

WIOA Implementation: Opportunities for Partnership

David Socolow

Center for Postsecondary and Economic Success at CLASP

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Workforce Innovation and Opportunity Act

- Passed with wide bipartisan majority in Congress
 - Senate voted 93-5; House voted 415-6
- WIOA was signed into law by President Obama on July 22, 2014
 - Many provisions took effect July 1, 2015; others July 1, 2016
- First reauthorization of national workforce programs in 16 years
 - Updates the law for changes in the economy
 - Emphasizes newer, proven strategies in workforce development

One Stop Vision for Workforce

- No wrong door approach.
- Offer comprehensive package of services to job seekers that varies depending on their needs, not entry point or funding stream.
- Job seekers can move seamlessly between programs authorized under different laws.
- Meets employer needs, help individuals earn the skills and credentials required for in-demand occupations.

One Stop Partners under WIOA

- Core Programs
 - Title I Adult, Dislocated Worker & Youth
 - Title II Adult Education and Family Literacy
 - Title III Employment Service (Wagner-Peyser)
 - Title IV Vocational Rehabilitation
- Service Delivery Partners at one-stops (REQUIRED under WIOA section 121(b)(1))
 - **Employment and Training Activities carried out under the Community Services Block Grant**
 - TANF (unless Governor opts out), Second Chance Act, others
- Other Potential Partners (optional)
 - SNAP E&T, Community Colleges, and others

Different Levels of Partnership

- WIOA collaboration through workforce board
- Combined State Plan
- CSBG E&T services in one-stop system
- CAA as One-Stop Operator

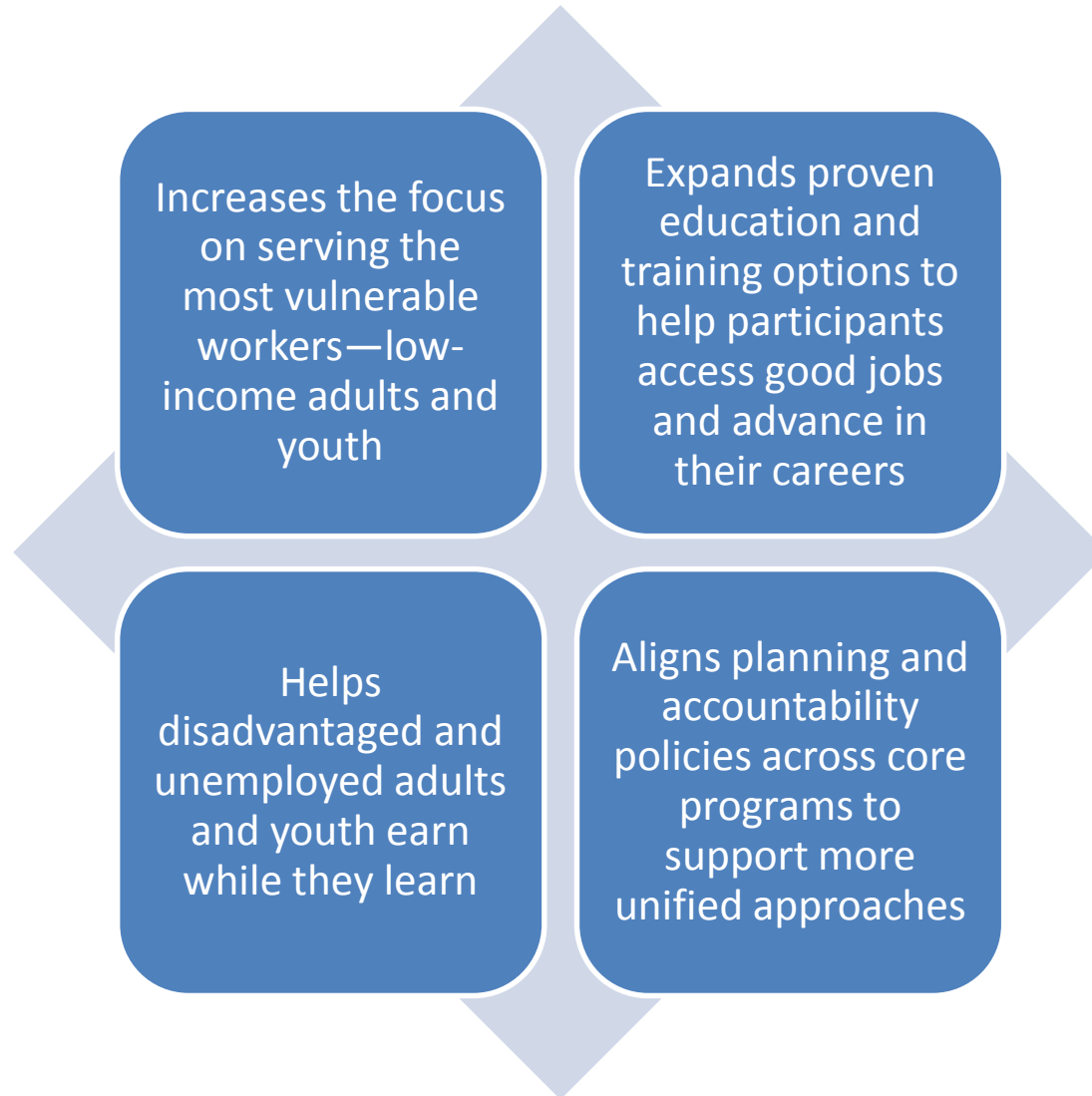
Why partner with WIOA?

