

WIOA

**GAME
PLAN** for
low-
income
people

CLASP

Serving Public Assistance Recipients and Other Disadvantaged Populations under WIOA

WIOA Increases Emphasis on Serving Disadvantaged Populations

- Required priority of service in Adult WIOA
- Performance measures
- 75 percent of youth WIOA funds must be spent on out of school youth (up to age 24)
- TANF, Second Chance Act programs are mandatory partners, SNAP E&T optional.

Priority of Service

- Under WIOA Adult program, priority of service must be given to recipients of public assistance, other low- income individuals, and individuals who are basic skills deficient
- State plans must describe how state will ensure that local boards implement priority of service
- Local workforce boards must report how many individuals who face barriers to employment received services.

Public Assistance: TANF

- Cash assistance to needy families with children
- Served 1.2 million adults in average month of 2015, mostly single parents.
- Very low-income – in 27 states, initial eligibility levels are less than half the poverty level (FPL).
- State policies vary regarding eligibility levels, exemptions from work requirements.
- Block grant can serve a broader population of low-income families.

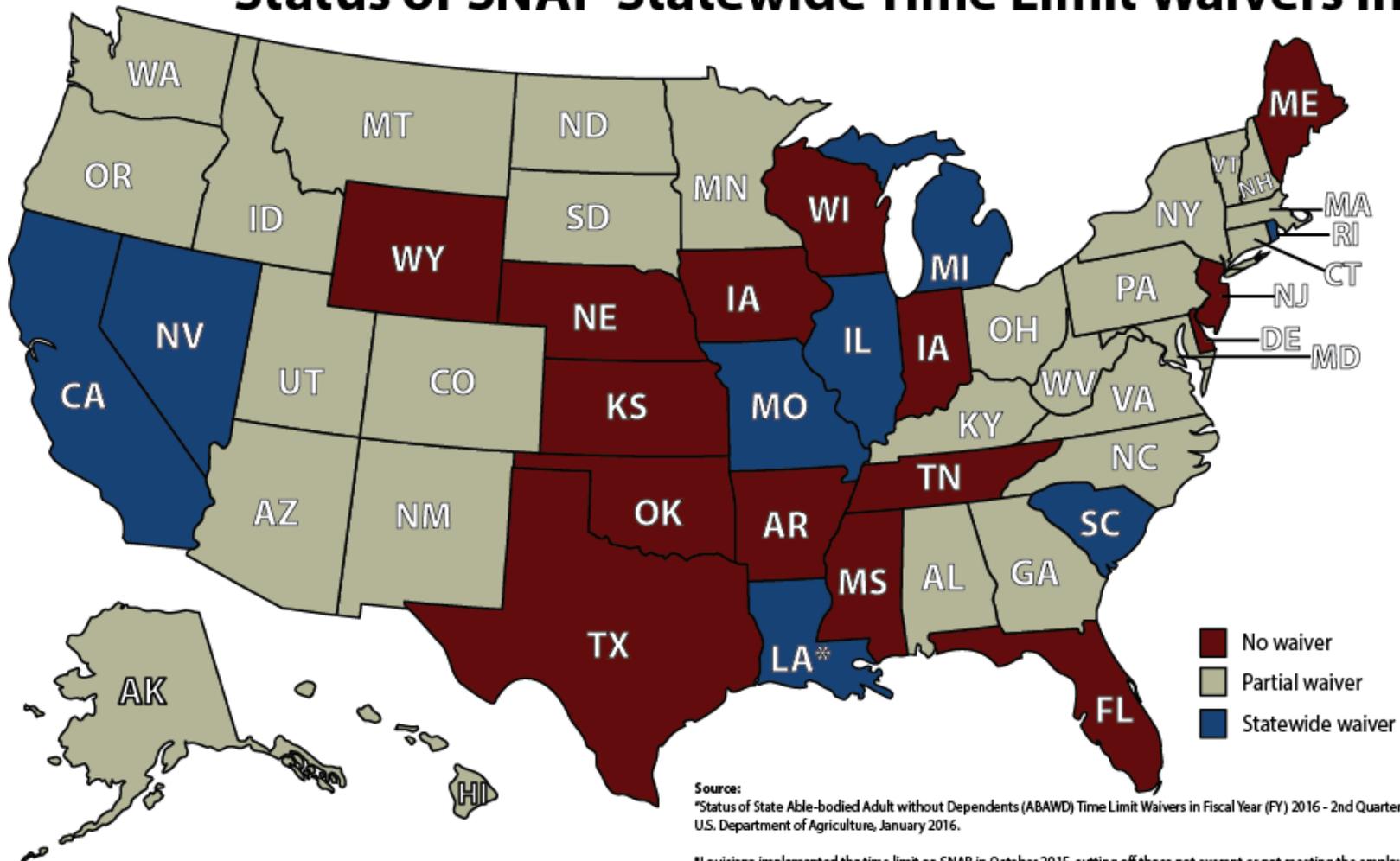
Public Assistance: SNAP

- Food assistance to low-income individuals and families with net income <100% of FPL.
- Served about 16.8 million non-elderly, non-disabled adults in average month of 2014, mostly in working families.
- SNAP Employment and Training (E&T) provides dedicated funding to provide employment services to SNAP recipients
 - – state choice whether mandatory or voluntary

SNAP – Time Limits for ABAWDS

- Able Bodied Adults without Dependents
- Limited to 3 months of benefits in a 36-month period unless working, in education or training program, or exempt
- Most statewide waivers expired as of Jan 2016
- States are not required to offer E&T services to all people subject to time limits
- Deeply disadvantaged population

Status of SNAP Statewide Time Limit Waivers in FY 2016



Source:
 *Status of State Able-bodied Adult without Dependents (ABAWD) Time Limit Waivers in Fiscal Year (FY) 2016 - 2nd Quarter, U.S. Department of Agriculture, January 2016.

*Louisiana implemented the time limit on SNAP in October 2015, cutting off those not exempt or not meeting the employment and training requirements starting January 2016. Governor John Bel Edwards plans to seek a statewide waiver as he begins his gubernatorial term.

How to Ensure Priority of Service

- Set explicit targets for share of participants who are in priority categories
- Outreach activities and partnerships with programs serving these populations
- Make sure services, strategies are appropriate for these populations

