

Workforce Innovation and Opportunity Act

Presentation at the Austrian Embassy workshop on
European/U.S. Workforce Programs

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WIOA: National Workforce Development System

- WIOA enacted in July 2014; replaced the Workforce Investment Act (1998)
- Federal-state-local partnership
- Federal agencies (Employment and Training Administration/USDOL)
 - Funding
 - Guidance and oversight
- States employment agencies
 - Augment federal funds with state funds
 - Set priorities based on state needs and goals (state plan)
 - Provide leadership and administrative support to local WIBs
- Local Workforce Investment Boards
 - Augment federal and state funds with funds from local partners
 - Set priorities based on local needs and goals (local plan)
 - Administer services
 - Contract with third party organizations to deliver services

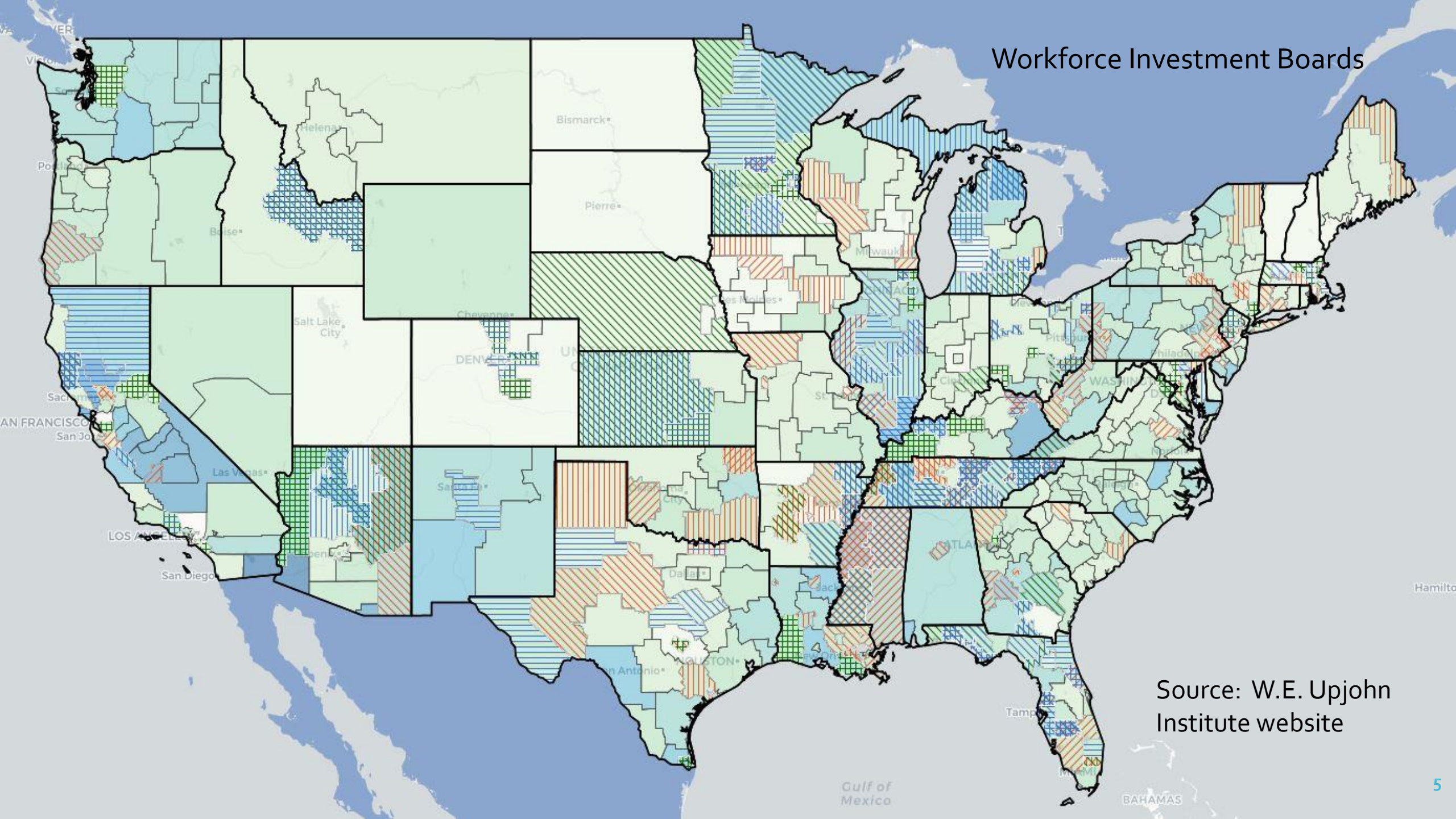
WIOA v. WIA

- Stronger dual-customer approach—businesses and job seekers
- Greater integration of services at the one stop service centers
- Closer ties with business and educational/training institutions
- Adopt and expand:
 - Career pathways
 - Industry or sector partnerships (local WIBs required to “convene, use, or implement” them)
- Increased emphasis on the attainment of industry-recognized certificates and credentials linked to in-demand occupations
- Accountability: Revised performance measurement system—making all programs accountable to the same core metrics
