

# Workforce Innovation and Opportunity Act: *An Introduction to Key Provisions*



# Vision

**Workforce<sup>e3</sup>One**

Find resources for Workforce System Success  
[www.workforce3one.org](http://www.workforce3one.org)

To achieve and maintain an integrated, job-driven workforce system that links our diverse, talented workforce to our nation's businesses and improves the quality of life for our citizens.

Based on three key pillars of our system:

- One-Stop career centers provide first-rate customer service to jobseekers, workers, and businesses.
- The demands of businesses and workers drive workforce solutions.
- The workforce system supports strong regional economies.



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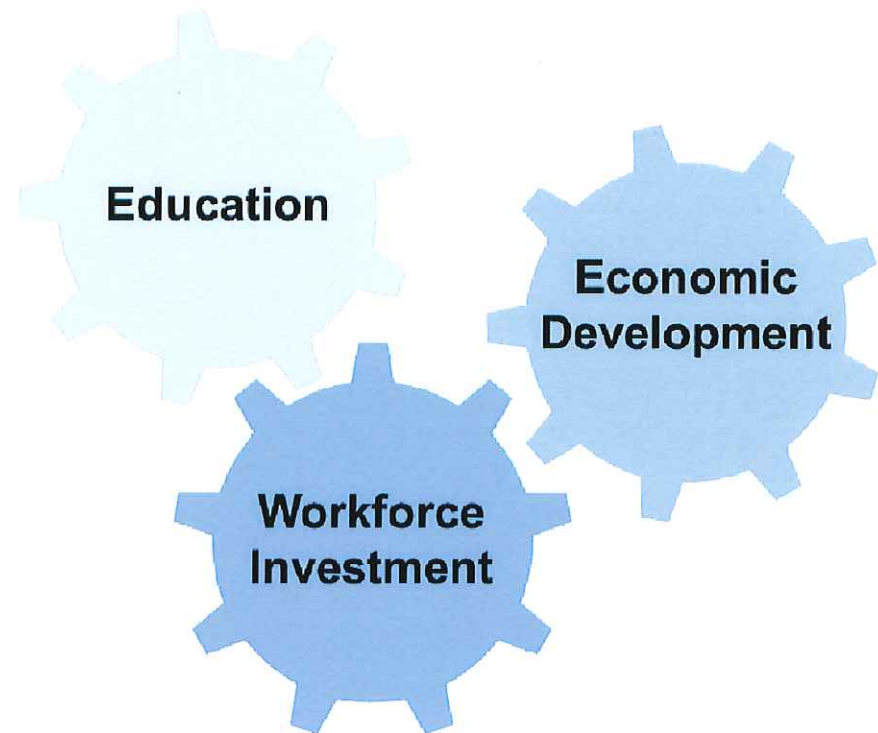
# Six Broad Goals of WIOA

1. Increase access to education, training, and employment--particularly for people with barriers to employment.



# Six Broad Goals of WIOA

2. Create a comprehensive, high-quality workforce development system by aligning workforce investment, education, and economic development.





# Six Broad Goals of WIOA

3. Improve the quality and labor market relevance of workforce investment, education, and economic development efforts.
4. Promote improvement in the structure and delivery of services.

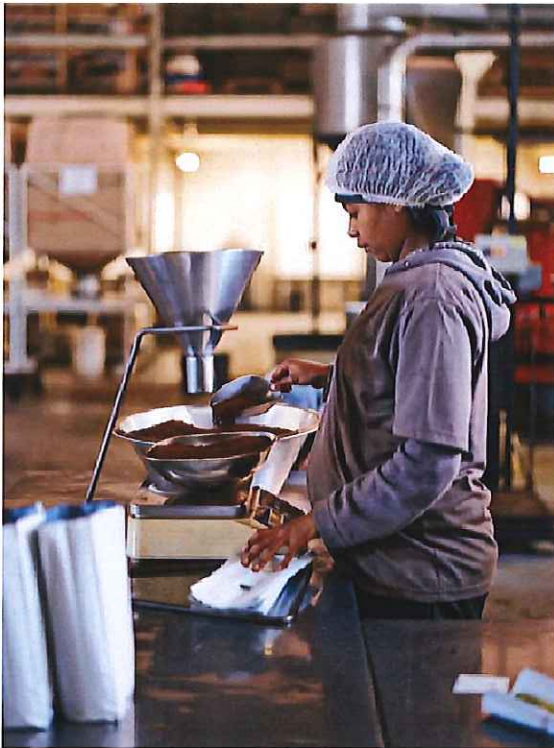


# Six Broad Goals of WIOA

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5. Increase the prosperity of workers and employers.
6. Reduce welfare dependency, increase economic self-sufficiency, meet employer needs, and enhance the productivity and competitiveness of the nation.



