



Workforce Innovation and Opportunity Act



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Workforce Innovation & Opportunity Act (WIOA)

Presentation Outline

- I. Overview
- II. Programs Authorized
- III. Notable Changes to Current Law
- IV. Funding
- V. Key Implementation Dates
- VI. Further Resources

I. Overview

- Following passage in Congress by a wide bipartisan majority, the Workforce Innovation and Opportunity Act (WIOA) was signed into law by President Obama on July 22, 2014
- WIOA is the first legislative reform in 15 years of the public workforce system
- WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973

II. Programs Authorized

- Four Core Programs
 - Adult, Dislocated Worker, and Youth formula programs administered by the Department of Labor (DOL)
 - Adult Education and Literacy programs administered by the Department of Education (ED)
 - Wagner-Peyser Employment Service program administered by DOL
 - Programs under title 1 of the Rehabilitation Act that provide services to persons with disabilities administered by the ED
- Job Corps, YouthBuild, Indian & Native American programs, Migrant & Seasonal Farmworker programs

III. Notable Changes to Current Law

State Workforce Investment Boards

- Requires a single, 4-year Strategic State Plan across the four core programs authorized under WIOA
- States are required to identify economic regions within their state, and local areas are to coordinate planning and service delivery on a regional basis

III. Notable Changes to Current Law

Local Workforce Investment Boards

- Fewer mandated members, allowing for smaller workforce investment boards
 - Eliminates WIA requirement that all One-Stop programs are represented; WIOA only requires representatives of core programs
- Retains business chair and business majority
- Twenty percent representatives of the workforce (labor organizations and apprenticeship programs)
- Youth Councils are no longer required

III. Notable Changes to Current Law

Programmatic Focus

- Regional Collaboration
- Industry and Sector Partnerships
- Career Pathways, including integrated or contextualized ABE, ESL, and occupational training
- Work-Based Training, including incumbent worker training, Registered Apprenticeship, transitional jobs, on-the-job training, and customized training

III. Notable Changes to Current Law

Adult & Dislocated Worker Services

- American Job Center (Access Points) delivery system essentially unchanged
- WIA core and intensive services merged into a new category of career services, clarifying that there is no required sequence of services before enrollment in training

III. Notable Changes to Current Law

Adult & Dislocated Worker Funding

- Allows 100 percent funds transfer between the Adult and Dislocated Worker programs
- Promotes work-based training; for example, on-the-job training reimbursement rates increased to 75%
- Increases the ability to use on-the-job training (reimbursement rates up to 75%), incumbent worker training (may use up to 20%), and customized training

III. Notable Changes to Current Law

Adult Performance Measures

- Establishes common measures for adults across the four core programs authorized under the bill, including:
 - Unsubsidized employment
 - Median earnings
 - Receipt of a secondary diploma or recognized postsecondary credential
 - Measurable skills gains toward a credential or employment
 - Employer engagement

III. Notable Changes to Current Law

Youth Services

- WIOA expands the current set of program elements, including:
 - Expanded paid and unpaid work experiences (employment, pre-apprenticeship programs, internships, job shadowing, and on-the-job training)
 - Education offered concurrently and in the same context as workforce preparation activities and training
 - Financial literacy education
 - Entrepreneurial skills training

III. Notable Changes to Current Law

Youth Eligibility

- Establishes separate eligibility requirements for out-of-school and in-school youth
- Raises the eligible age for out-of-school youth to 16 through 24 years old; in-school youth age eligibility continues to be ages 14-21
- Removes income eligibility requirements for most out-of-school youth
- In-school youth must be “low income” but the definition is broadened (e.g. eligible for free or reduced price lunch; live in a “high poverty area”)

III. Notable Changes to Current Law

Youth Funding

- Requires 75% of youth funding to support out-of-school youth (currently 30%)
- At least 20% of youth funding must be used for work experiences such as summer jobs, pre-apprenticeship training, on-the-job training, and internships that have academic and occupational education as a component

III. Notable Changes to Current Law

Youth Performance Measures

- Establishes a similar set of common measures across all youth-serving programs authorized under the bill, including:
 - Achieving employment or involved in education/training activities
 - Median earnings
 - Attainment of recognized postsecondary credential, a secondary school diploma, or its recognized equivalent
 - Measurable skills gains toward a credential or employment

III. Notable Changes to Current Law

Individuals with Disabilities

- State and local plans are to describe how the American Job Center delivery system will comply with the nondiscrimination requirements regarding physical and programmatic accessibility of facilities, programs, services, technology and materials
- Includes individuals with disabilities in the definition of individuals with barriers to employment
- Youth with disabilities receive extensive pre-employment transition services to obtain and retain competitive integrated employment

IV. Funding

- According to data from the National Skills Coalition, the funding for Workforce Investment Act programs fell from \$4.7 billion in 2000 to less than \$3 billion today
- WIOA authorizes appropriations for each of Fiscal Years 2015 – 2020; the levels increase a total of 17% over that time period
- Funding amounts authorized in the Act remain subject to the annual Congressional appropriations process
- WIOA eliminates 15 existing federal training programs—including WIA incentive grants, WIA Pilots and Demonstration Projects, and the Workforce Innovation Fund (WIF)

V. Key Implementation Dates

Dates	Required Actions
January 18, 2015	DOL, ED, and Health & Human Services (HHS) must publish Notices of Proposed Rulemaking to implement WIOA
July 1, 2015	Provisions take effect, unless otherwise noted in WIOA *WIA State and local plan provisions continue to apply for 1 st full program year *Current performance accountability system remains in effect for 1 st full program year
January 22, 2016	DOL, ED, and HHS must publish final rules to implement WIOA
June 30, 2016	DOL and ED must develop performance indicator relating to effectiveness in serving employers
July 22, 2018	Independent evaluation of the programs and activities authorized in WIOA is completed (once every 4 years)

VI. Further Resources

- www.doleta.gov/WIOA
- www.nationalskillscoalition.org
- T:\Workforce\Strategic Initiatives Common\WIA - WIOA