- Greater evidence-based decision making:
 - Requires all states to use regression-adjusted performance targets for the basis of negotiating targets
 - States required to conduct rigorous evaluation of programs using counterfactuals every two years

Local Workforce Development Agencies

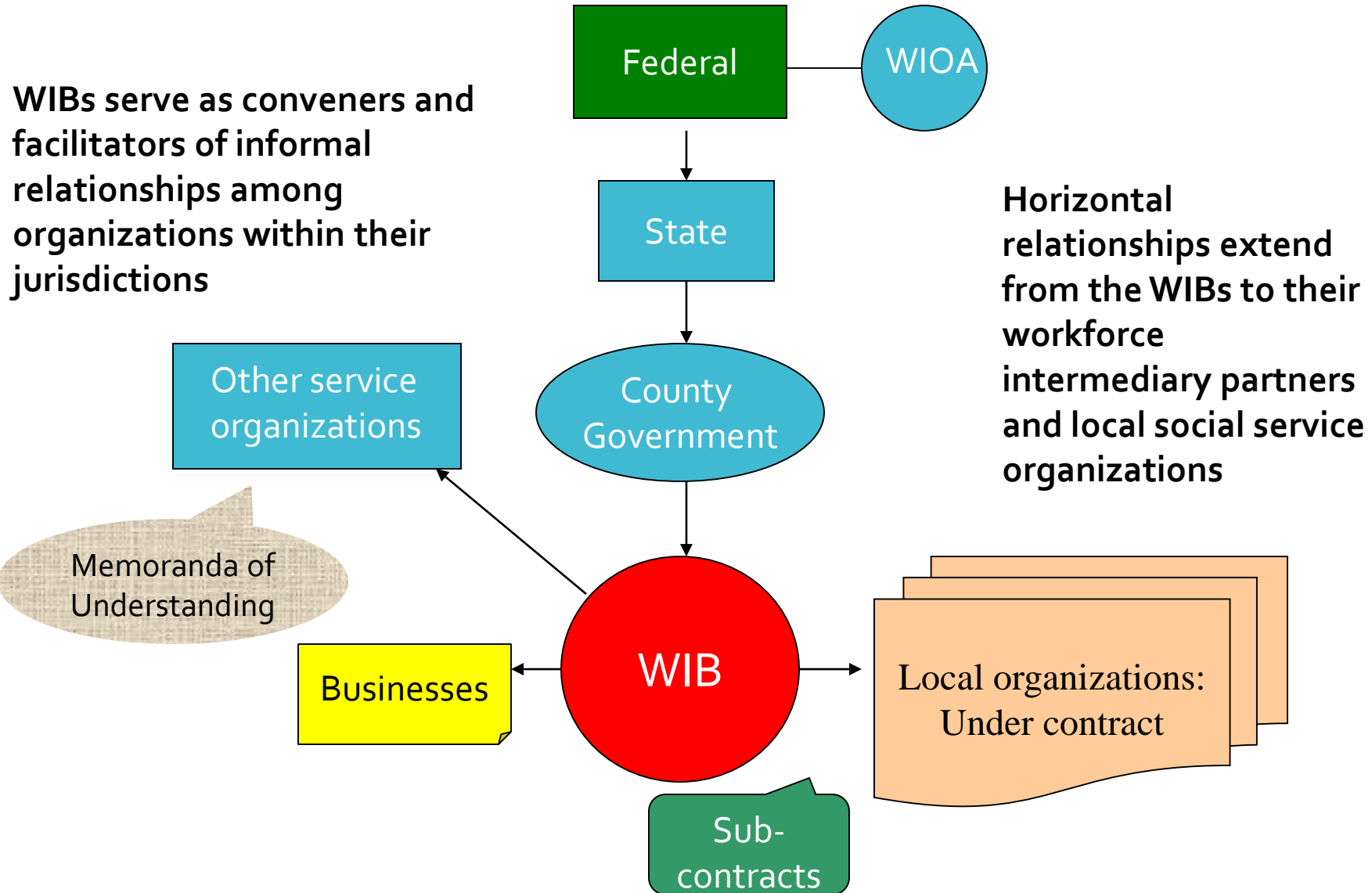
- Backbone of the workforce development system
- Pulse on local economy
- Identifies needs of businesses and job seekers
- Develops strategic plan for workforce programs
- Administers WIOA services
- Determines eligibility for various services, including training
- Subcontracts with third parties to deliver services
- *Ideally, provide leadership for local workforce development efforts and be a catalyst for convening key partners*