- Place E&T program in the context of workforce
- Enhance E&T program participant access to high-quality training opportunities (IET, Career Pathways) tied to job openings/LMI
- Improve continuity for participants – braided and blended funding models
- Reduce duplication of activities, services (possibility of freeing up funds for other purposes)

Collaboration has not always been effective in the past

- WIA performance measures, employer focus has sometimes led workforce programs to focus on people who enter at higher skill levels or with more work experience

How is WIOA different?



WIOA targets services to workers with greatest needs

- *Priority of Service* strengthened to target public assistance recipients, individuals who are low-income and/or have barriers to employment
- Workforce boards must report on number of individuals who face barriers to employment and who received services, including disaggregated reporting by subpopulation
- 75% of Youth funds must be spent on out-of-school youth (previously, 30%), and expands age range for out of school youth eligibility to 16-24 (previously, 16-21)
- Adult Education focused on learners with lowest skill levels

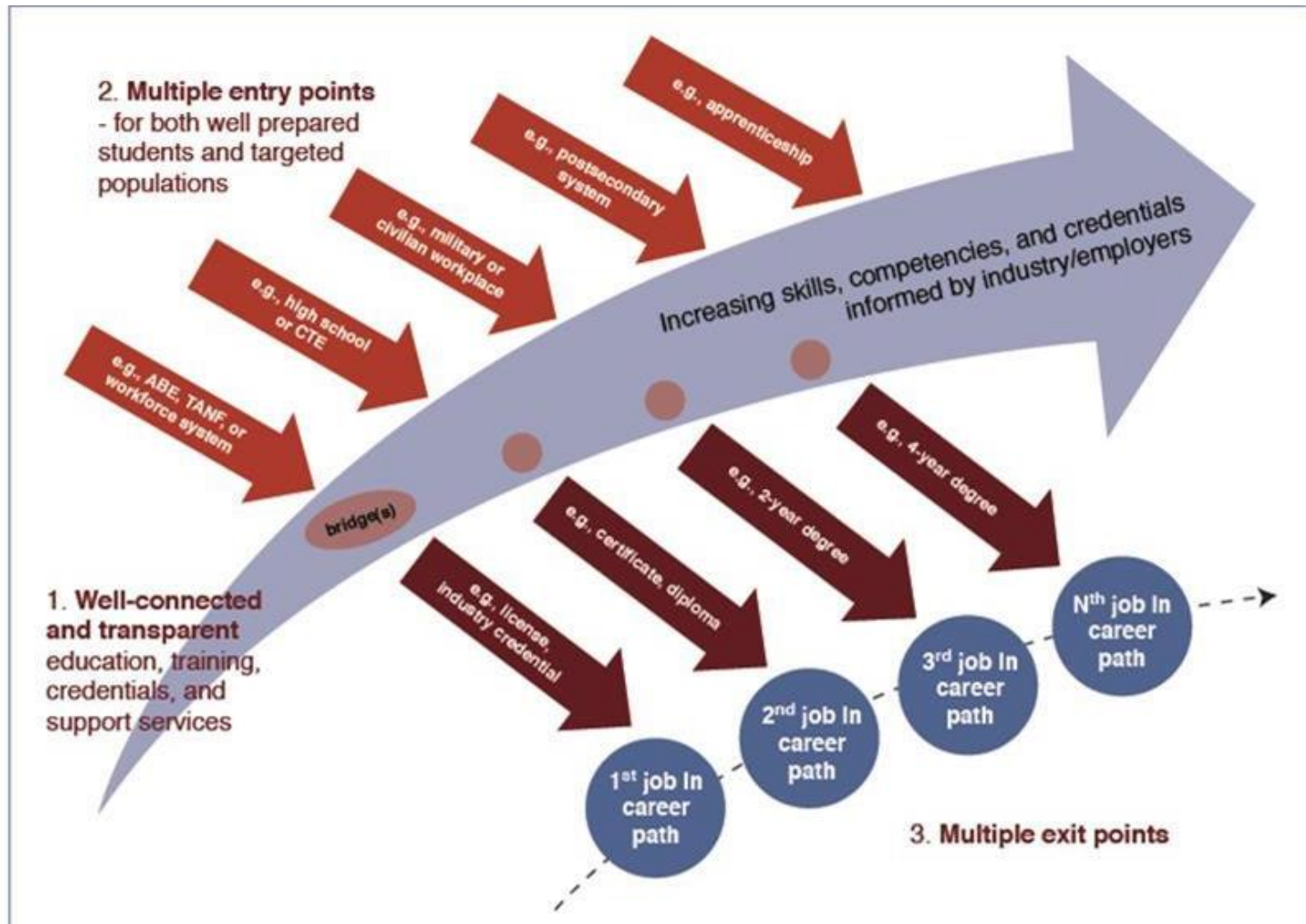
Performance measures

- Credential and skill gains measures allow more intensive training
 - Skill gains measure captures interim progress
 - Programs get credit for people who start further behind
- Requires state and local performance expectations and levels to be adjusted based on economic conditions and participant characteristics, including public benefit receipt

WIOA expands education and training options

- Faster access to training when appropriate (elimination of “sequence of services”)
- Encourages implementation of Career Pathways
- Contract training for cohorts and industry sector partnerships, including career pathways, coordinates with Pell Grant “ability to benefit”
- Encourages Integrated Education and Training
- Expanded focus on “Earn and Learn” strategies, including transitional jobs

Essential elements of Career Pathways



Robust definition of Career Pathways

The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

(A) aligns with the skill needs of industries in the economy of the State or regional economy involved;

(B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including [state- and federally-registered] apprenticeships

(C) includes counseling to support an individual in achieving the individual’s education and career goals;

(D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

(E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

(F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and

(G) helps an individual enter or advance within a specific occupation or occupational cluster.

WIOA's work-based training: enabling people to earn while they learn

- OJT 75% wage reimbursement
- Up to 20% of funds available for incumbent worker training partnerships with employers
- Up to 10% of funds available for transitional jobs for individuals with barriers to employment
- Work supports, including child care
- Paid work experiences for Youth (including summer jobs)
- Workplace Adult Education and contextualized learning (IET model)

WIOA expands and improves services to disadvantaged youth

- New **16-24** age range for out-of-school youth eligibility
