Partnerships between WIOA and Human Services Programs: A Means to an End

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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 take 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

States have choices to make

- Should TANF and SNAP E&T be partners in the one-stop system?
  - TANF is a "required partner" unless governor opts out
  - SNAP E&T is an optional partner
  - May partner in some localities even if not statewide
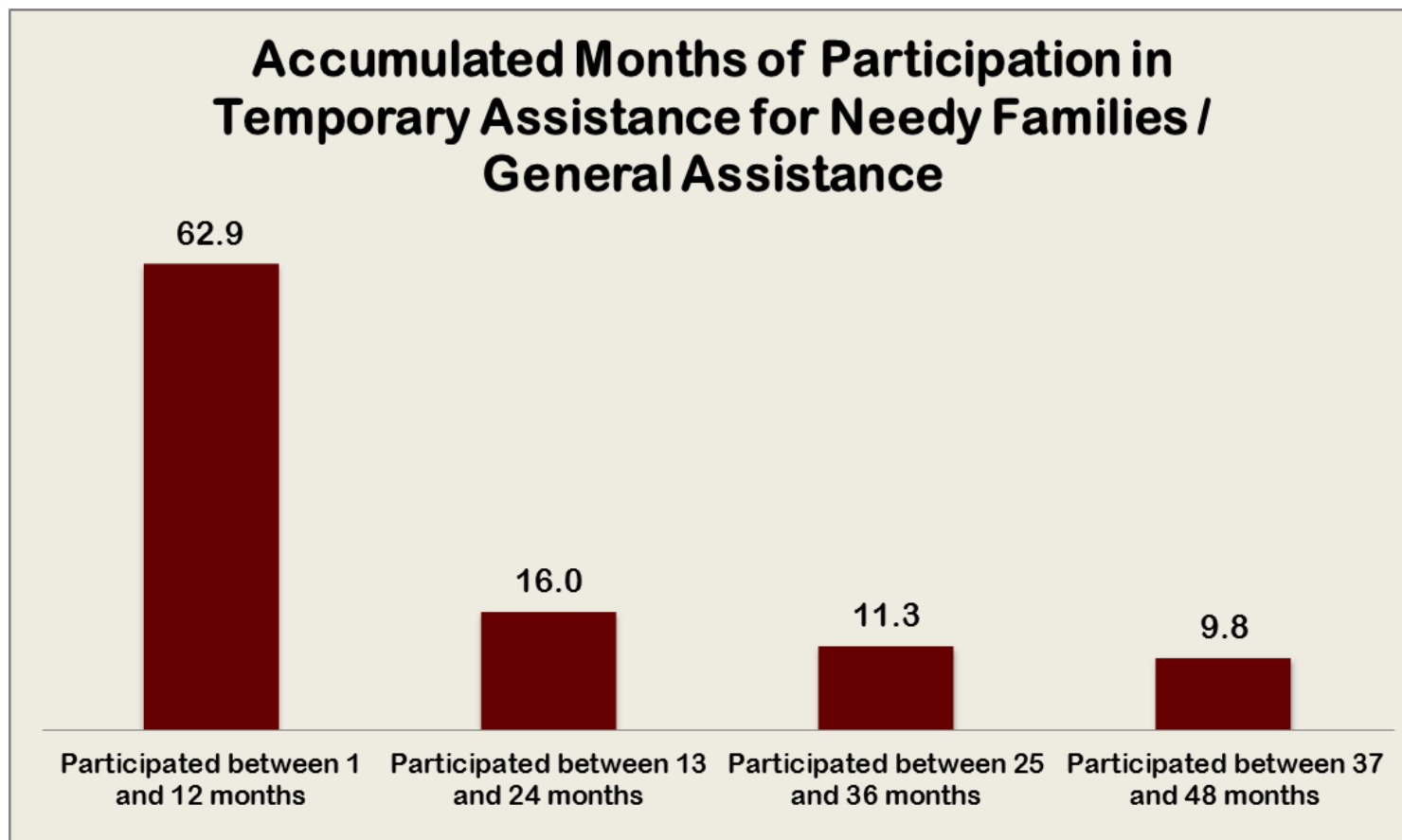- Should states submit a Combined State Plan including TANF and SNAP E&T?

