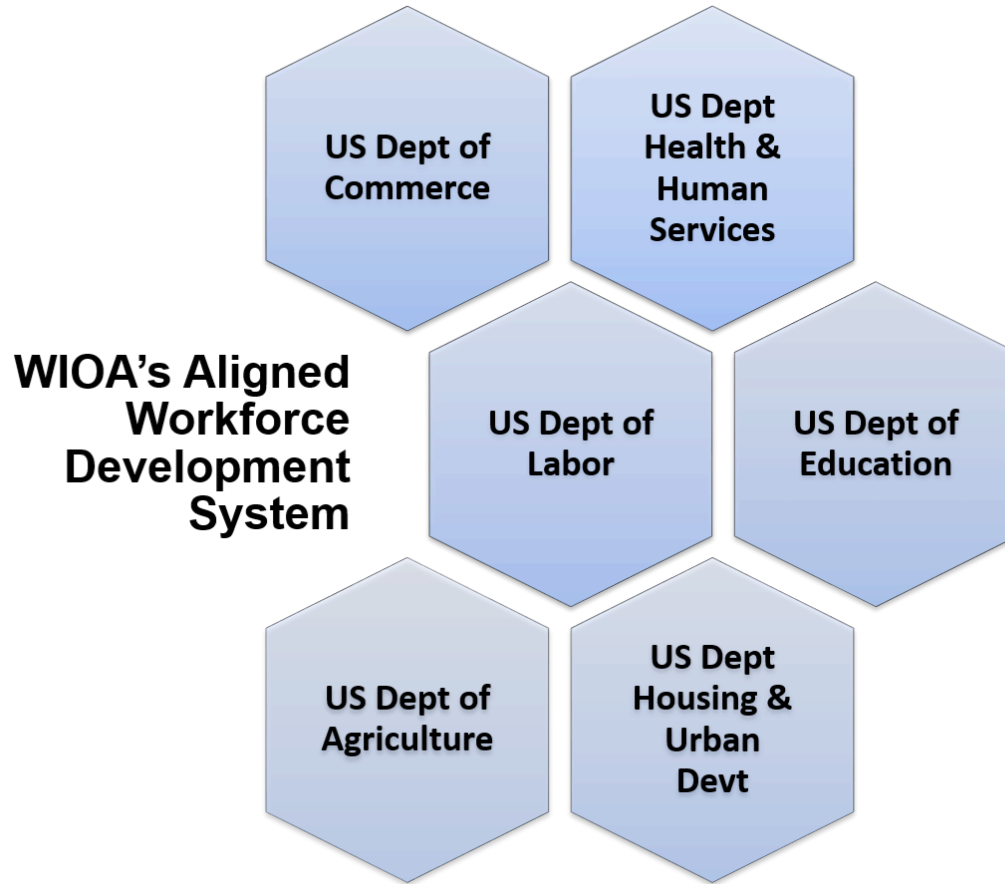


# Workforce Innovation and Opportunity Act

Basic Training

# Program Alignment



# What is Workforce Innovation and Opportunity Act (WIOA)?

- 1st update to federal workforce law in 16 years
- Replaces Workforce Investment Act
- Bicameral, bipartisan support – nearly unanimous vote
- Six year life – 2015-2020
- Includes (as did WIA) 4 major parts

# WIOA Titles

## ➤ Title I Programs

- Title I is the primary source of federal workforce development funding to prepare **low-income adults, youth, and dislocated workers** for employment, and to help them continue to build skills once they are employed.

# WIOA Titles

## ➤ **Title II**

- The main source of federal **adult education** and **literacy** funding, including English language services.

## ➤ **Title III**

- Funds the **Wagner-Peyser Employment Services program**, which provides labor exchange services that match employers with qualified job seekers.

# WIOA Titles

## ➤ Title IV

- Funds **Vocational Rehabilitation** which supports a wide range of services designed to help individuals with disabilities prepare for and engage in gainful employment, and secure financial and personal independence through rehabilitative services

# Big Themes

- Reduce welfare dependency, increase economic self-sufficiency, and meet employer need. Ultimately it is to enhance the productivity and competitiveness of the nation.
- Stronger strategic roles for state and local Workforce Development Boards
- Consistent quality of services
- Integrated data processing and reporting
- More Work-based learning
- Active Employer Engagement
- Integration of partner services

# Big Themes

## ➤ Proven Practices

- Career pathways

- State and local Workforce Boards lead strategy development
- Pathways work can be funded with all titles of WIOA (braiding)

## ➤ Partnerships

- Industry/sector partnerships: WDBs required to work through/with sector partnerships
- Partnerships at all levels, with all types of partners: partnerships between regions, between states; with education, vocational rehabilitation, with labor, with registered apprenticeships, with adult education, and others.

