WIOA Implementation: Opportunities for Partnership

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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?

- 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)
- 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

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