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# Local Governance



# Local Governance

- WIOA expands the strategic roles of state and local workforce development boards.
- WIOA positions boards to meet the workforce needs of local and regional employers.
- TriadWorks

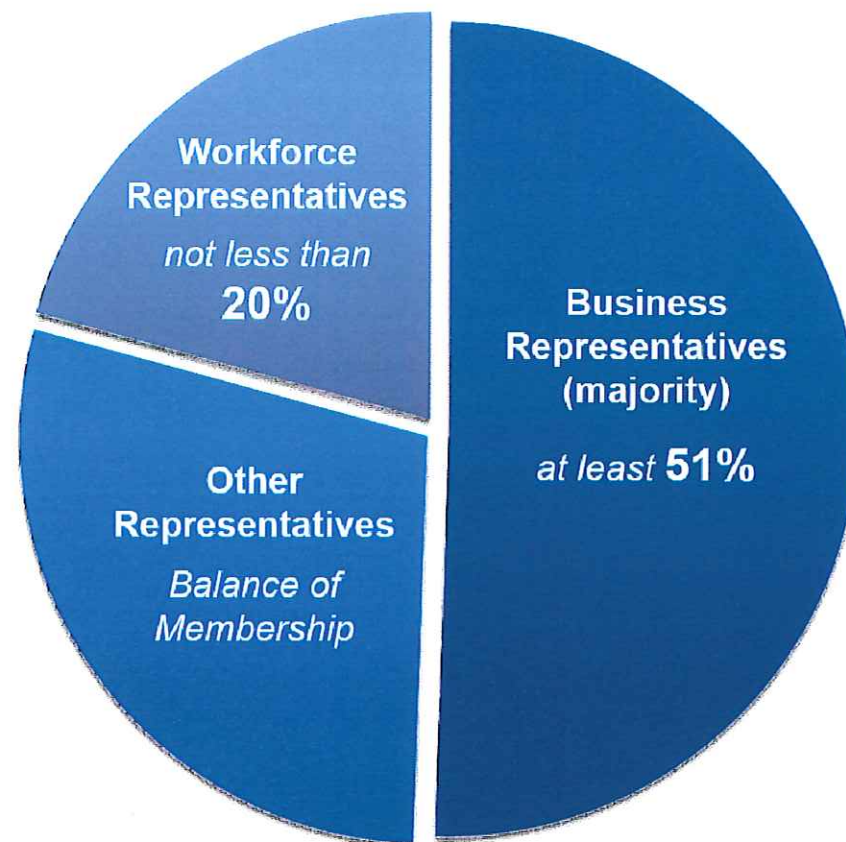




# Local Workforce Board Membership

## Minimum Membership

- **Business Representatives**
- **Workforce Representatives**
  - shall include labor (2) and apprenticeship
  - may include CBO & Youth
- **Other Representatives to include:**
  - Adult Education/Literacy Providers
  - Higher Education (including community colleges)
  - Economic and Community Development
  - Wagner-Peyser Employment Services
  - Vocational Rehabilitation
  - May include others determined appropriate by chief elected officials



