

Workforce Innovation & Opportunity Act (WIOA)

Youth Program Webinar



Scott Fromader
Education Consultant
Division of Employment & Training

WISCONSIN



DWD

Department of Workforce Development

**WIOA Youth Program
Webinar**

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WIOA Youth Program



Topics To Be Covered:

- Funding Priorities;
- Eligibility;
- Special Rule – High-Poverty Area;
- Compulsory School Attendance Law;
- Program Design;
- Enrollment;
- New Program Elements;
- Individual Training Accounts (ITAs);
- Youth Standing Committee; and
- Additional Criteria Added to Low-Income Definition.

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Funding Priorities:

1. Minimum of 75% of local area WIOA youth funds (minus administrative costs) must be spent on out-of-school youth.

Calculation Example:

Local area receives \$1 million and spends \$100,000 (10%) on administrative costs, the remaining \$900,000 is subject to the minimum out-of-school expenditure rate of 75%. The local area is required to spend at least \$675,000 (75%) of the \$900,000 on out-of-school youth.

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Funding Priorities continued...

2. Minimum of 20% of local area WIOA youth funds (minus administration funds) must be spent on work experiences that include academic and occupational education, such as summer jobs, pre-apprenticeship programs, on-the-job training, job shadowing and internships.

Calculation Example:

Local area receives \$1 million and spends \$100,000 (10%) on administrative costs, the minimum work experience expenditure requirement would be based on remaining \$900,000 (75% required for out-of-school youth). The local area would be required to spend a minimum of \$180,000 (20%) on work experiences.

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Note: The entire 20% may be spent on in-school youth or out-of-school youth or a combination of both in-school and out-of-school youth.

In **TEGL 23-14**, the following language is provided on what may count towards the 20% minimum expenditure rate:

http://wdr.doleta.gov/directives/attach/TEGL/TEGL_23-14_Acc.pdf

“Program expenditures on the work experience program element include wages as well as staffing costs for the development and management of the work experiences.”

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Examples of what would count towards the 20% priority spending on work experiences:

- Youth wages including Federal Insurance Contributions Act (FICA) tax;
- Staffing and travel costs for developing and providing work readiness training for youth participants;
- Staffing and travel costs to meet and work with employers to develop work experiences for youth participants; and
- Staffing and travel costs for on-site monitoring and job coaching at the youth participants' work site.

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In-School Youth Eligibility Criteria:

- Attending any school (as defined by State law);
<https://docs.legis.wisconsin.gov/statutes/statutes/118/15>
- Not younger than 14 or older than 21 (unless individuals with disabilities are attending school under State law);
- Low-income or lives in a high poverty area; and
- One or more of the following:
 - ✓ Basic skills deficient;
 - ✓ English language learner;
 - ✓ Offender; and
 - ✓ Pregnant or parenting.

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In-School Youth Eligibility Criteria continued...

- Homeless individual as defined by:
 - ✓ Section 41403 (6) of the Violence Against Women Act of 1994;
 - ✓ Section 725(2) of the McKinney-Vento Homeless Assistance Act;
 - ✓ Section 477 of the Social Security Act for eligible youth; or
 - ✓ Youth who are: runaways; in the foster care system or have aged-out of the foster care system; or are in other out-of-home.

- Pregnant or parenting;

- Youth with disabilities; or

- Youth who require additional assistance to complete an educational program or to secure and hold employment (defined by local board).

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Out-of-School Youth Eligibility Criteria:

- 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 (details on Slide 13);
 - ✓ 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; or
 - ✓ 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.

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Out-of-School Youth Eligibility Criteria continued...

- Subject to the juvenile or adult justice system;
- Homeless individual as defined by:
 - ✓ Section 41403 (6) of the Violence Against Women Act of 1994;
 - ✓ Section 725(2) of the McKinney-Vento Homeless Assistance Act;
 - ✓ Section 477 of the Social Security Act for eligible youth; or
 - ✓ Youth who are: runaways; in the foster care system or have aged-out of the foster care system; or are in other out-of-home placements.
- 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 (as defined by local board).

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WIOA Law, Section 129(a)(2): Special Rule (for the purpose of low-income for in-school and selected out-of-school youth eligibility):

- The term low-income, used with respect to an individual, also includes a youth living in a high-poverty area.

Section 681.260 of proposed rules:

- Definition of high-poverty area – A census tract; a set of contiguous census tracts; Indian Reservation, tribal land, or Native Alaskan Village; or a county that has a poverty rate of at least 30% as set every 5 years using the American Community Survey 5-Year data.
- **Note:** Menomonie County is only county that meets 30%. DWD will be sending census tract(s) information to boards.

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WIOA Law, Section 129(5):

“Consistency With Compulsory School Attendance Laws – In providing assistance to an individual who is required to attend school under applicable State compulsory school attendance laws, the priority in providing assistance shall be for the individual to attend school regularly.”

Wisconsin law states that:

“Any person having under control a child who is between the ages of 6 and 18 years old shall cause the child to attend school regularly during the full period and hours, religious holidays excepted, that the public, private, or tribal school in which the child should be enrolled is in session until the school term, quarter, or semester of the school year in which the child becomes 18 years of age.”

