

Workforce Innovation and Opportunity Act of 2014



Workforce Innovation and Opportunity Act of 2014 (WIOA)

- WIOA amends and replaces WIA.
- Aligns Federal Investments to Support Job Seekers and Employers.
- Helps Employers Find Workers with the Necessary Skills.
- Improves Services to Individuals with Disabilities.
- Creates a context in which to dramatically improve workforce delivery services.

WIOA Highlights

- Supports Access to Services
- Aligns Goals and Increases Accountability and Information for Job Seekers and the Public
- Fosters Regional Collaboration to Meet the Needs of Regional Economies
- Targets Workforce Services to Better Serve Job Seekers

Key Provisions of WIOA

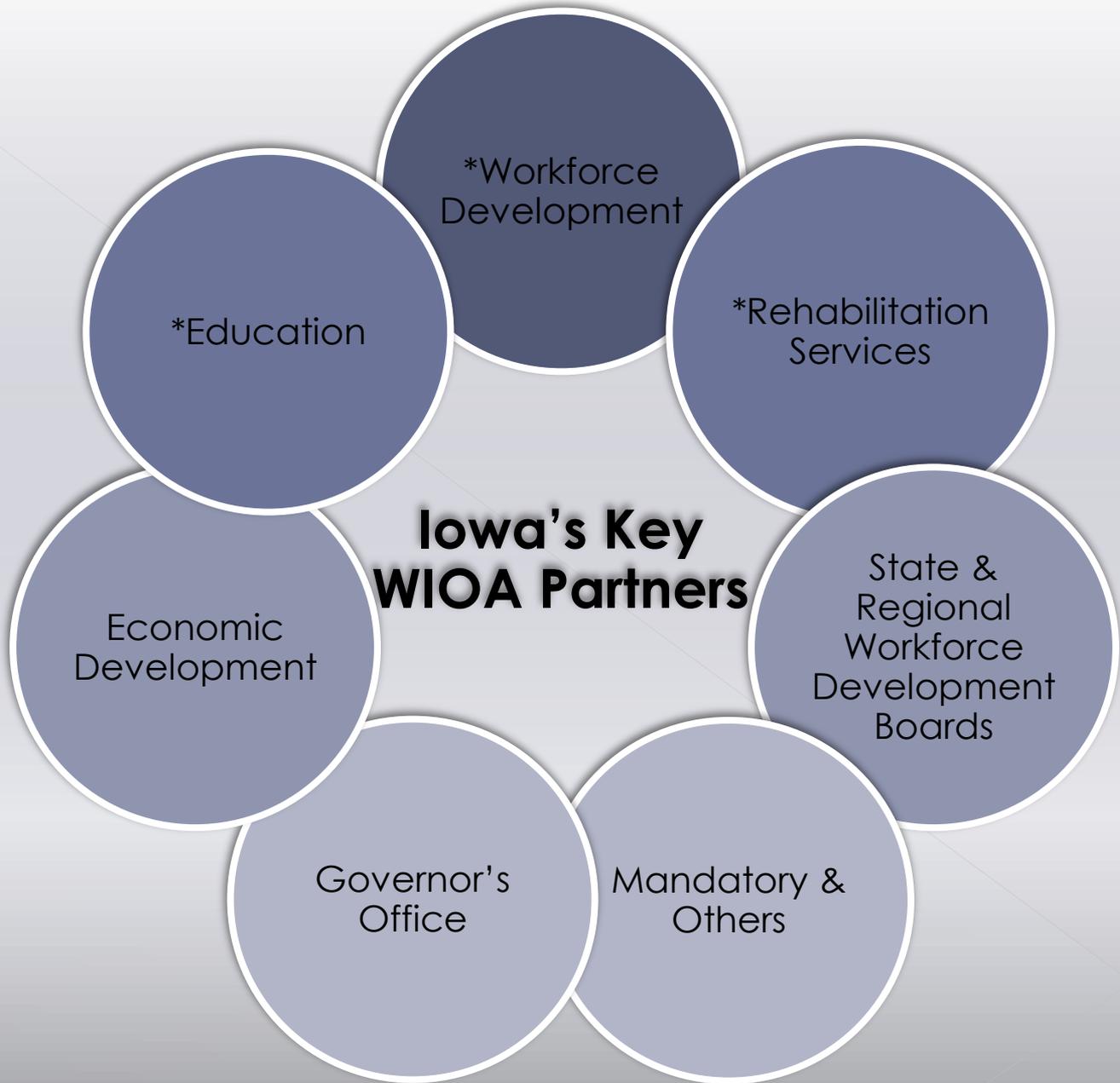
- ⦿ One-Stop Center Service Design
- ⦿ Robust and Effective Services to Business
- ⦿ Improved Services to Jobseekers and Workers
- ⦿ Activities for Youth
- ⦿ Performance & Accountability
- ⦿ Statewide MOU