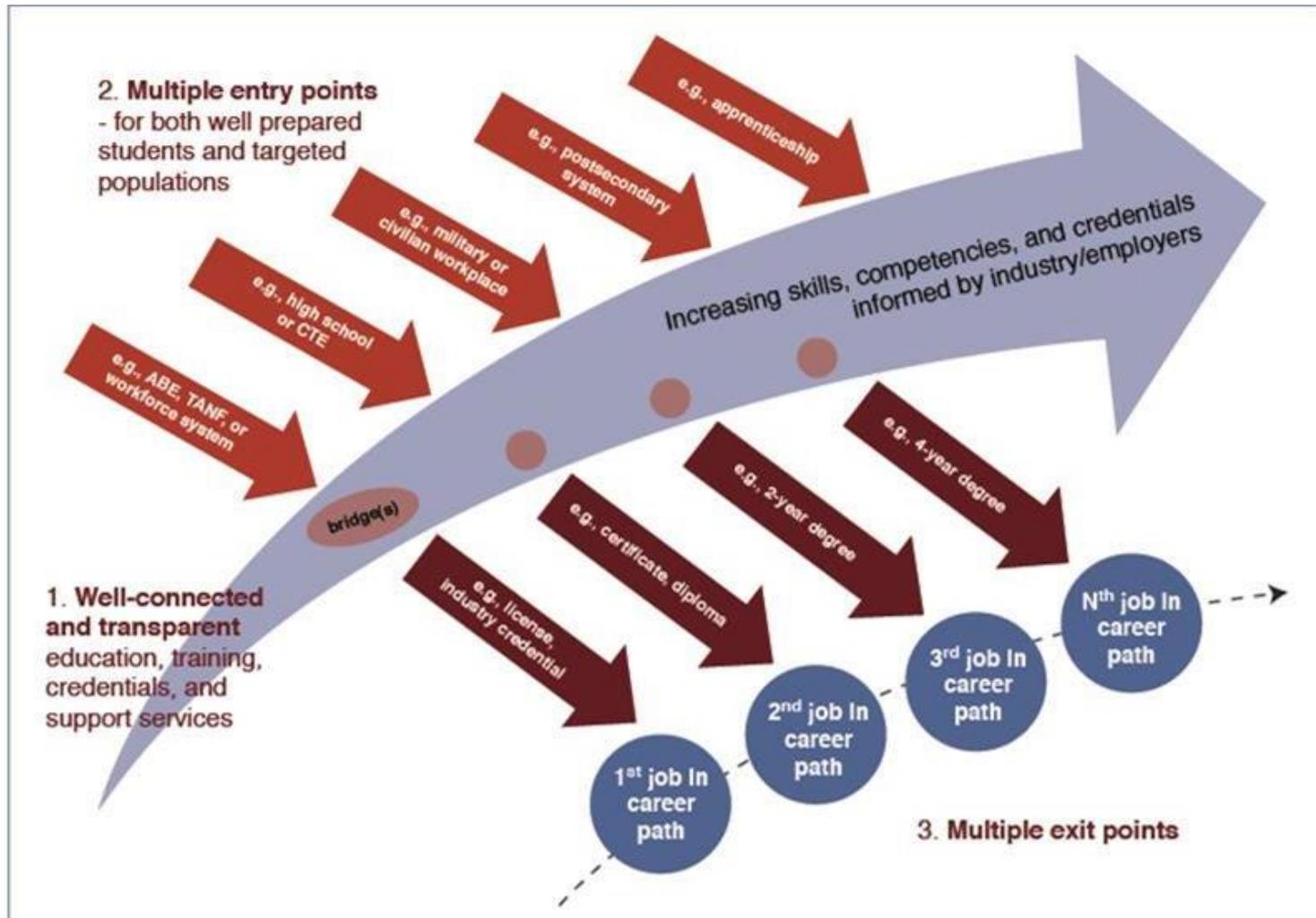
Targets and outreach

- Set state and local goals for share of adult participants receiving training services who are low-income
- Look at current levels and aspire higher
- Partnering with TANF and SNAP programs, other programs for disadvantaged populations.

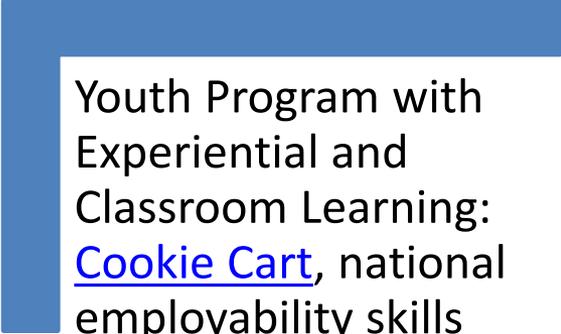
Making Service Strategies Work

- Meet the needs of public assistance programs
 - Documentation of hours of participation
 - Open enrollment – need participants to be engaged right away, not in 2 months.
- Meet the needs of public assistance recipients
 - Entry points for people with low basic skills
 - Supportive services, including child care, transportation, motivational coaching

Essential elements of Career Pathways



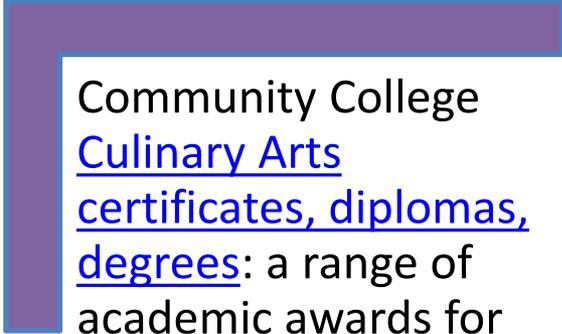
Building Career Programs into Career Pathways with on-ramps



Youth Program with Experiential and Classroom Learning: [Cookie Cart](#), national employability skills certificate



[ServSafe Food Safety Course](#): industry recognized credential, fulfills state food manager requirements