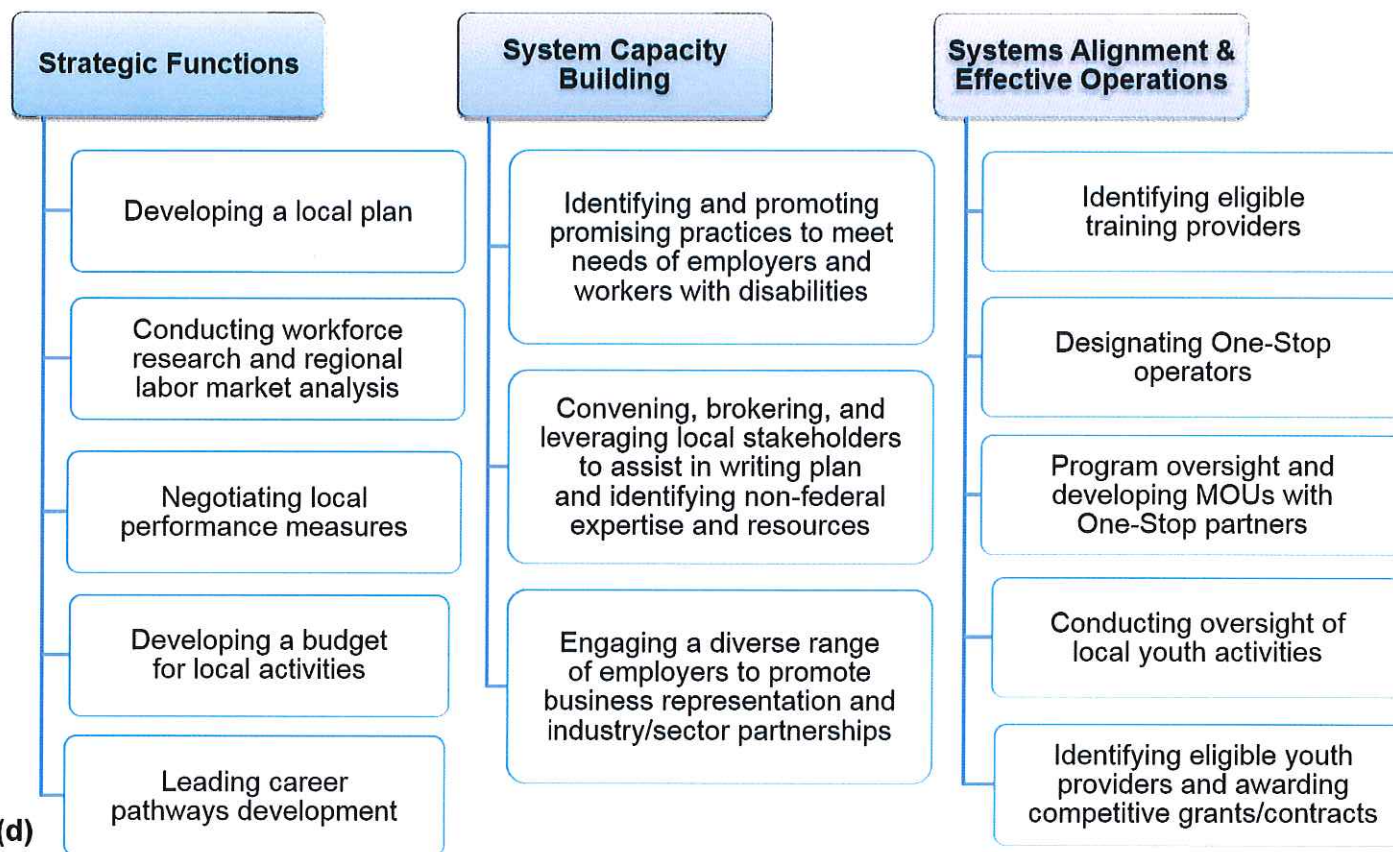
# Local Workforce Board Functions

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## Responsibilities



P.L. 112-128 Sec. 107(d)



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# Focus on Regional Collaboration

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WIOA promotes alignment of workforce development programs with regional economic development strategies to meet the needs of local and regional employers.



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# One-Stop Center Service Design





# Service Integration

- WIOA increases the quality, integration, and accessibility of One-Stop services.
- Services are delivered via a national network of One-Stop centers, as in WIA. Wagner-Peyser Employment Services cannot stand alone, and must be delivered along with required One-Stop partner programs.
- States may develop integrated intake, case management, reporting systems, and fiscal and management accountability systems.



# One-Stop Centers

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- Each local area must have 1 comprehensive One-Stop center that provides access to the services of all required partners.
- Local boards certify One-Stop centers every 3 years, using criteria written by the state board on effectiveness, accessibility, and continuous improvement.