WIOA Programs

- ◎ WIOA amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.
- ◎ Core Partner Agencies
 - > *Iowa Workforce Development*
 - > *Iowa Department of Education*
 - > *Iowa Vocational Rehabilitation Services*
 - > *Iowa Department for the Blind*

WIOA Programs

- WIOA authorizes the Job Corps, YouthBuild, Indian and Native Americans, and Migrant and Seasonal Farmworker programs.
- Mandatory & Other Partners



*Education

*Workforce
Development

*Rehabilitation
Services

Economic
Development

Governor's
Office

Mandatory &
Others

State &
Regional
Workforce
Development
Boards

**Iowa's Key
WIOA Partners**

Key WIOA Implementation Dates

Signed: **July 22, 2014**

Took effect: **July 1, 2015**

State plans due: **April 6, 2016**

Unified State Plans: **July 1, 2016**

Public Comment Period Ends: **February 21, 2016.**

You can access Iowa's Unified State Plan and submit comments through the following websites:

<https://comment.iowa.gov/Notice/Details/WIOA>

<https://www.iowaworkforcedevelopment.gov/workforce-innovation-and-opportunity-act>

Iowa's Current Workforce Delivery System Under **WIA**

- ⦿ Operates in “Silos” with each entity acting independent of others serving job-seekers.
- ⦿ Co-located, but not truly integrated.
- ⦿ Entities cooperate, but do not collaborate.
- ⦿ Lacks true alignment of services.
- ⦿ Short-term, employee-placement focus.
- ⦿ Does not emphasize employer needs.
- ⦿ Allows for minimal regional control.
- ⦿ Places responsibility for access on job-seeker rather than on the system.

Iowa's Transitioning Workforce Delivery System Under **WIOA**

- ⦿ Engages employers in service planning and delivery design.
- ⦿ Increases emphasis on populations with barriers to employment.
- ⦿ Connects job-seekers with sustainable employment.
- ⦿ Supports regional strategies to meet employer needs.
- ⦿ Enhances the organizational structure of One-Stop Centers – IowaWORKS.
- ⦿ Improves access to services for ALL Iowans.
- ⦿ Increases opportunities for non-traditional routes to career success through Registered Apprenticeship Programs, development of sector strategies, and increased emphasis on Career Pathways.

Iowa's Vision for the Future of Workforce Delivery Systems

Iowa's workforce delivery systems will collaborate to build a Future Ready Iowa – a pipeline of skilled workers who are prepared to meet the workforce needs of Iowa's current and emerging industries. In alignment with the National Governor's Association Talent Pipeline vision and goals, this unified plan will ensure individuals are prepared for dynamic careers through an emphasis on lifelong learning while meeting the needs of employers.

Iowa's workforce delivery system will assist more Iowans to become Future Ready by attaining the "new minimum" of high-quality education, training, and work readiness by bringing together education, rehabilitation, workforce, and economic development resources and ensuring that all Iowans have access to an integrated and efficient workforce delivery system. Future Ready Iowans will be ready to meet the employment challenges of today and into the future so that ALL Iowans work in competitive, integrated employment settings.

Iowa's Vision for the Future of Workforce Delivery Systems

1. Big Bold Audacious Goals
2. It is not about disability, but the services and supports any worker needs to be successful A seamless system, a system where every entry door is the right door.
3. All people can work, all stakeholders believe that we make money by putting people to work.
4. All students have community based employment experiences, We begin talking community integration and employment preparation at pre-school

Iowa's Vision for the Future of Workforce Delivery Systems

5. We continue to effectively find ways to change hearts and minds through our success stories. We are not selling to business we are listening, informing and meeting unmet needs through customized employment or our traditional demand side model. We represent our candidates and their contributions, talents and interests.
6. We move the needle by sharing information at a grassroots level, it is about a growing groundswell.
7. We all learn how to match our contributions effectively to work place needs

Iowa's Vision for the Future of Workforce Delivery Systems

8. The conversation changes from pwd to workers in business that better meet the bottom line
9. When it is time for us to retire, we leave a system that is more simple than when we started. This is not complex - it is about relationships, a relationship with your job candidate, a relationship with your colleague, a relationship with your provider, a relationship with your business contact.
10. We change the curve by you taking a strategy from this meeting and finding a way that you can control to increase employment opportunities for the ones you interact with, then you find a way to influence your team, then the area office, then the bureau, then the agency, then the community. Systems change starts with you!