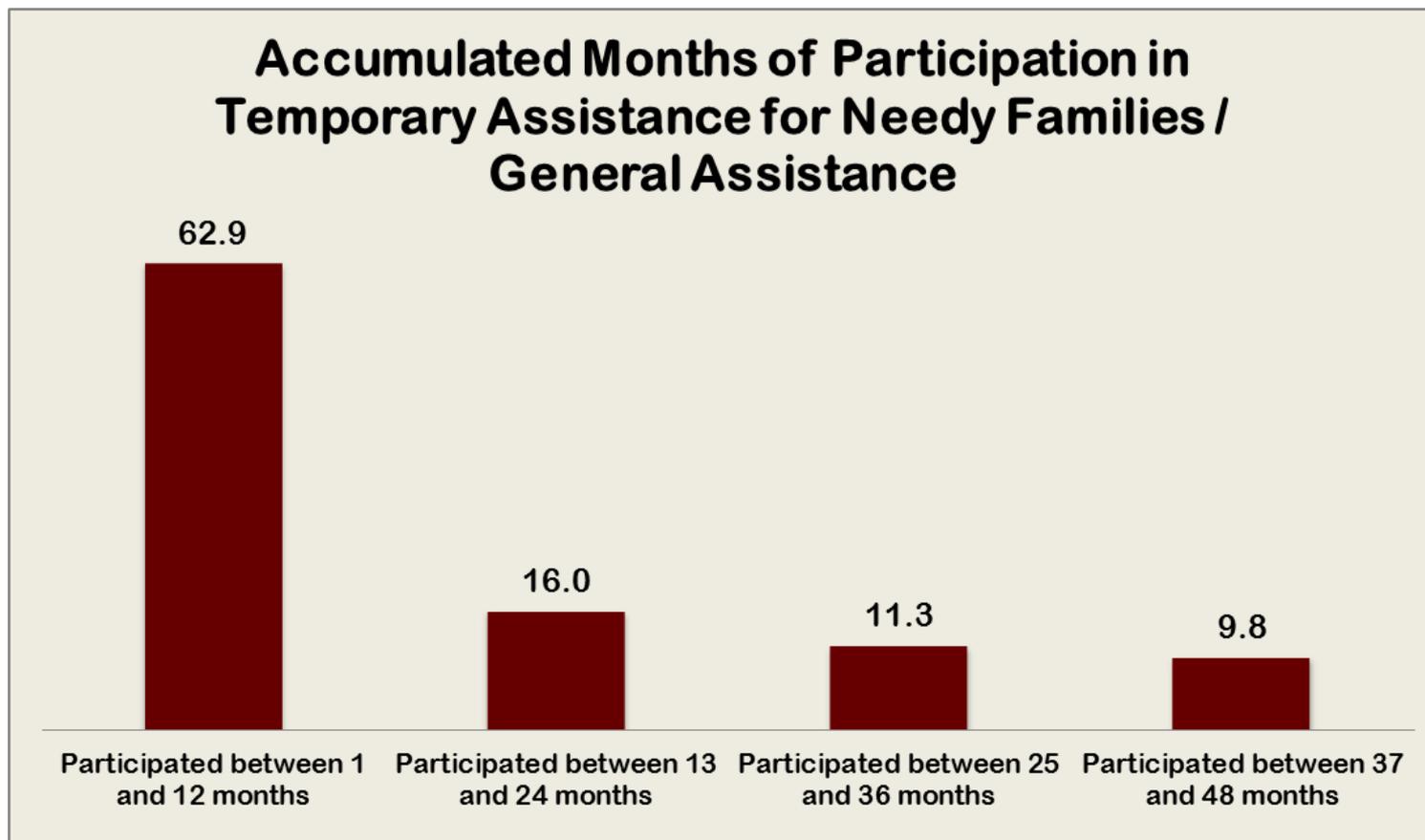
Community College [Culinary Arts certificates, diplomas, degrees](#): a range of academic awards for food service professionals

WIOA promotes work-based learning

Expanded focus on “earn and learn” strategies

- Transitional jobs (Up to 10% of WIOA Adult funds) for individuals with barriers to employment, with work supports
- Youth paid work experience ,including summer jobs (at least 20% of WIOA Youth \$)
- On-the-Job Training (OJT) can be up to 75% wage reimbursement
- Up to 20% of WIOA Adult & Dislocated Worker funds available for incumbent worker training (IWT) partnerships with employers
- Workplace Adult Education and contextualized learning

Average duration on TANF is under 12 months



Source: U.S. Census Bureau, *Dynamics of Economic Well-Being: Participation in Government Programs, 2009-2012: Who Gets Assistance?*, May 2015.