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# Robust and Effective Services to Businesses



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# WIOA Meets Employer Needs

WIOA contributes to economic growth and business expansion by ensuring the workforce system is job-driven, matching employers with skilled workers.





# State and Local Workforce Boards

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- Promote industry and sector partnerships to address the workforce needs of multiple industry employers
- Emphasize career pathways to promote employment in in-demand occupations and industries

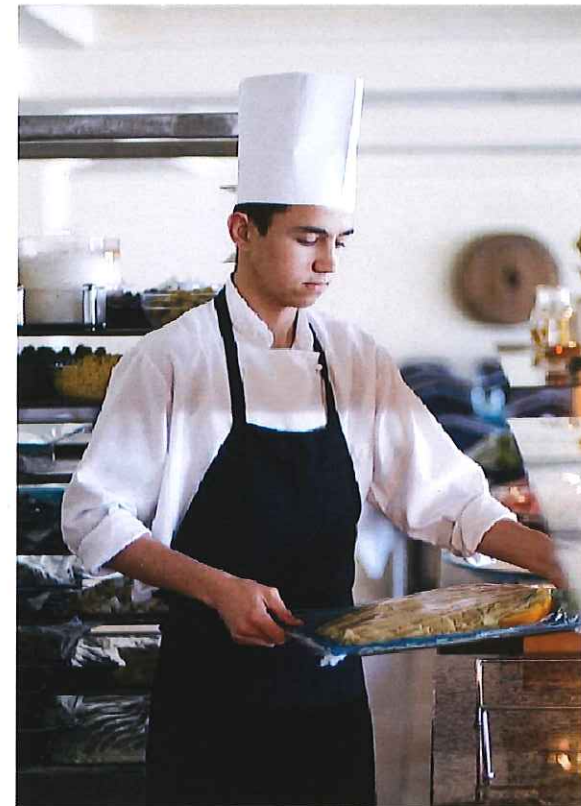


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# Services to Employers

- Local boards fund proven work-based training strategies, such as on-the-job training, Registered Apprenticeship, transitional jobs, and customized training.
- Up to 20% of Adult and DW funds can be spent on incumbent worker training
- Local board will engage in a regional planning process to develop a coordinated regional service strategy.





# Robust and Effective Services to Jobseekers and Workers



# Career Services

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- Former WIA core and intensive services are merged under WIOA into a single new category of **Career Services**.
- Under WIOA, individuals have enhanced access to training by ensuring there is no sequence of service requirement.

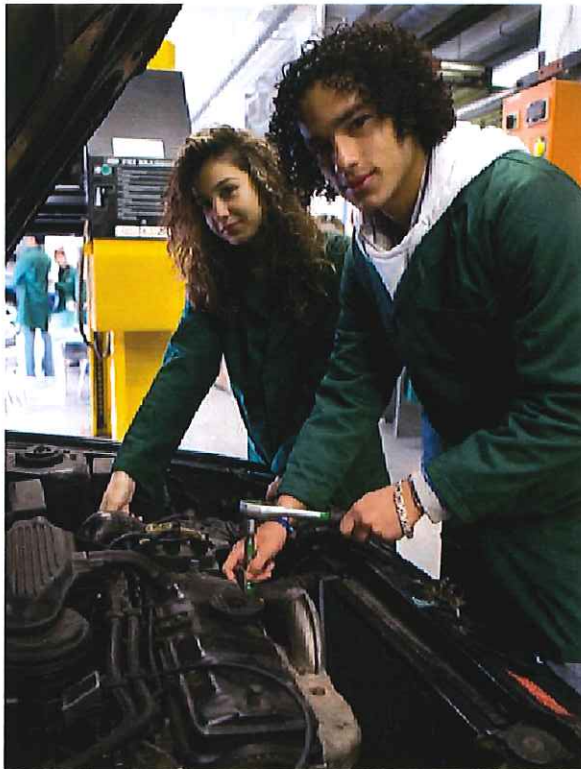


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# Support for Work-based Learning



WIOA allows local boards to fund proven work-based strategies.

- Transitional Employment
- Internships



# Priority of Service

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Job seekers who are basic skills deficient now have priority for Adult program services; along with low-income job seekers and public assistance recipients.