Unified State Plan Goals

Goal I:

Iowa's employers will have access to advanced, skilled, diverse and Future Ready workers.



Unified State Plan Goals

Goal II:

All lowans will be provided access to a continuum of high quality education, training, and career opportunities in the nation.



Unified State Plan Goals

Goal III:

Iowa's workforce delivery system will align all programs and services in an accessible, seamless and integrated manner.



Unified State Plan Themes

Accessibility

The State of Iowa is committed to providing programs and services in a readily accessible format and delivery method. Accessibility encompasses a variety of ideas, actions, and high-level collaboration.

Unified State Plan Themes

- ◎ Sector Strategies
- ◎ Career Pathways
- ◎ Integration of Systems
- ◎ Integrated Education & Training
 - > Apprenticeships
 - > Employer Engagement

Workforce Innovation and Opportunity Act

Program Specific Requirements

Title I Adult, Dislocated Worker and Youth Formula Programs

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

Title I Adult, Dislocated Worker

- Career services labor exchange services, job search, workshops, resume' writing, the provision of Labor Market information, partner programs
- Individualized services comprehensive skills assessment, career planning, experiential learning opportunities
- Training services
- Support services

Title I Adult, Dislocated Worker Key Provisions

- > Increased focus on serving most vulnerable workers: Low Income adults with limited skills, lack work experience and face additional barriers to economic success.
- > Expands training options
- > Implementation of career pathway approaches that support post-secondary education & training <Est. Career goal>
- > Consumer choice
- > Experiential Learning opportunities

Title I Youth Formula Program

- To assist young people who face significant barriers in making a successful transition to self-sufficient adulthood by successfully entering and being retained in the workforce, higher education, or advanced training.
 - > Serves in-school and out-of-school youth; Increased emphasis on disconnected youth.
 - > Activities to improve educational and skill competencies and to build connections to employers.
 - > Includes participant assessment, mentoring, training and supportive services.
 - > Local program design includes developing service strategies tailored to specific individual employment and career goals.

Title I Youth Formula Program

- Services under formula Youth programs
- Academic
 - > –Tutoring, study skills training, and dropout prevention activities
 - > –Alternative secondary school offerings
- Vocational
 - > –Summer employment opportunities
 - > –Work experience
 - > –Skills training
 - > –Leadership development activities
- Support
 - > –Supportive services
 - > –Adult mentoring
 - > –Follow-up services
 - > –Comprehensive guidance and counseling

Title II Adult Education and Literacy Act

- **Title II** is the main source of federal **adult education** and **literacy** funding, including English language services.

Title II Adult Education and Literacy Act

- ◉ Integrated Education and Training Model
 - > Concurrent and contextualized academic, workforce training and workforce preparation activities
- ◉ Co-enrollment across core partners
- ◉ Career Pathway development
- ◉ Highly quality staff and professional development (cross-training)
 - > College and Career Readiness Standards
 - > Instructor and One-Stop System Standards

Title III Programs: Wagner-Peyser Act

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

Title III Programs: Wagner-Peyser Act

WIOA retains the nationwide system of **one-stop centers**, which directly provide an **array of employment services** and **connect customers** to work-related training and education. WIOA furthers a high quality one-stop center system by continuing to **align investments** in workforce, education, and economic development **to regional in-demand jobs**. The new law places greater emphasis on one-stops **achieving results** for jobseekers, workers, and businesses. WIOA **reinforces the partnerships and strategies** necessary for one-stops to provide job seekers and workers with the **high-quality career services, education and training**, and supportive services they need to get good jobs and stay employed, and to help businesses find skilled workers and access other supports, including education and training for their current workforce.