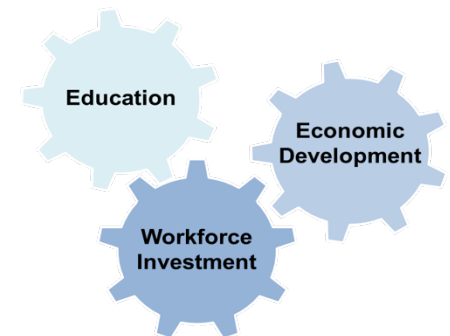


# Big Themes

- Sharpens the focus: Increases access to education, training, and employment – particularly for people with barriers to employment – change in participant characteristics
  - Low income adults and youth with limited skills, limited work experience, and facing other barriers – allows different types of training
  - Promotes achieving self-sufficiency

# Big Themes

- Creates a comprehensive, high-quality workforce development system by aligning workforce investment, education, and economic development
  - Adult Ed emphasis on career pathways
  - Encourages integrating Adult Ed and occupational training
  - Credential attainment linked to in-demand occupations



# The Detail: LWDBs

- Retains business majority
- Eliminates requirement for non-core mandatory partners
- Minimum 20% workforce representatives – including: labor, apprenticeships, CBOs, youth serving organizations
- Shall include reps of Adult Ed, Higher Ed, economic development, state employment services and vocational rehabilitation programs
- Eliminates requirement for youth council

# The Detail-LWDBs

## ➤ Functions:

- Employer engagement
- Leveraging resources
- Leading efforts to develop and implement career pathways
- Promote other proven practices

# The Detail-Regional Planning

- States will identify workforce/economic development regions within their state, and local areas will have coordinated planning and service delivery strategies.
- States must identify economic regions before the second full program year after the date of enactment.

# The Details – Regional Planning

- Local boards/CEOs will jointly:
  - Develop regional plan
  - Coordinate with economic development entities
  - Analyze regional labor market data
  - Develop sector strategies for in-demand occupations
  - Coordinate supportive services, such as transportation
  - Establish administrative cost arrangements
  - Collectively negotiate performance

# American Job Centers

## Continuous Improvement

- State board must establish objective criteria for AJCs certification every three years
- Requirements must be established in consultation with chief elected officials and local boards

# AJCs continued

- Specified Core Partners: WIOA, WP, Adult education
- Optional Partner
  - TANF is an optional partner in workforce systems until/if the Governor designates otherwise. [WIOA priority for individuals on public assistance required]
  - Ticket-to-Work
  - SNAP
  - VR Client Assistance Program
  - National and Community Service Act Programs



# AJCs continued

## ➤ Required Partners

- Senior Community Service Employment Program
- Veterans
- Career and technical postsecondary education
- Unemployment Compensation
- Trade Adjustment Assistance Programs
- Community Services Block Grant (employment and training programs)
- HUD (employment and training programs)
- Second Chance Act

# Title IV The Rehabilitation Act

- Requires State vocational rehabilitation (VR) agencies to make “pre-employment transition services” available to all students with disabilities.
- Requires a set aside of at least 15 percent of Federal VR program funds to provide pre-employment transition services to assist students with disabilities make the transition from secondary school to postsecondary education programs and competitive integrated employment.
- Allows State VR agencies to prioritize serving students with disabilities and State VR agencies to support advanced training in STEM and other technical professions.
- Dedicates half of the Federal Supported Employment program funds to provide youth with the most significant disabilities with the supports they need, including extended services, to enable them to obtain competitive integrated employment.

# Title IV The Rehabilitation Act

WIOA places strong emphasis on employer engagement across all programs

- Increased opportunities under the VR program to assist employers in providing work-based learning experiences for individuals with disabilities, including participation in apprenticeships and internships.
- VR State agencies will describe in their State plans how they will work with employers to identify competitive integrated employment opportunities for individuals with disabilities.
- Technical assistance to businesses that are seeking to employ individuals with disabilities.