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# Youth Programs



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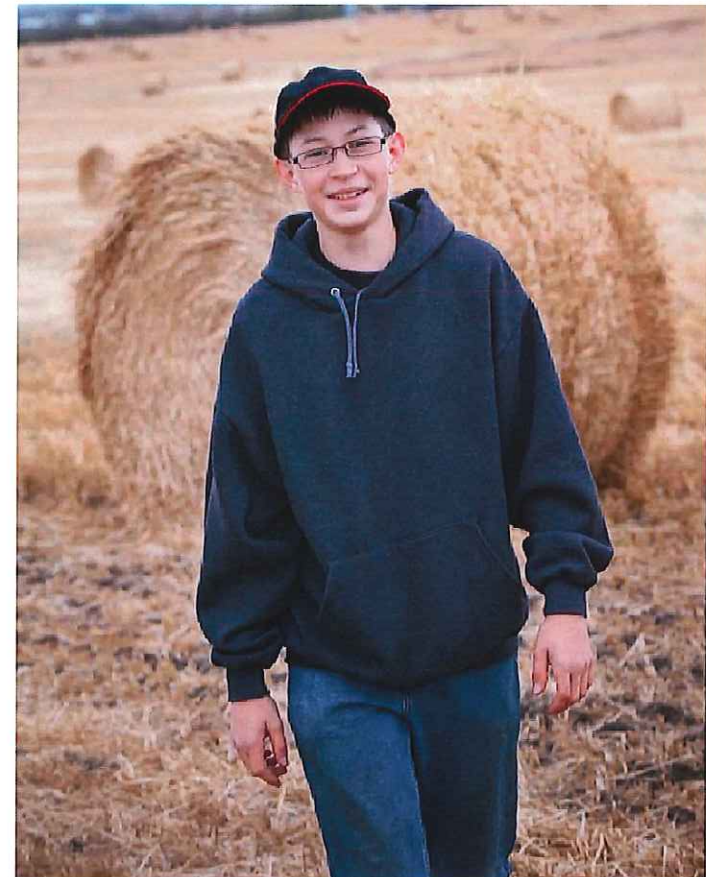
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# Changes to Youth Eligibility

## Out-of-School Youth

To be eligible youth must be:

