

# WIOA Implementation: Opportunities for Partnership

**David Socolow**

**Center for Postsecondary and Economic Success at CLASP**

**Community Action Partnership Annual Convention**

**August 26, 2015**

# 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

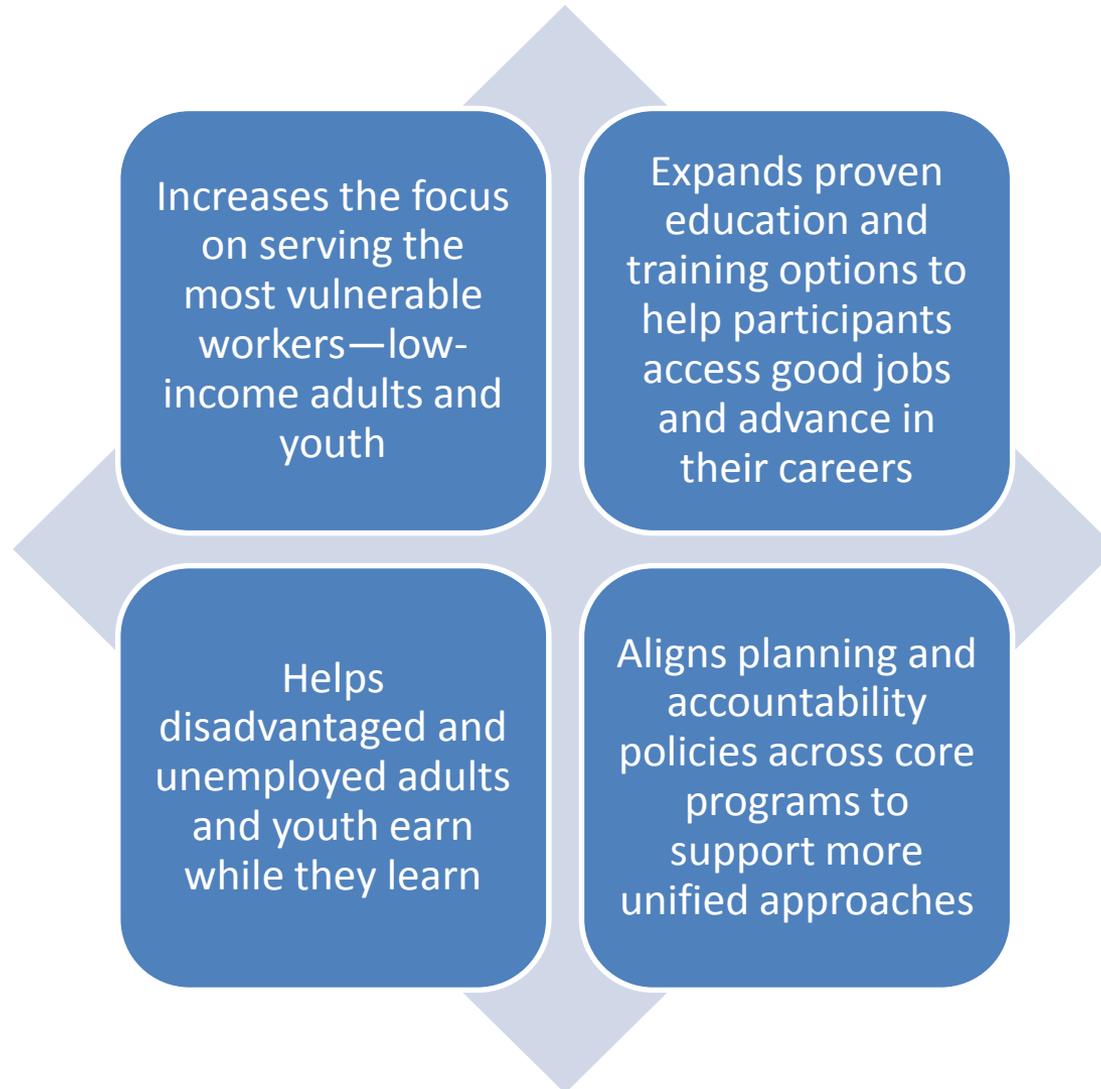
# Why partner with WIOA?