# Title IV The Rehabilitation Act

WIOA/Rehabilitation Act places significant emphasis on obtaining competitive integrated employment

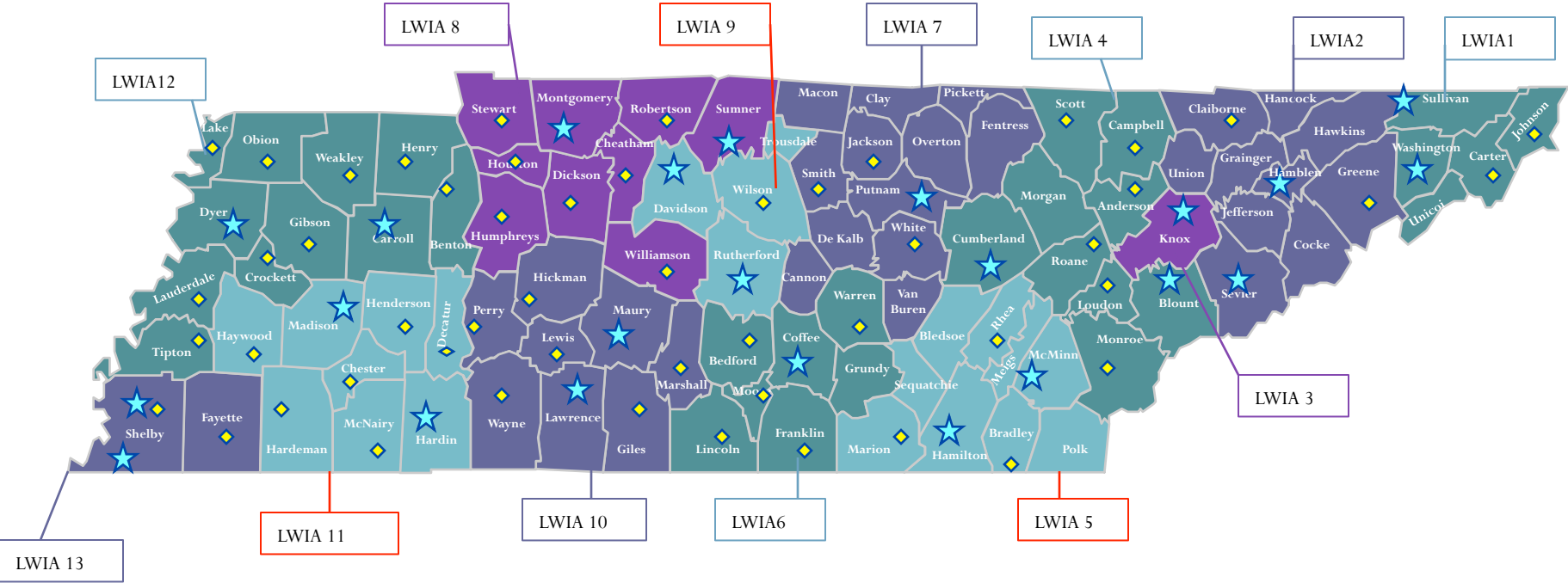
- VR services are designed to maximize the ability of individuals with disabilities, including individuals with the most significant disabilities, to achieve competitive integrated employment through customized employment, supported employment, and other individualized services.
- VR State plan must ensure that priority is given to individuals who are otherwise eligible for VR program services and who are at imminent risk of losing their jobs unless they receive additional necessary post-employment services.
- An Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities is established to develop strategies for improving opportunities for competitive integrated employment for individuals with disabilities, especially those with the most significant disabilities.
- Section 511 places limitations and parameters on the use of subminimum wage.

# Title IV The Rehabilitation Act

One significant change was made to the Centers for Independent Living Program

- New 5<sup>th</sup> core service: Must provide services that facilitate transition from nursing homes and other institutions to the community, provide assistance to those at risk of entering institutions, and facilitate transition of youth to postsecondary life.

# There are 13 Local Workforce Development Areas



# Partners in the Department of Labor

- Title I – Adults, Dislocated Workers, Youth
- Title II – Adult Education
- Title III – Wagner Peyser (Job Service)
- SNAP (Supplemental Nutrition Assistance Program)
- SCSEP (Senior Community Service Employment Program)
- Veterans
- Unemployment Compensation
- Trade Adjustment Assistance

# Partnerships in Tennessee

- Tennessee Works – over 45 partners from State agencies, policy makers, legislators, individuals with disabilities, family members, and educators. Working together for one goal - to increase the number of young people with intellectual and developmental disabilities (IDD) who are employed in the state.

[www.TennesseeWorks.org](http://www.TennesseeWorks.org)



# Partnership Activities

- Working together on the Employment 1<sup>st</sup> Task Force
- Quarterly meetings
- Community Conversations
- Individual workgroups

# Contact Information

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