Build systems for all workers

- *Don't* build separate career pathways programs for TANF recipients – make sure they can access the systems you are building
- Need shared data systems to avoid repeating assessments, training
- Need stackable credentials, credit for prior learning

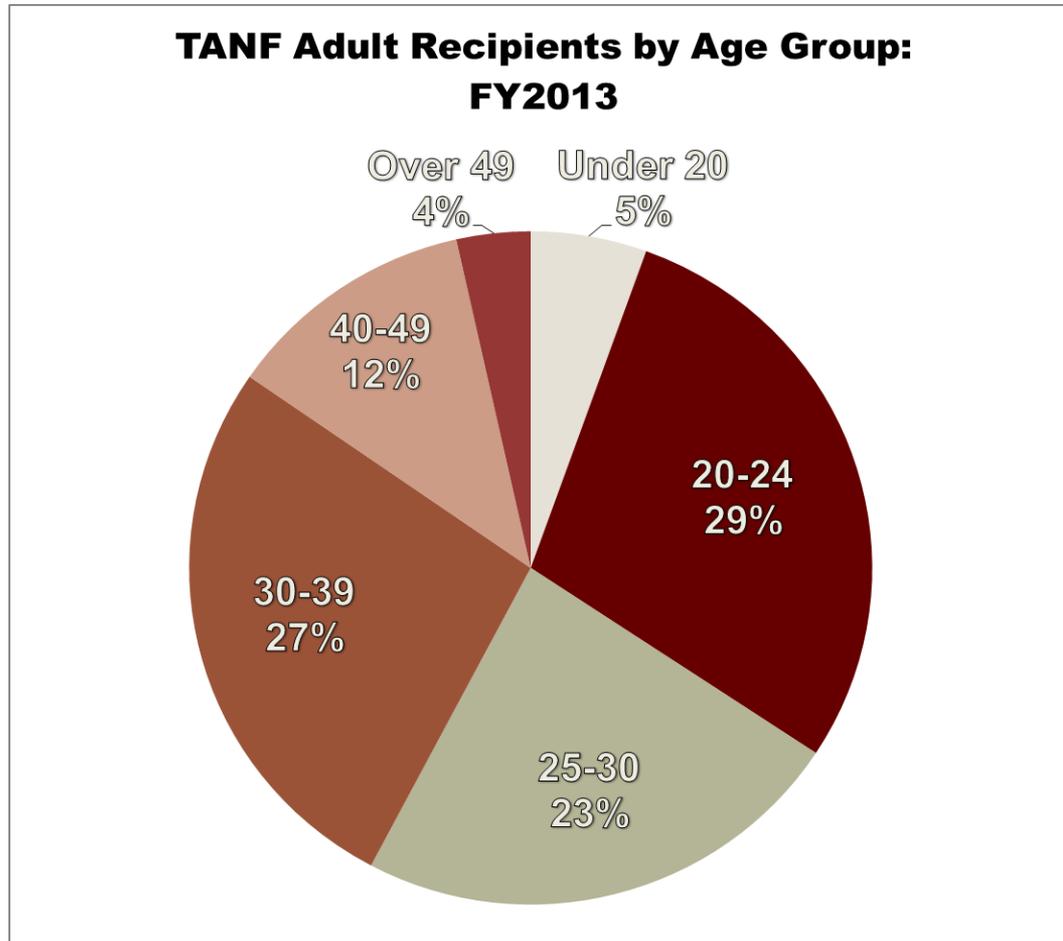
Performance Measures

- Negotiated targets can give credit for serving more disadvantaged workers. WIOA requires performance expectations to be adjusted based on economic conditions and participant characteristics.
- Credential attainment and skill gains measures allow more intensive training
 - Skill gains measure captures interim progress
 - Capture a positive outcome for participants who start further behind