Better questions to start with

- Will partnering with the one-stop system improve the employment services that TANF and SNAP agencies are able to offer to clients?

- Can human services agencies help ensure that the workforce system takes seriously "priority of service" for disadvantaged workers?

- Can partnerships help both programs improve services for disadvantaged workers?
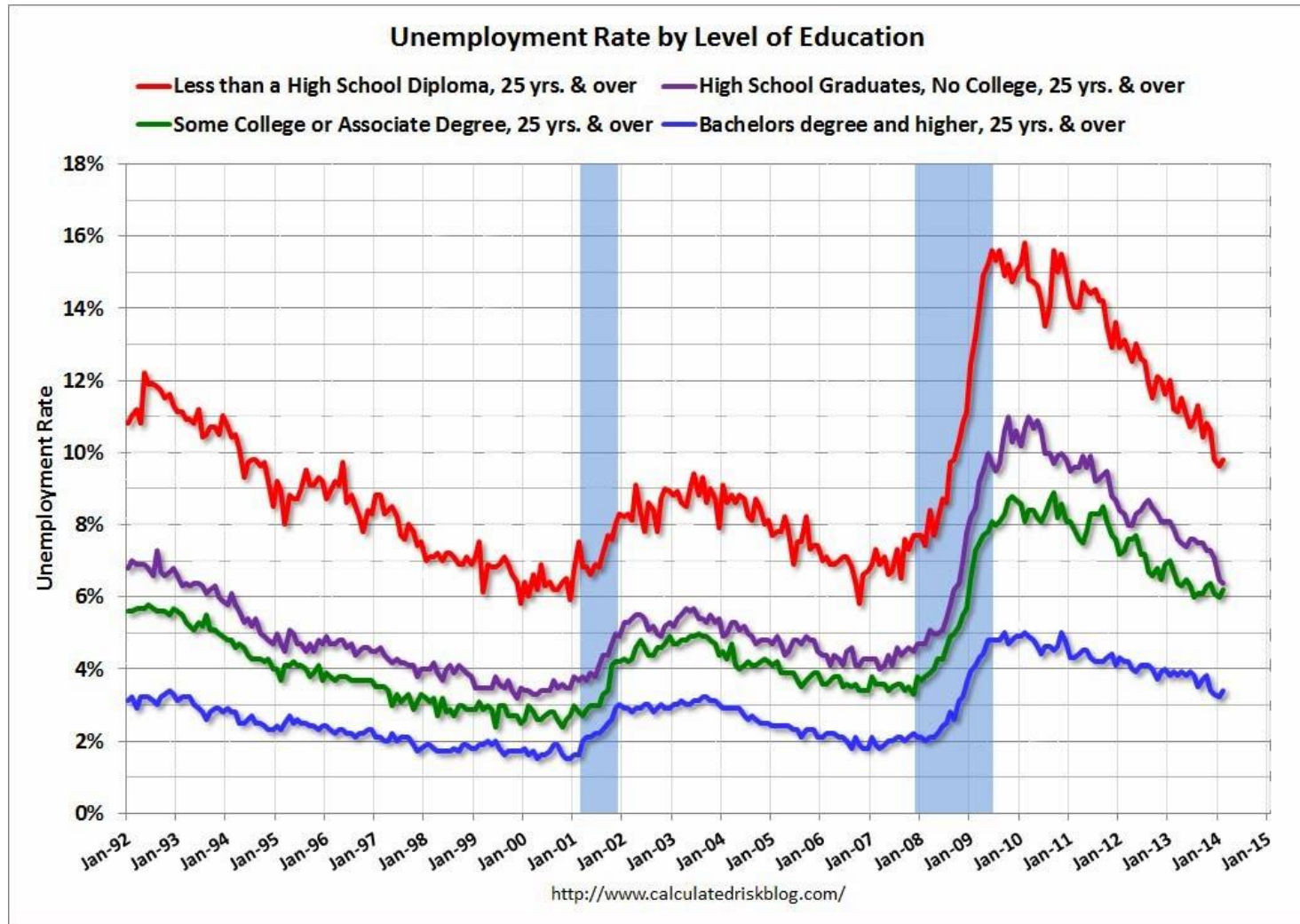
Human services perspective: Why partner?

