

WORKFORCE INNOVATION AND OPPORTUNITY ACT

(WIOA)

Presentation at PSESD Open Doors Meeting
May 29, 2015



INNOVATION AND OPPORTUNITY

- WIOA codifies the flexibility that Workforce Development Councils need to get the work done.
- It is not about separate programs or checking off compliance boxes, but it is about a system that is customer centric, job driven, regionally based, and comprehensive.

EQUAL OPPORTUNITY - EQUAL ACCESS

WorkForce Central is an equal opportunity employer and provider of employment and training services. Free auxiliary aids and services are available upon request for individuals with disabilities. Washington Relay Service – 711.

WorkForce Central receives funding to provide employment and training services through Department of Labor Employment & Training Administration, City of Tacoma and other Federal, State and local resources.



Overview

- President Barack Obama signed WIOA into law on July 22, 2014.
- Passed by Congress with wide bipartisan majority.
 - Senate voted 93-5
 - House of Representatives voted 415-6.
- Reaffirms ongoing role of WorkSource Centers.
- Reaffirms and strengthens the role of local Workforce Investment Boards as strategic leaders.

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Overview (cont'd)

- Promotes program coordination and alignment of key employment, education, and training programs at the Federal, State, local, and regional levels.
- Builds on proven practices such as sector strategies, career pathways, regional economic approaches, work-based training.
- Reauthorizes WIA for six years, 2015-2020.

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Key Infrastructure Changes

- **WDCs:** Maintains existing structure, with business majority and chair. Reduces required members.
- **State and local plans:** Requires new, unified state plan for all “core” programs. Local plans must be aligned with state plan.
- **WorkSource Centers:** Must assess effectiveness, accessibility, and continuous improvement at least every 3 years.

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Key Employment & Training Activities Changes

- **Performance measures:** Creates common measures across all core programs.
- **Codifies** elimination of sequence of services, creates new “career services” category.
- **Signals** to States and local areas increased interest in a number of existing best practices, including career pathways, sector partnerships, and credential attainment linked to in-demand occupations.

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Role for Local Elected Officials

Locally elected officials continue key roles:

- Contribute to the strategic planning and structure of workforce services.
- Request local area designation (which must be granted if the local area has previously performed successfully and sustained fiscal integrity).
- Appoint the members of the newly constituted local workforce development boards.
- Serve as or designate the local grant recipient.
- Approve budget and investment priorities.

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WDC Role and Responsibilities

In Partnership with Key Local Elected Officials:

- Develop a 4 year regional unified plan.
- Workforce research and regional labor market analysis.
- Convening, brokering and leveraging.
- Lead employer engagement.
- Lead career pathways development and implementation. with secondary and post-secondary partners
- Lead efforts to identify and promote proven and promising practices.
- Develop technology based strategies for service access, engagement and delivery.

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WDC Role and Responsibilities (cont'd)

In Partnership with Key Local Elected Officials:

- Oversee the local service delivery system and programs.
- Negotiate local performance accountability.
- Select one stop system operator(s) and provider(s).
- Select youth provider(s).
- Identify eligible training providers.
- Ensure consumer choice.
- Coordinate with education providers.
- Budget and administration.

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Youth Services Changes

- Out-of-school youth (OSY) defined as 16-24.
- In-school youth (ISY) defined as 14-21.
 - Eligibility includes residence in high poverty area.
- 75% of funds must be spent on out-of-school youth. (WIA required 30%)
- 20% of funds must be used for WEX, summer employment, pre-apprenticeship, internships and job shadows.

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Youth Services Changes (cont'd)

- New Criterion for OSY: A youth within the age of compulsory school attendance (up to age 17; RCW 28A.255) but has not attended school for at least the most recent complete school year calendar quarter.
- Changes to the definition of “low-income” include those who receive or are eligible to receive a free or reduced lunch as meeting the definition.
- Use of technology based strategies to increase customer access, delivery of services and efficiency.

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WIOA Youth Mandated Assessment Elements

- **Academic levels**
- **Skill levels**
- **Service needs**
- **Basic skills**
- **Occupational skills**
- **Prior work experience**
- **Employability interests & aptitudes**
- **Interests & aptitudes for non traditional support service needs**
- **Developmental needs**
- **Identification of appropriate services**
- **Identification of career pathways**

Note: Youth providers may not need to conduct new assessment if recent qualifying assessment was conducted.

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Youth Performance Measures

- **Placement:** The % of participants in education, training or unsubsidized employment, during second quarter after exit.
- **Retention:** The % of participants in education, training or in unsubsidized employment, fourth quarter after exit.
- **Wage:** The median earnings of participants second quarter after exit.
- **Credential:** The % of participants who obtain a postsecondary credential, or a HS school diploma or GED during participation or within 1 year after exit who ALSO are placed or go into post secondary training.
- **Measureable Gains:** The % of participants in an education or training program leading to a postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment.
- **Effectiveness in Serving Employers:** The indicators of effectiveness in serving employers developed by Secretaries of Labor and Education.

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Local Implementation Priorities

Before July 1, 2015

- **Chief Local Elected Officials on the WorkForce Central Executive Board make key policy decisions to get the ball rolling:**
 - **Re-establish our local Workforce Investment Board (WIB).**
 - Determine maximum size and membership – required vs optional
 - Appoint WIB members.
 - Determine committee structure by which to obtain broad and diverse input and participation.
 - **Request initial designation to maintain Pierce County as a local area from the Governor who shall grant such request for the first 2 years.**
 - **Select WIOA administrative entity.**

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Local Implementation Priorities (cont'd)

Before July 1, 2015

- **Competitively procure and select the One Stop Operator(s).**
- **Convene Partners – core and other.**
 - Develop and execute a Memorandum of Understanding.
 - Develop and agree to a Resource Sharing Agreement.
- **Begin regional planning needed for the completion of a unified plan.**
 - Conduct an environmental scan.
 - Review current workforce development service delivery system and adjust to ensure customer centric, comprehensive, job driven, efficient and accountable.

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Questions?

