

WORKFORCE INNOVATION AND OPPORTUNITY ACT

(WIOA)



INNOVATION AND OPPORTUNITY

- WIOA provides us an opportunity to realize a workforce development system that we have always envisioned
- Codifies the flexibility that WIBs need to get this work done
- This is the time to hit the reset button
- 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



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 American Job Centers.
- Reaffirms and strengthens the role of local Workforce Investment Boards as strategic leaders.
- Promotes program coordination and alignment of key employment, education, and training programs at the Federal, State, local, and regional levels.



Overview (cont'd)

- Builds on proven practices such as sector strategies, career pathways, regional economic approaches, work-based training.
- Complements/supports the President's Job-Driven Workforce Vision.
- Reauthorizes WIA for six years, 2015-2020.
- Generally focuses on streamlining programs, reporting, and administration.
- Maintains existing structure of the law.
- Maintains funding structure, does not create a block grant or otherwise consolidate existing funding streams.



Core Partners under WIOA

- Supersedes the Workforce Investment Act of 1998 and retains and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.
- Identifies “core programs”
 - Adults, Dislocated Workers, and Youth formula programs and Wagner-Peyser employment services administered by the Department of Labor (DOL).
 - Adult education and literacy programs and Vocational Rehabilitation state grant programs that assist individuals with disabilities in obtaining employment administered by the Department of Education.
 - Authorizes the Job Corps, YouthBuild, Indian and Native Americans, and Migrant and Seasonal Farmworker programs, and evaluation and research activities conducted by DOL.



Eliminates 15 Programs

1. Youth Opportunity Grants
2. 21st Century Workforce Commission
3. National Institute for Literacy
4. TAA Health Care Gap Coverage
5. WIA Incentive Grants
6. Pilots and Demos
7. Community-based Job Training Grants
8. Green Jobs Act
9. Projects with Industry
10. Recreation Programs
11. In-service Training
12. Migrant and Seasonal Farmworkers
13. Veterans Workforce Investment Program
14. Workforce Innovation Fund
15. Grants to States for Workplace and Community Transition Training for Incarcerated Individuals



Key Infrastructure Changes

- **WIBs:** 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.
- **American Job Centers:** Must assess effectiveness, accessibility, and continuous improvement at least every 3 years.



Key Employment & Training Activities Changes

- **Performance measure:** 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



Key Funding Changes

- **Statewide set-aside:** Restores to 15 percent.
- **Funding levels:** Shifts from “such sums” under current law to specific funding levels.
- Generally reaches FY 10 funding levels (last year before cuts started) in FY 17.

IMPORTANT: Only authorization levels, not actual funding levels. Unless Congress undoes budget caps and sequestration, very unlikely programs would ever be funded at these levels.



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.



WIB 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



WIB 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



Interesting Changes

- Mandatory partners are WIA Title 1B, Wagner Peyser, Adult Ed and Literacy Title II, and Rehabilitation Act Title I
- One stop operator designated through a competitive process and shall be an entity or a consortium comprised of at least 3 one stop partners
- One stop centers must have Wagner/Peyser co-located
- Common Federal measures for mandatory partners for Youth and Adult/DW
 - Measurement method makes follow-up services more critical



Interesting Changes (cont'd)

- Out-of-school youth defined as 16-24
- In-school youth defined as 14-21
 - Eligibility includes residence in high poverty area
- Adult defined as 22-72 years
- 75% of youth funds need to be spent on out-of-school youth
- 10% can be used for pay-for-performance contracts
- Not less than 20% used for WEX, summer employment, pre-apprenticeship, internships and job shadows



Interesting Changes (cont'd)

- No more than 20% can be used for Adult/DW incumbent worker training
- Employer match required:
 - 10% for employers with less than 50 employees
 - 25% for employers with 50-100 employees
 - 50% for employers with more than 100 employees
- No more than 10% can be used for transitional jobs
- Use of technology based strategies to increase customer access, delivery of services and efficiency



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**



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

