services
Services

• **Basic career services:**
  • Eligibility determination
  • Outreach, intake, and orientation to information and other services
  • Initial assessment
  • Labor exchange services
  • Referrals and coordination of activities
  • Provision of workforce and labor market information
  • Provision of performance information and program cost information
  • Provision of information on local performance accountability measures
  • Availability of supportive services or assistance and referrals
  • Assistance in establishing eligibility for financial aid
  • Information and assistance regarding filing claims under UI programs
Services

- **Individualized career services:**
  
  - If staff determine individualized career services are appropriate, these services must be made available:
    
    - Comprehensive and specialized assessments
    - Development of individual employment plan
    - Group and/or individual counseling or mentoring
    - Career planning
    - Short-term pre-vocational services
    - Internships and work experiences linked to careers
    - Workforce preparation activities
    - Financial literacy services
    - Out-of-area job search assistance and relocation assistance
    - English language acquisition and integrated education and training programs
Services

• **Follow-up services:**

Must be provided, as appropriate, for participants placed in unsubsidized employment, for up to 12 months after first day of employment.
Services

• **Training services eligibility:**
  • No sequence of service requirement
  • Provided after interview, evaluation or assessment, and career planning determines that:
    • The individual is unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than previous employment
    • The individual is in need of training services to obtain or retain employment leading to economic self-sufficiency or wages comparable to or higher than previous employment
    • The individual has the skills and qualifications to successfully participate in selected training program
    • The training program is directly linked to the employment opportunities (demand occupations) in the local area or another area in which the individual is willing to locate
    • The participant has been unable to obtain grant assistance from other sources to pay for the costs of training or requires WIOA assistance in addition to other grant sources
• **Types of training services:**

  • Registered Apprenticeship
  • On-the-Job Training (OJT)
  • Incumbent Worker Training
  • Transitional Jobs
  • Occupational Classroom
• **Registered Apprenticeship:**
  
  • Career pathway for job seekers
  
  • Job-driven strategy for employers and industries
  
  • Can be funded through several mechanisms
  
  • Automatically qualify for placement on Eligible Training Provider list
Work-Based Training

- **On-the-Job Training (OJT):**
  - Up to 50% reimbursement of the wage rate
  - Flexibility to increase to 75% reimbursement based on several factors:
    - Characteristics of participants
    - Size of employer
    - Quality of employer-provided training and advancement opportunities
• **Incumbent Worker Training:**
  • Used to avert potential layoff of employees or increase skill levels for promotion and create backfill opportunities
  • Up to 20% of adult and dislocated worker funds can be used to provide federal share of training cost

• Factors to consider:
  • Characteristics of participants
  • Relationship of training to competitiveness of participant and employer
  • Other factors the State or local boards may determine appropriate
  • Employers are required to pay for significant costs of training
• **Transitional Jobs:**

  • New type of work-based training
  
  • Goals are to establish work history demonstrating success in workplace and develop skills which lead to entry into and retention in unsubsidized employment

  • No assumption that individual will be retained after transitional job ends

  • Time-limited, subsidized work experiences in public, private, or nonprofit sectors

  • For individuals with barriers to employment who are chronically unemployed or have inconsistent work history

  • Combined with comprehensive career and supportive services

  • No more than 10% of adult and dislocated worker funds can be used for transitional jobs
• **Supportive Services and Needs-Related Payments:**

  • Must have written supportive services policies and procedures to ensure coordination, prevent duplication, and establish limits on amount and duration

  • Needs-related payments can help individuals meet non-training expenses and help them complete training successfully (must be enrolled in training)

  • WDBs must have a written Needs-Related Payment policy and procedures prior to providing Needs-Related Payments
WIOA Performance Indicators

• Section 116 describes WIOA’s Performance Accountability System.

• The performance indicators in this section apply to both the Adult and Dislocated Worker programs.

• These indicators go into effect on July 1, 2016. For PY15, WIA’s indicators will continue to be used.

• An individual is considered to be included in performance measures when he/she is a participant. A participant is an individual who has received staff-assisted services after satisfying all applicable programmatic requirements for the provision of services.

• Though the specifics of the performance indicators have not been released, it is expected that DOL will provide further guidance before the beginning of PY16.
Questions?

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