Title III Programs: Wagner-Peyser Act

Improved Access to Comprehensive Services

- One comprehensive one-stop center that provides access to physical services of the core programs and other required partners.
- In addition to the core programs, for individuals with multiple needs to access the services, partner programs required to provide access through the one-stops: Career and Technical Education (Perkins), Community Services Block Grant, Indian and Native American Programs, HUD Employment and Training Programs, Job Corps, Local Veterans' Employment Representatives and Disabled Veterans' Outreach Program, National Farmworker Jobs Program, Senior Community Service Employment Program, Temporary Assistance for Needy Families (TANF, a required partner in Iowa), Trade Adjustment Assistance Programs, Unemployment Compensation Programs, & YouthBuild.
- WIOA eliminates stand-alone Wagner-Peyser Employment Service offices. These services will now be provided alongside partner programs within one-stop centers. Iowa implemented integrated service delivery beginning in 2009.
- A local area also may have additional affiliate one-stop centers with any subset of partners, or specialized centers.
- Additional partners in one-stop centers may include Employment and training programs administered by the Social Security Administration, including the Ticket to Work and the Self-Sufficiency Program; employment and training programs carried out by the Small Business Administration; Supplemental Nutrition Assistance Program (SNAP) employment and training programs; Client Assistance Programs; and programs authorized under the National and Community Service Act of 1990.

Title III Programs: Wagner-Peyser Act

Enhanced and Streamlined Operations:

- ⦿ Integrated, streamlined intake, case management, reporting, and fiscal and management accountability systems of one-stop partners.
- ⦿ Leveraging resources; shared infrastructure costs of the one-stop delivery system.
- ⦿ One-stop operators selected through a competitive process.
- ⦿ Improved access to and the effectiveness of one stop and program services.
- ⦿ Memorandum of Understanding (MOU) with every one-stop partner to describe operations, services provided and coordinated, funding, and referrals. MOUs will be reviewed every three years.
- ⦿ One-stop certification every three years. Continuous improvement, Certification and quality assurance on effectiveness, programmatic and physical accessibility, and continuous improvement.

Title IV Rehabilitation Act Programs

- ◎ **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.
- ◎ In Iowa –
 - > Iowa Vocational Rehabilitation Services
 - > The Department for the Blind

Title IV Rehabilitation Act Programs

IDB Service Delivery Model

- › IVRS Service Delivery Model
 - Integration and Continuum Model
 - Services to Employers
 - Pre-employment Transition Services
 - Connection with Career Pathways, Sector Partnerships, and STEMS
 - Section 511

Summary/Closing Remarks

- ◉ WIOA moves disability into the mainstream
- ◉ Creates an avenue for innovation and improvement
- ◉ Expands the One-Stop Center to a System based approach
- ◉ Status Quo is no longer an option

State WIOA Contacts

Iowa Department of Education

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Website: <http://www.educateiowa.gov>

Iowa Vocational Rehabilitation Services

E-mail: kenda.jochimsen@iowa.gov

Website: <http://www.ivrs.iowa.gov/>

Iowa Department for the Blind

E-mail: Keri.osterhaus@blind.state.ia.us

Website: <http://www.idbonline.org/>

Iowa Workforce Development

E-mail: iwd.wioa@iwd.iowa.gov

Website: <https://www.iowaworkforcedevelopment.gov/workforce-innovation-and-opportunity-act>

Resources:

1. <https://www.workforce3one.org/view/3001432333369774359>
2. <http://www.nationalskillscoalition.org/news/blog/key-issues-raised-by-the-wioa-nprms>
3. <http://www.clasp.org/resources-and-publications/publication-1/KeyProvisionsofWIOA-Final.pdf>
4. <http://www.leadcenter.org/webinars/wioa-and-unified-state-planning-process-part-2-4-part-series-wioa>
5. <http://www.leadcenter.org/webinars/understanding-changes-regarding-youth-services-part-3-4-part-series-wioa>
6. http://www.doleta.gov/wioa/Docs/WIOA_OneStop_FactSheet.pdf
7. <https://www.congress.gov/113/bills/hr803/BILLS-113hr803enr.pdf>
8. http://www.slideshare.net/ILworkNet/wioa-an-introduction-to-key-provisions?qid=43c85364-ca59-4157-a410-002b2283577a&v=qf1&b=&from_search=3
9. <https://www.iowaworkforcedevelopment.gov/workforce-innovation-and-opportunity-act>

Public Comment Information

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