- Requires at least 20 percent of Youth Formula Funds be spent on paid and unpaid work experiences (including Summer Jobs programs)
- Adds youth “living in a high-poverty area” to the low-income criterion for youth activities
- In-school youth eligibility includes low-income individuals ages 14 to 21 who are English language learners and those who have a disability.

WIOA aligns planning and accountability policies

- **Required:** unified planning (4-year unified state plan for all 6 core programs)
- Optional combined plan (e.g., CSBG, CTE, TANF, SNAP E&T)
- Common measures across multiple programs (with variation for the Title I youth program)
- Better coordination of services to low-income individuals through shared accountability
- State/local plans must include youth and adults with barriers in their analysis, needs, vision, and goals
- Local Plans must describe how access to services will be expanded and how the local board will facilitate co-enrollment

Combined plans

- *State option* to include CAA, other partner programs in a combined plan.
- Four year plans, with sunshine requirements.
- CAA plan gets considered in context of labor market information, workforce planning.
- Ensures CAA has a seat at the table in setting WIOA priorities

Most of the changes require strong state/local implementation

- No new funding
- By partnering and engaging in the WIOA planning process, CAA stakeholders may be able to influence WIOA to ensure it effectively serves the most disadvantaged workers
- CAA programs can share their expertise in serving individuals who have barriers to employment

What does it mean for a program to be a required 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

- Administration or staffing consolidation not required
- Eligibility determination may remain separate
 - WIOA agencies must provide info on accessing services
- Does not require CAA inclusion in WIOA Combined Plan

Funding agreement

- Does not override rules on use of funds for individual programs
- Cost allocation based on use of services
- Local areas set contributions under MOU
- If no local agreement, state policy applies
 - State policy can't require CAAs to contribute more than 1.5% of Federal funds *spent on employment and training services* to support one-stop infrastructure.

Questions to think about:

- What is working and not working now?
- Which CAA E&T participants currently use other workforce services? Are they already part of the one-stop system? Are they going to be?
- Where are services now provided? Are they more or less convenient to low-income populations than one-stop centers?
- How many people are served under each program? What would the client mix look like?

Job-Driven Training policy reinforces WIOA

At July 2014 WIOA bill signing, Administration unveiled “Ready to Work” strategy: 25+ discretionary federal grants (\$1.4 B), 50+ agency initiatives to use Job-Driven Checklist:

- Employer Engagement
- Earn and Learn Strategies
- Career Pathways
- Driven by data and labor market information
- Regional Stakeholder Partnerships

Proposed Regulations and Federal Guidance

- www.doleta.gov/wioa
- www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html
- ION: <https://wioa.workforce3one.org/page/home>



For more information

CLASP resources on WIOA:

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

David Socolow dsocolow@clasp.org