- 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

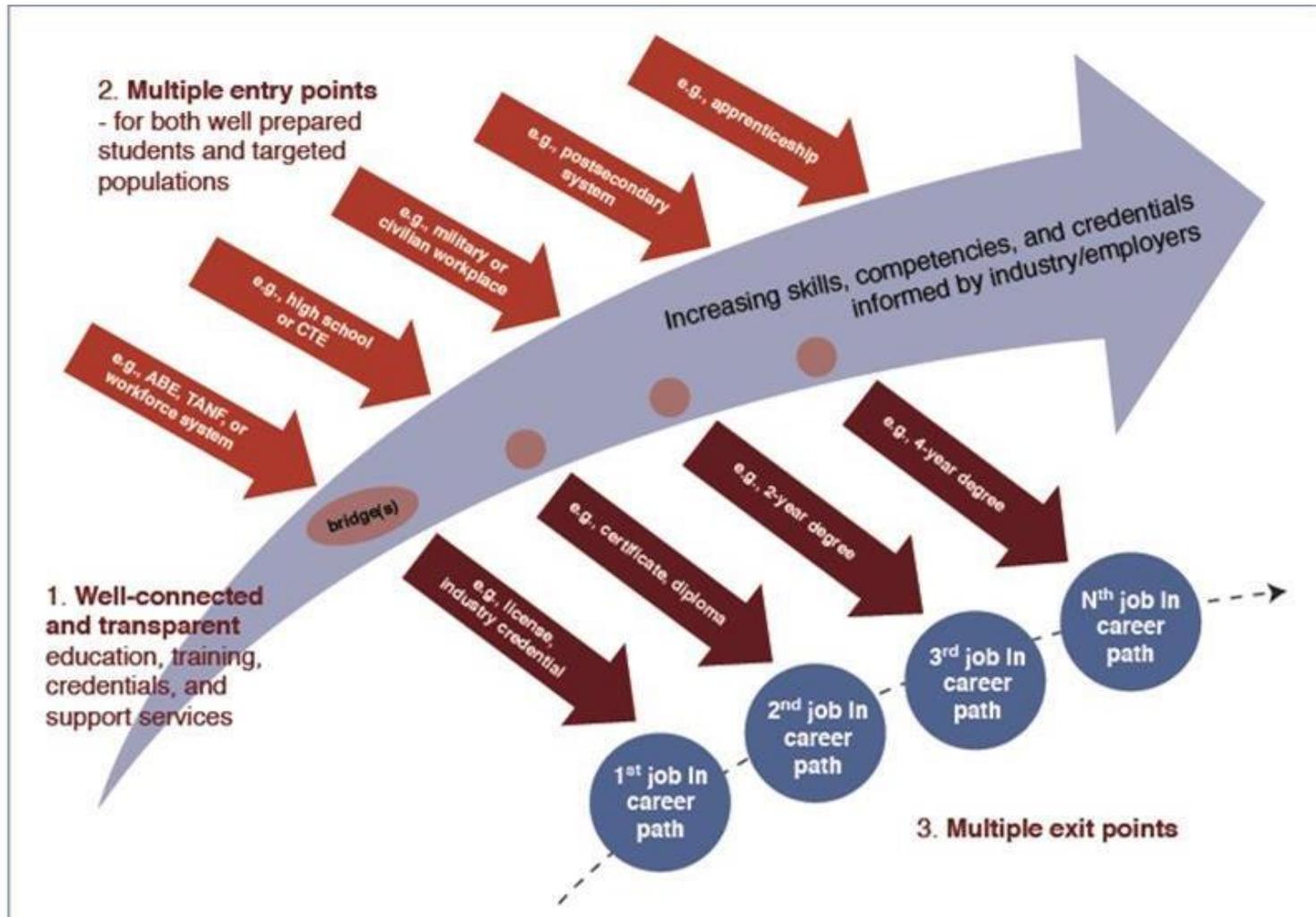
# Performance measures

- 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?

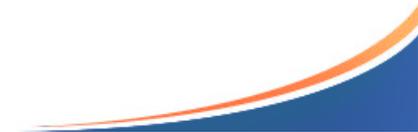
# Job-Driven Training policy reinforces WIOA

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](http://www.doleta.gov/wioa)
- [www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html](http://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](mailto:dsocolow@clasp.org)