- Enhance recipients' access to high quality training opportunities tied to job openings

- Stronger connections to employers

- Reduce duplication of similar activities, services, such as resource rooms
  - possibility of freeing up funds for other purposes

Improve continuity for workers who may move on and off of benefits

Accumulated Months of Participation in Temporary Assistance for Needy Families / General Assistance

Participated between 1 and 12 months	Participated between 13 and 24 months	Participated between 25 and 36 months	Participated between 37 and 48 months
62.9	16.0	11.3	9.8

Source: U.S. Census Bureau, *Dynamics of Economic Well-Being: Participation in Government Programs, 2009-2012: Who Gets Assistance?,* May 2015.
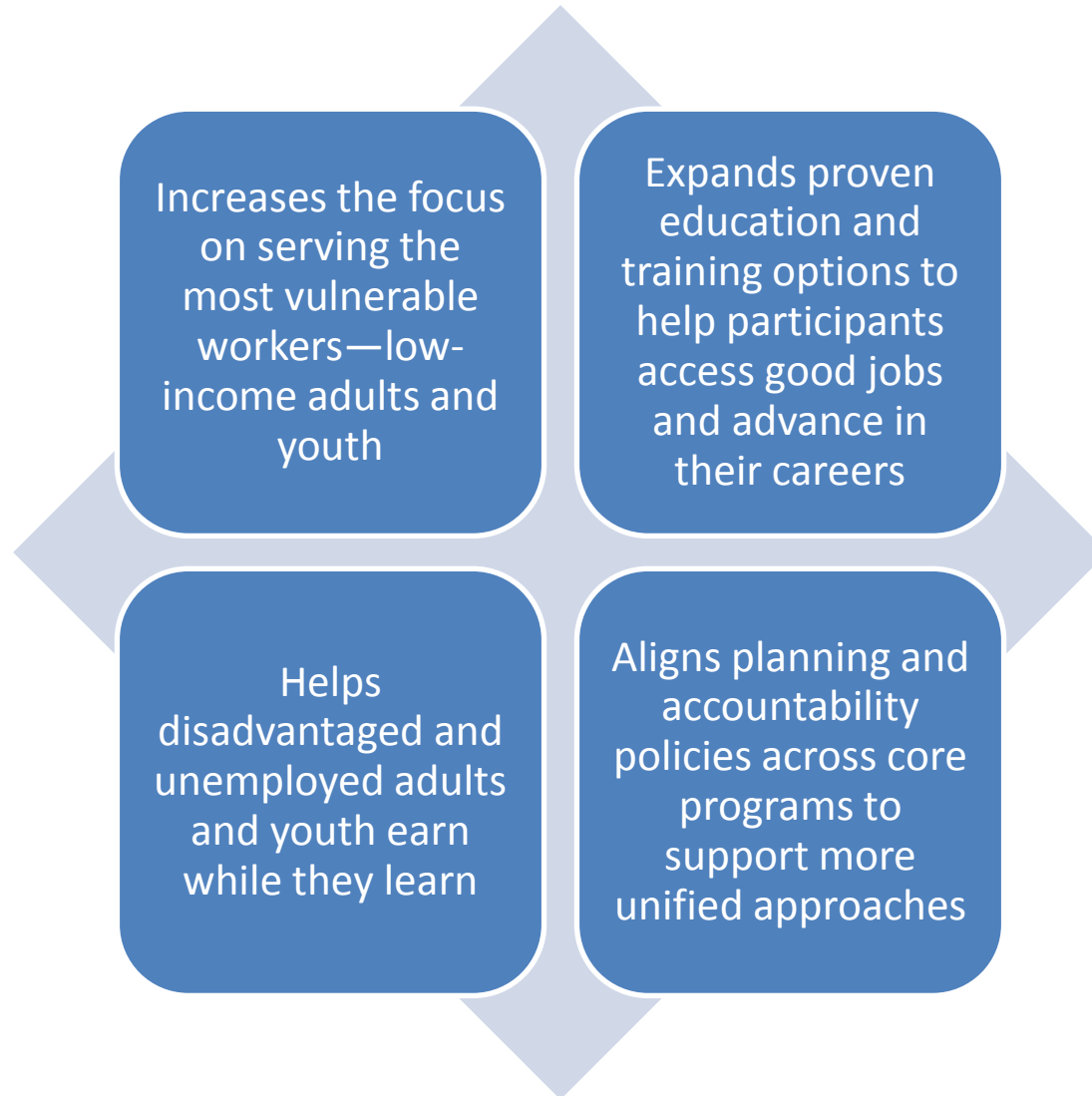
Puts programs in the context of labor market information