- Aged 16 to 24
- Meet one or more additional conditions





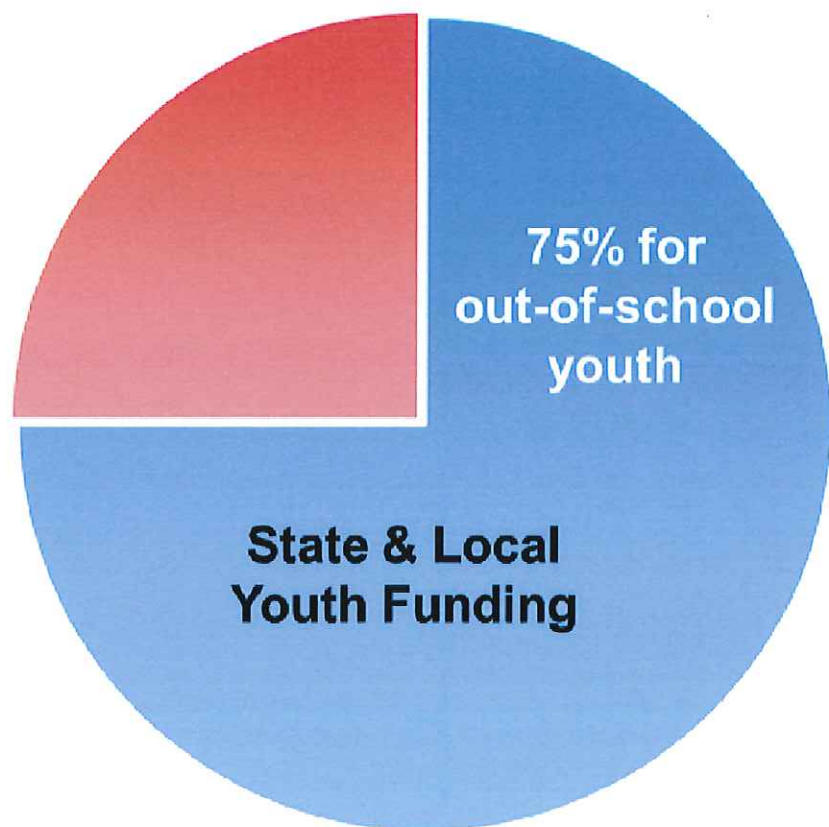
# Changes to Youth Eligibility

## Out-of-School Youth – Additional Conditions

- School dropout
- Within the age of compulsory school attendance, but has not attended school for at least the last completer year
- Have high school diploma and is low-income and basic skills deficient or an English language learner
- Subject to the juvenile or adult justice system
- A homeless child or youth, a runaway, in foster care or has aged out of the foster care system,
- Pregnant or parenting
- An individual with a disability
- Low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment



# Priority for Services



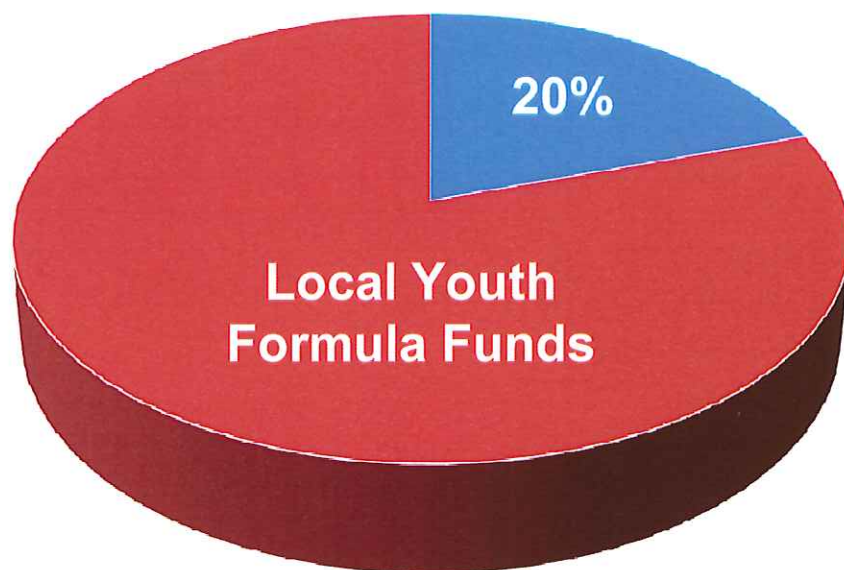
WIOA requires **75%** of state and local Youth funding be used for out-of-school youth.





# Emphasis on Work-based Learning

## Funding Work Experiences



At least **20%** of local Youth formula funds must be used for work activities such as:

- Summer jobs
- Pre-apprenticeship
- On-the-job training
- Internships



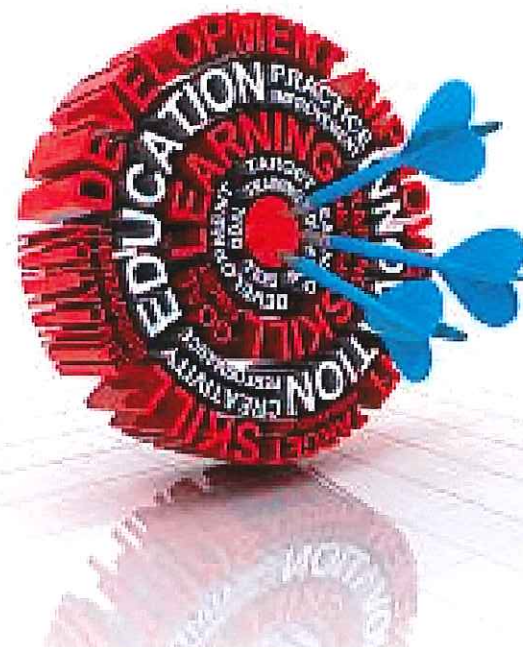
# Performance Accountability





# Common Performance Accountability

- Common performance indicators ensure that federal investments in employment and training programs are evidence-based, data-driven, and accountable to participants and taxpayers.
- Core programs and other authorized programs are required to report on the new primary indicators.



