

Workforce Innovation & Opportunity Act (WIOA)

Adult and Dislocated Worker Program Webinar



Department of Workforce Development
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Department of Workforce Development

Presentation Overview



- 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.

Dislocated Workers



- **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

- **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

- **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

- **Follow-up services:**

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

- **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

- **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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