Unemployment Rate by Level of Education

— Less than a High School Diploma, 25 yrs. & over   — High School Graduates, No College, 25 yrs. & over
— Some College or Associate Degree, 25 yrs. & over   — Bachelors degree and higher, 25 yrs. & over

http://www.calculatedriskblog.com/

Collaboration has not always been effective

- 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 than TANF recipients or mandatory SNAP participants.

- TANF work participation rate requires tracking of attendance, hours

- Different cultures – mandatory vs. voluntary

How is WIOA different?

Increases the focus on serving the most vulnerable workers—low-income adults and youth

Expands proven education and training options to help participants access good jobs and advance in their careers

Helps disadvantaged and unemployed adults and youth earn while they learn

Aligns planning and accountability policies across core programs to support more unified approaches

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)
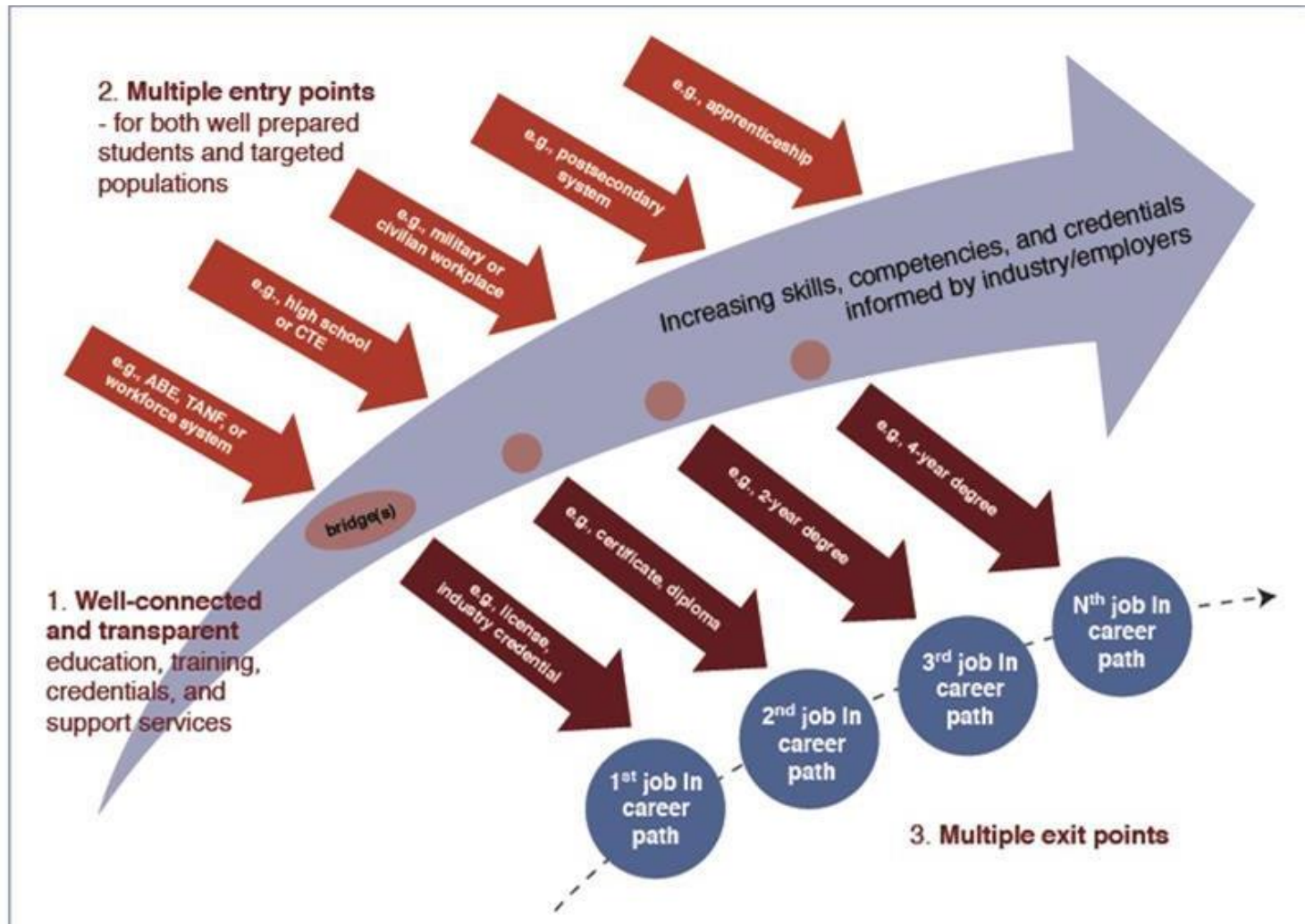
Performance measures