Workforce Investment Boards



Source: W.E. Upjohn Institute website

WIBs can Serve as Catalysts for Local Partnerships



CORE WIOA Programs

PY2016 (millions of dollars)	Total to States	High State Allotment	Low State Allotment
Adult	\$785.2	\$123.0	\$2.0
Dislocated Worker	990.5	169.4	0.7
Youth	832.6	128.8	2.1
Wagner-Peyser Employment Service	669.6	81.0	2.2
Adult Education and Literacy	569.4	92.2	0.8
Vocational Rehabilitation	3,046.5	303.3	10.4
Total Core	6,904.6	897.7	19.8

Source: TEGL No. 17-15, Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker and Youth Activities Program Allotments for Program Year (PY) 2016; Final PY 2016 Allotments for the Wagner-Peyser Act Employment Service (ES) Program Allotments; and Workforce Information Grants to States Allotments for PY 2016, April 5, 2016

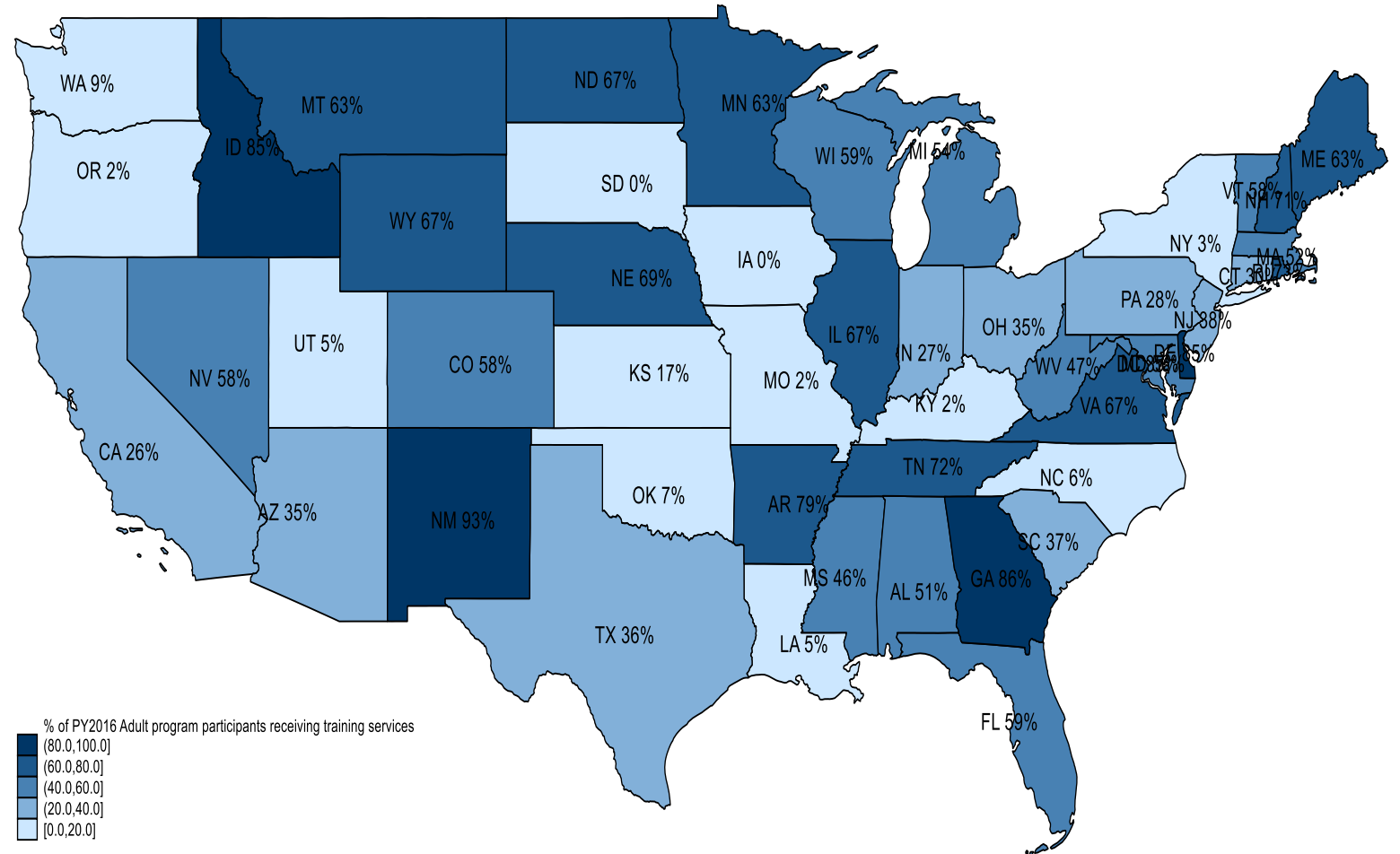
Partner Programs

	Total Allotment (millions \$)
Carl Perkins	\$1,076.5
National Farmworkers	72.9
Native American	62.6
Senior Community Service Employment	90.7
TANF	1,555.3
Trade Adjustment Ass't	349.9
UI RESEA	111.7
Youth Build	79.2
Total Formula Programs	3,380.1
Competitive Grant Approp.	190.9
Total WIOA Required Partners	3,571.0

Career Services and Training: Adult Program

Adult
Training Share:

