WIOA & You

BECaUSE WORKFORCE INVESTMENT WORKS

Ron Painter, CEO
National Association of Workforce Boards
painterr@nawb.org
Topics to Cover

• Motivators
• Mechanics
• Unified Plan
• Performance

• So now what?
A Long Federal History

- Land Grant Act of 1862
- Smith-Hughes Act of 1917
- New Deal legislation of the 1930s
- GI Bill of Rights 1944
- The Comprehensive Employment & Training Act of 1973
- Job Training Partnership Act of 1982
- Workforce Investment Act of 1998
Workforce Innovation & Opportunity Act

WIOA will serve to strengthen the workforce system through the provision of opportunities for innovation, frequent and ongoing monitoring of performance, and by closely tracking results through a new reporting system.
The Motivators
Governance
Two Critical Pieces
The Mechanics of WIOA
Important Dates

Notice of Proposed Rulemaking
• Late January 2015

The transition years
• July 1, 2015 – Early Adopters
• July 1, 2016 – Full Implementation

Section 106
 INITIAL Implementation: 1st - 2 full program years
3 Step Designation Process

Region Determination → Consultation → 2 Year Probationary Period
Unified Plan - Strategic Planning

Local Analyses

Strategic Plan

Board Vision
Unified Plan: WIOA Mandated

- 4 year strategy
- Adult – Dislocated Worker – Youth (title I)
- Adult Education & Literacy (title II)
- Wagner-Peyser – sections 1 – 13 (title III)
- Rehabilitation Act – title I (title IV)
Unified Plan: (4 yr Strategy) Who is in?

Governor’s discretion

- SNAP (section 6(d)(4))
- Carl Perkins
- TAA

- Older Americans Act
- HUD
- CSBG
- TANF
Performance Measures
<table>
<thead>
<tr>
<th>WIA</th>
<th>Revised</th>
<th>WIOA</th>
<th>Difference from WIA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult/dislocated worker</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Entered Employment</td>
<td>Revised</td>
<td>Entered Employment Rate</td>
<td>Measured in Q2 after exit</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Adds additional Q</td>
</tr>
<tr>
<td>Employment Retention</td>
<td>Revised</td>
<td>Employment Retention Rate</td>
<td>Measured in Q4 after exit</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Adds additional Q</td>
</tr>
<tr>
<td>Average Earnings</td>
<td>Revised</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Measured as \textit{median} earnings in Q2 after exit only.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Earnings reported 1Q earlier than common measures</td>
</tr>
<tr>
<td></td>
<td>New</td>
<td>Credential Rate</td>
<td>New Measure</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Will require follow-up 1 year after exit</td>
</tr>
<tr>
<td></td>
<td>New</td>
<td>In Program Skills Gain</td>
<td>New Measure</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Real time measure – not exit based. Documented, how?</td>
</tr>
<tr>
<td>WIA</td>
<td>WIOA</td>
<td>Difference</td>
<td>Comment</td>
</tr>
<tr>
<td>-----------------------------------------</td>
<td>-------------------------------------------</td>
<td>-------------------------------------------------</td>
<td>----------------------------------------------</td>
</tr>
<tr>
<td>Youth</td>
<td></td>
<td>Now 75% O/S</td>
<td>Age range from 16-24</td>
</tr>
<tr>
<td>Placement in Employment or Ed/Train</td>
<td>Revised</td>
<td>Placement in Employment or Ed/Train</td>
<td>Measured Q2 after exit</td>
</tr>
<tr>
<td>Literacy &amp; Numeracy gains</td>
<td>Deleted</td>
<td>Eliminated</td>
<td></td>
</tr>
<tr>
<td>New</td>
<td>Retention in Emp/Ed/Train</td>
<td>Measured Q4 after exit</td>
<td>Will require follow-up for 1 yr. after exit</td>
</tr>
<tr>
<td>New</td>
<td>Earnings</td>
<td>New median earnings Q2 after exit only</td>
<td>Only O/S youth in the n?</td>
</tr>
<tr>
<td>Attain Degree/Cert</td>
<td>Revised</td>
<td>Credential rate</td>
<td>Applies to all youth not just in Education or training</td>
</tr>
<tr>
<td></td>
<td>In Program Skills Gain</td>
<td>New measure</td>
<td>Real time not exit based. Same reporting issues as adults</td>
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Performance Measures

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<td>Employer Measures—most results retained locally</td>
<td>NEW</td>
<td>TBD</td>
<td>1 employer measure to be decided and implemented by yr. 2</td>
</tr>
</tbody>
</table>

Locals Areas used some measure, such as:

- Satisfaction
- Market penetration
- Job Orders by new and current employers
- Number of Philadelphia employers receiving direct services from WIA staff
Focus on Strategy

- Employer engagement/career pathways development
- Youth: 16-24/O/S now 75%/20% work experience
- Adult work experience
- Regression analysis is back
- Renewed focus on serving people with barriers
All that means what?
Training Providers

Selection of Providers.— the Governor, after consultation with the State board, shall establish criteria, information requirements, and procedures regarding the eligibility of providers of training services to receive funds provided under section 133(b) for the provision of training services in local areas in the State.

CONSUMER CHOICE
Training Providers

- General performance reporting
- Training for in-demand
- Industry recognized credential
- Cost of attendance – tuition/books/fees
- Access & services
  - Incumbent workers
  - Trainees w/barriers to employment
- Completion rates
- *Any local requirements*
Adult/dislocated services

- Establish one-stop
- Develop employer network
- Industry panels/consortiums
- Career services (replaces Core & Intense)
  - Intake
  - Assessment
- Dissemination labor market information
- Internships
- Out-of-area job search
- Consumer information on provider outcomes
Youth

- **Assessment**
  - Academic & skill
  - Tutoring
- **Achieve performance**
- **Connect to skills relevant to employers (pathways)**
  - Work experience
  - OJT & skill training
  - Entrepreneurship & leadership skill building
  - Financial literacy
- **Alternative school services for drop-out recovery**
- **Eligibility has been re-designed**
The “who”

“...provide access through the one-stop delivery system to such program or activities carried out by the entity...” (sec. 121) [certified by the local WDB every 3 years max]

- Older Americans Act
- Post-secondary Carl Perkins
- TAA
- CSBG - HUD
- Second Chance Act (offenders re-entry)
- TANF E&T
The “may”

“...with the approval of the local board and chief elected official...”

- Ticket to work & self-sufficiency
- SBA
- SNAP
- Section 112 of the Rehabilitation Act (client assistance?)
- Nat’l & Community Service
- Other appropriate Federal, State, or local programs
How? Section 101 (d)(2)(A) – “...Shall be designated or certified as a One-Stop Operator through a competitive process.”

LOCAL OPTION Funding
- Must reach agreement by July 1, 2016
- Infrastructure – Agreement on Shared Costs
- MAY include shared services
  - Initial intake and assessments of needs
  - Identifying basic needs & appropriate services plan

GOVERNOR’S PLAN for Funding
- In consultation with local WIBs and elected officials
- Formula Driven
- Max 3% State-Level Funded – 1.5%
- Other and Voc-Rehab Sliding Scale to 1.5%
National Association of Workforce Boards and Public Consulting Group, Inc.

Read More About the Workforce Innovation and Opportunity Act (WIOA) through our publication: “Driving Innovation, Collaboration and Performance”

http://www.nawb.org/publications.asp

Attend NAWB’s Spring Conference – March 2015
Information on this event is at nawb.org
Thank You!