# Primary Indicators

**WIOA's new primary indicators focus on outcomes and progress of programs.**

**UNDER WIOA (Primary Indicators only)**

1. Percent Employed 2<sup>nd</sup> Qtr. after exit (Adult programs)
2. Placement in Employment/Education 2<sup>nd</sup> Qtr. after exit (Youth programs)
3. Percent Employed 4<sup>th</sup> Qtr. after exit (Adult programs)
4. Placement in Employment/Education 4<sup>th</sup> Qtr. after exit (Youth programs)
5. Median Earnings 2<sup>nd</sup> Qtr. after exit (All programs)
6. Credential Attainment (up to 1 year after exit) (All programs)
7. Measurable Skill Gains (All programs)
8. Effectiveness in Serving Employers (All programs)





# Q & A



## GUILFORD COUNTY WORKFORCE DEVELOPMENT BOARD: SUMMARY INFORMATION FOR PY 2014-15

TOTAL NCWORKS CAREER CENTER VISITORS	Total	Unique
July 1, 2014 - June 30, 2015	Visits	Customers
Greensboro (two centers)	30,708	13,402
High Point (one center)	21,181	9,475
Guilford County (total for three centers)	51,889	22,877

TOTAL NCWORKS CUSTOMERS ENROLLED INTO WIA ACTIVITIES		
July 1, 2014 - June 30, 2015	Count	Percentage
Greensboro (two centers)	5,993	62%
High Point (one center)	3,726	38%
Guilford County (total for three centers)	9,719	100%
Total enrolled into Youth intensive activity	260	n/a

CUSTOMERS IN WORKFORCE-SPONSORED TRAINING ACTIVITIES	
July 1, 2014 - June 30, 2015	
Classroom Training	439
On-the-Job Training	31
Youth Work Experience/Internships	187
Adult Work Experience/Internships	4

TRAINING AREAS BY OCCUPATIONAL SECTOR	Number	Percentage
July 1, 2014 - June 30, 2015		
Healthcare	163	37%
Manufacturing - General	22	5%
Aviation Specific	143	33%
Transportation & Logistics	42	10%
Construction Trades	19	4%
Machining	23	5%
Other Occupations	27	6%
TOTAL IN CLASSROOM TRAINING	439	100%

PLACEMENT RESULTS FOR ALL PARTICIPANTS IN PERFORMANCE POOL FOR MOST RECENT ROLLING 12 MONTH PERIOD FOR WHICH DATA IS AVAILABLE (placement is defined as being employed in the first quarter after the customer "exits" the NCWorks system and is based on UI data received about 6 months after exit)		
Total Exiters Oct 2013-Sep 2014:	3,719	
Total Employed in 1st Quarter After Exit	2,412	65% of exiters

AVERAGE WAGE AT PLACEMENT	
Average wage is not available for all those in the chart above. The average wage for exited customers served by an assigned case manager in WIA intensive or training services is:	
	\$17.39 per hour

WIA FUNDING COMPARISON FOR LAST FIVE YEARS					
	PY 2011-12	PY 2012-13	PY 2013-14 <sup>①</sup>	PY 2014-15	PY 2015-16
ADULT	\$ 967,465	\$ 980,627	\$ 2,110,826	\$ 1,213,492	\$ 1,164,802
DISLOCATED WORKER	\$ 1,073,373	\$ 1,026,460	\$ 1,128,075	\$ 1,325,345	\$ 1,086,465
YOUTH	\$ 1,170,690	\$ 1,172,920	\$ 1,300,294	\$ 1,372,757	\$ 1,319,283
ADMINISTRATION	\$ 356,836	\$ 353,333	\$ 504,355	\$ 434,623	\$ 396,727
TOTAL BASIC PROGRAMS	\$ 3,568,364	\$ 3,533,340	\$ 5,043,550	\$ 4,346,217	\$ 3,967,277
change between years	n/a	-1.0%	42.7%	-13.8%	-8.7%
<sup>①</sup> The original 2013 allocation for Adult was \$1.16 million and for DW, \$2.08 million. To balance actual expenditures need to allocation amounts, \$950,000 was transferred from DW to Adult					