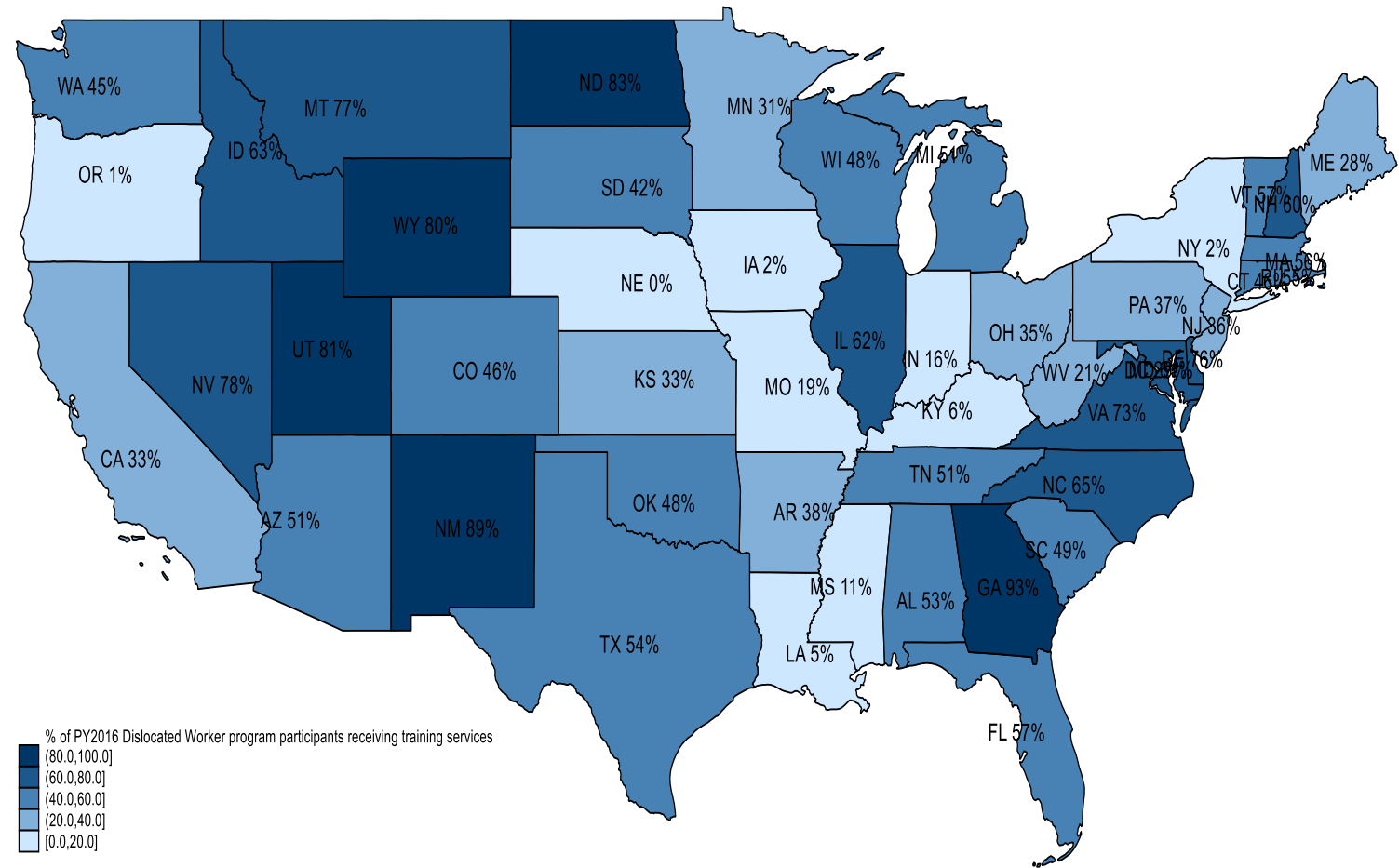
US: 10.8%
Highest: 93.3% (NM)
Lowest: 0.6% (ND)



Career Services and Training: Dislocated Worker Program

Dislocated Worker Training Share

US: 13.7%
Highest: 93.2% (GA)
Lowest: 0.3% (NE)



Basic Career Services

- Initial assessment of skills
- Labor exchange services
- Provision of referrals to and coordination of activities with other programs and services
- Provision of workforce and labor market employment information
 - Including job vacancy listings, job skills necessary to qualify for posted jobs
 - Information relating to local occupations in demand
- Provision of information and assistance for filing claims under the UI program
- Provision of referrals to other programs offered by partners of the one-stop service centers
 - Substance abuse
 - Housing
 - Child care medical or child health assistance and many others
- Assistance with financial aid for training and education programs not covered under WIOA