Youth programs

- Expands age range for out of school youth eligibility to 16-24 (previously, 16-21)
- At least 75% of Youth funds must be spent on out-of-school youth (previously, 30%).
- At least 20% of Youth funds must be spent on paid and unpaid work experiences that incorporate academic and occupational education

TANF Serves Many Young Adults



Strategies for Serving TANF Youth

- Allow youth to meet their TANF participation requirements through activities existing in the community, including WIOA youth programs, and other education and training activities.
- Create specialized services for youth receiving benefits
- Blend and braid funding streams to provide services to young adults both on and off of benefits

What does it mean for TANF or SNAP E&T to be a one-stop partner?

- Must enter into a memorandum of understanding (MOU) with the local board, and participate in the operation of the one-stop system per the MOU;
- Must contribute funding toward maintaining the one-stop infrastructure;
- Must provide access to the program's career services through the one-stop centers.

What it isn't

- Eligibility determination may remain separate
- Whether TANF is a partner or not:
 - WIOA agencies must provide workers with info on accessing services
 - WIOA state plan must describe how WIOA core programs align and coordinate with human services programs.
- Does not automatically change policies that might limit access of recipients to programs.
- Does not require combined plan

Coordination Looks Different in Different Places

- Do not need to consolidate administration or staffing with workforce programs
- Can use TANF funds to support activities for “TANF-eligible” households not just cash assistance recipients
 - Arkansas Career Pathways Initiative
 - Utah model of fully integrated services
- May choose to coordinate some services (resource rooms, job search/job readiness, job development) while keeping others separate.
 - 11-site study by Mathematica funded by the Office of Planning, Research, and Evaluation (OPRE)

Strategy 8: Job Search & Job Readiness

Site	Common Sign-In Process Used Across Programs	Common Resource Room for Job Search Used Across Programs	Common Workshop Schedule to Support Job Search and Job Readiness Used Across Programs	TANF ES and WIA Staff Members Share Responsibility for Job Search and Job Readiness Services
Site 1				
Site 6				
Site 8				
Site 4	x			
Site 2	x	x	x	
Site 3	x	x	x	
Site 7	x	x	x	
Site 5	x	x	x	x
Site 9	x	x	x	x
Site 10	x	x	x	x
Site 11	x	x	x	x

Source: Interviews conducted for the Study of TANF/WIA Coordination.

Note: Shading indicates the level of coordination from base (lighter) to high (darker).

Strategy 10: Education and Training

Site	Percent of TANF recipients in vocational education or job skills training (state data, FY2010) ^a	TANF funds available for education and training	Regular referral to WIA for specific purposes	Standard referral of TANF ES customers to WIA for access to training
Site 2	12%	x		
Site 3	12%	x		
Site 4	57%	x		
Site 6	15%	x		
Site 7	15%	x		
Site 8	10%	x		
Site 9	14%	x		
Site 10	28%	x		
Site 11	28%	x		
Site 1	23%	x	x	
Site 5	16%	x	x	

Source: Interviews conducted for the Study of TANF/WIA Coordination.

Note: Shading indicates the level of coordination from base (lighter) to high (darker).

Need to provide “access to services”

- Options explained at NPRM: 678.305(d)
- Program staff physically present
- Partner staff “*appropriately trained to provide information*”
- Program staff available through “*direct linkage through technology*”
 - Phone or real-time internet connection
 - NOT giving phone number, website, brochure, or appointment for later date

Opportunities

- Reduce duplication of similar services
- Better serve disadvantaged populations, whether or not they receive public benefits:
 - TANF agencies may have recent experience in operating transitional jobs programs
 - Human services agencies may have better knowledge and relationships with supportive services, such as mental health treatment
 - Funding for child care, other supports
 - Can identify and recruit disadvantaged youth and adults into workforce programs

For more information

CLASP resources on WIOA

<http://www.clasp.org/wioagameplan>

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