<https://docs.legis.wisconsin.gov/statutes/statutes/118/15>

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A 16 or 17 year old not attending school may be served as an out-of-school youth if the following conditions are met:

- Through the ISS, a local board makes school attendance a priority by providing services that direct a youth back to school (first goal of ISS must be to have youth return to school.); and
- Services/program elements must be provided outside of the regular local school day until a youth has received their high school diploma or its recognized equivalent.

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Program Design:

- Objective assessment of academic levels, skills levels, and service needs, which include review of basic skills, occupational skills, prior work experience, employability, aptitudes, supportive service needs, for purpose of identifying appropriate services and **career pathways**.

Note: Career Pathway Definition may be found in WIOA section 3

- Develop service strategies that identify career pathways that include employment and education goals, appropriate achievement objectives, and appropriate services based on the objective assessment results.

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Program Design continued...

- Provide activities leading to attainment of a secondary school diploma or its recognized equivalent or a recognized post-secondary credential;
- Provide preparation for post-secondary educational and training opportunities;
- Provide strong linkages between academic instruction and occupational education that lead to the attainment of recognized post-secondary credential;
- Preparation for unsubsidized employment opportunities; and
- Effective connections to employers, including small employers in in-demand sectors and occupations of local and regional labor markets.

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Enrollment Definition (Section 681.310 of proposed rules):

- The collection of information to support an eligibility determination and participation in any one of the 14 program elements.
- When a youth is determined eligible and receives their first program element they will be in the performance measures.
- Enrollment under WIOA is the same as date of first service under WIA. They both indicate the individual will be in performance.

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New Program Elements for WIOA Youth Program:

- WIOA has 14 program elements:
 - ✓ Includes 10 WIA program elements, but combines **summer employment and work experiences** for 9 program elements; and
 - ✓ Adds **5 new** program elements:
 1. Financial literacy;
 2. Entrepreneurial skills training;
 3. Services that provide labor market and employment information in the local area;
 4. Activities that help youth transition to post-secondary education and training; and
 5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.

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Examples of Financial Literacy Education:

- Support the ability of participants to create budgets, initiate checking and savings accounts at banks, and make informed financial decisions;
- Support participants in learning how to effectively manage spending, credit, and debt, including student loans, consumer credit, and credit cards; and
- Support a participant's ability to understand, evaluate, and compare financial products, and services.

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Examples of Entrepreneurial Skills Training:

- Entrepreneurial skills training provides the basics of starting and operating a small business.
- These trainings should develop the skills associated with entrepreneurship and may include, but are not limited to:
 - ✓ Taking initiative;
 - ✓ Creatively seeking out and identifying business opportunities;
 - ✓ Develop budgets and forecast resource needs;
 - ✓ Understand various options for acquiring capital and the trade-offs associated with each option; and
 - ✓ Communicate effectively and market oneself and one's ideas.

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Examples of services that provide labor market and employment information in the local area:

- Career awareness;
- Career exploration;
- Career counseling;
- Labor market trends;
- High demand occupations; and
- Job openings.

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Examples of activities that help youth transition to post-secondary education and training:

- Inform participants of legal responsibilities after turning 18;
- Assess participant strengths, abilities, and interests;
- Help participants prepare and submit post-secondary education applications and financial aid;
- Investigate and apply for scholarships; and
- Develop portfolio that demonstrates accomplishments and competencies.

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Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster

- Requires integrated education and training
- Three components are required for integrated education and training program:
 1. Adult education and literacy activities such as basic academic skills training, critical thinking skills, or digital literacy skills;
 2. Workforce preparation activities such as self-management skills grooming for employment, or following directions; and
 3. Workforce training such as occupational skills training, on-the-job training, job readiness training, or customized training.

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Individual Training Accounts (ITAs):

ITAs are allowed for out-of-school youth ages 18 to 24 to:

- Expand training options;
- Increase program flexibility; and
- Enhance customer choice.

Youth Standing Committee:

WIOA eliminated requirement to establish Youth Council. Boards still responsible for oversight of youth programs. Boards may establish a youth standing committee to provide information and to assist with planning and other issues relating to youth, which should include organizations with demonstrated record of success serving eligible youth.

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Low-Income Definition Additional Criteria:

- Receives or is eligible to receive a free or reduced lunch price under the Richard B. Russell National School Lunch Act; and
- An individual with a disability whose own income meets the income requirement of the poverty line or 70 percent of the lower living standard income level, but is a member of a family whose income does not meet the requirement.

WIOA Resources



Department of Labor WIOA Resource Page:

<http://www.doleta.gov/WIOA>

Department of Education WIOA Resource Page:

<http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>

WIOA Youth Programs Fact Sheet:

http://www.doleta.gov/wioa/pdf/WIOA_YouthProgram_FactSheet.pdf

TEGL 5-14: WIA Youth Program Guidance for PY2014:

http://wdr.doleta.gov/directives/attach/TEGL/TEGL_05-14.pdf

TEGL 23-14: WIOA Youth Program Transition:

http://wdr.doleta.gov/directives/attach/TEGL/TEGL_23-14.pdf

Questions?

DETWIOA@dwd.wisconsin.gov

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