Staff-assisted Career Services

- Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers
- Development of an individual employment plan
- Group and/or individual counseling and mentoring
- Career planning (e.g., case management)
- Short-term pre-vocational services, including development of
 - Learning skills
 - Communication skills,
 - Interviewing skills, punctuality, personal maintenance skills,
 - Professional conduct to prepare individuals for unsubsidized employment or training
- Internships and work experiences that are linked to careers
- Workforce preparation activities that help an individual acquire a combination of
 - Basic academic skills
 - Critical thinking skills
 - Digital literacy skills
 - Self-management skills
- Financial literacy services
- Out-of-area job search assistance and relocation assistance
- English language acquisition and integrated education and training programs

Training Services

- Occupational skills training
 - Training for a specific skill or for a set of skills necessary to qualify for an occupation
 - Takes place outside the workplace and in a classroom setting.
- On-the-job training (OJT)
 - Takes place in the workplace
 - Provides job seekers with work experience and skills training that will help them qualify for and retain employment.
 - Typically pays the workers' employer half the costs of training
- Apprenticeship training
 - Combines education and work experience and results in a portable credential that is recognized by employers nationwide.
- Customized training
 - designed to upgrade the skills of incumbent workers in specific businesses

Types of Training

Program		OJT	Skill Upgrading	Entrepreneurial training	ABE or ESL	Customized Training	Other Occupational Training
Adult	No.	12,181	19,164	136	1,474	3,808	52,136
	%	13.7	21.6	0.2	1.7	4.3	58.6
Dislocated Workers	No.	6,563	10,031	133	566	562	32,501
	%	13.0	19.9	0.7	1.1	1.1	64.4

Eligibility Criteria

- WIOA serves “individuals with barriers to employment”
- WIOA Adults and Dislocated Workers programs provide a “pathway to the middle class and to maintain and build skills to remain in the middle class”
- WIOA gives states and WIBs discretion in defining certain terms (such as self-sufficiency, “unlikely to return to work,” and stop-gap employment) and in establishing criteria and the process for prioritizing services, including training services
- Once an individual is enrolled in WIOA programs, they face another set of criteria for eligibility to receive career and training services
- Local WIBs determine eligibility for training for their customers, through interviews, evaluations, or assessments and career planning informed by local labor market information and training provider performance information

Adult Program Eligibility Criteria

- Eligibility requirements for the Adult program focus on defining low-income individuals and the employment barriers they may face.
- Individuals must first meet the following criteria:
 - U.S. citizen or otherwise legally entitled to work in the United States;
 - Age 18 or older, and
 - Selective Service Registration for males who are 18 years of age or older (TEGL 37-14)
- Prioritize services for veterans, their spouses, low-income individuals, recipients of public assistance, individuals with basic skill deficiencies

Eligible Trainer Provider List

- To receive WIOA training funds, providers have to be certified by states and local areas as meeting acceptable performance levels on a variety of outcome measures
- The percentage of all participants who completed training
- The percentage of all participants who obtained unsubsidized employment
- The average earnings at placement of all participants
- The percentage of WIOA-funded completers who were employed six months after the start of employment
- The average wages received by WIOA-funded completers, measured six months after the first day of employment
- If applicable, the percentage of WIOA-funded completers who obtained a license or certificate, an academic degree or equivalent or other measures of skills

Evaluation and Monitoring of Programs

- Core performance measures reflecting employment outcomes and educational attainment
 - Employment second quarter after exit
 - Employment fourth quarter after exit
 - Median earnings
 - Credentials and educational attainment
- Use regression-adjusted performance measures in negotiations
- Conduct rigorous evaluation of programs every two years
- Use objective measures to qualify eligible providers and direct customers to in-demand training

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