

# WIOA Title III: Employment Service (Wagner-Peyser Act)

**Overview:** Employment Service provides employment services and career counseling to jobseekers, as well as labor exchange services to jobseekers and employers.

**Type of Program:** Formula grants to states.

**Eligibility and Targeting:** Services are available to any jobseeker, regardless of employment status. Veterans receive priority, and disabled veterans receive the highest priority. States can provide specialized assistance to other targeted populations. Any employer seeking workers is eligible for employer services.

**Services/Program Support:** Services include job search and placement assistance for jobseekers, recruitment services and special technical services for employers, re-employment services for unemployment insurance claimants, labor exchange services for workers who have received notice of permanent or impending layoff, referrals and financial aid application assistance for training and educational resources and programs, and the development and provision of labor market and occupational information.

**Non-federal Funds:** There is no state matching requirement.

## HOW PROGRAM CAN SUPPORT CAREER PATHWAYS

Employment Service staff can play an important role in guiding people toward jobs, as well as education and training organized around career pathways, through a range of one-on-one assistance and group services, including:

- Counseling and career planning;
- Testing and assessment;
- Job search assistance;
- Labor market information dissemination;
- Training provider information; and
- Recruitment, job matching, and placement.

Employment Service staff can help identify local employer partners, such as those that offer high-wage opportunities in established career pathways. Employment Service typically works with employers to identify employment opportunities and match qualified jobseekers with openings.

The Wisconsin Department of Workforce Development redirected resources to ensure that every local workforce area has at least one certified employment counselor to provide career counseling to clients. This policy, coupled with other changes made under the state's Regional Industry Skills Education (RISE) initiative, strengthened the use of public workforce resources for career pathway models. These policy changes included adding career pathway training models (e.g., apprenticeships, bridges,

and chunked career pathways training in targeted occupations) to the state's Eligible Training Provider List and required all workforce development boards to incorporate RISE career pathway principles into their WIA local plans.

#### PROGRAM LIMITATIONS

In general, the only Employment Service resources available to support career pathways are staff and technical assistance—not financial resources to cover education and training. For example, staff can provide employment services and offer intensive counseling services to people in career pathways; however, the program cannot support tuition or other costs for participants in education or occupational training.

#### OPPORTUNITIES FOR STATES

- Employment Service staff can provide counseling to guide people toward established career pathways and provide career navigation services to career pathway participants.
- Online state job banks can help jobseekers learn about employment opportunities and employers in regional career pathways.
- Employment Service resources or staff may be used to analyze and disseminate labor market information on industries and occupations to help inform the development of career pathways.