- 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

- Encourages Integrated Education and Training

- Expanded focus on earn and learn strategies, including transitional jobs

Essential elements of Career Pathways

2. **Multiple entry points** - for both well prepared students and targeted populations

e.g., ABE, TANF, or workforce system

e.g., high school or CTE

e.g., military or civilian workplace

e.g., postsecondary system

e.g., apprenticeship

Increasing skills, competencies, and credentials informed by industry/employers

bridge(s)

1. **Well-connected and transparent** education, training, credentials, and support services

e.g., license, industry credential

e.g., certificate, diploma

e.g., 2-year degree

e.g., 4-year degree

1st job In career path

2nd job In career path

3rd job In career path

Nth job In career path

3. **Multiple exit points**

What hasn't changed?

- TANF work participation rate
- Challenges of aligning mandatory and voluntary programs, participation and outcome measures
- No new money on either TANF or WIOA side
  - 50/50 reimbursement available under SNAP E&T
- Limits on uses of funds and cost allocation requirements

Most of the changes require strong state/local implementation

- By partnering and engaging in the WIOA planning process, human services stakeholders may be able to influence WIOA to ensure it effectively serves the most disadvantaged workers

- TANF and SNAP E&T programs may have more expertise in serving individuals who have barriers to employment

- TANF experience with transitional jobs

What does it mean for a human service program to be a <u>required partner</u>?

- 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.

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 local area can't come to agreement, state policy applies

  - State policy can't require TANF to contribute more than 1.5% of Federal funds spent on employment and training services to support infrastructure.

Combined plans

- *State option* to include partner programs in a combined plan.

- Four year plans, with sunshine requirements.

- HHS will still only certify TANF portion as complete, not approve or disapprove.

- Still missing details on how SNAP E&T annual budgeting will fit into four year cycle.

Recommendation

- Whether or not the state opts out of TANF being a required partner…

- Whether or not the state decides to submit a consolidated plan…

- STAY ENGAGED and KEEP TALKING

- Once in 16 year opportunity to rethink what services you offer – and to influence workforce system – to match today's economy

For more information

CLASP resources on WIOA

 http://www.clasp.org/wioagameplan

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