An Introduction to the Workforce Innovation and Opportunity Act (WIOA)

Workforce Innovation and Opportunity Act

- ❖ Signed into law on July 22, 2014
- ❖ Streamlines the Workforce Development System
- ❖ Enhances Coordination
- ❖ Fosters Regional Collaboration
- ❖ Enhances Services to Employers
- ❖ Improves Accountability and Transparency
- ❖ Enhanced Flexibility

WIOA- Core Programs

- Title I: Adult, Dislocated Worker, and Youth Programs
- Title II: Adult Education Program
- Title III: WP ES Program
- Title IV: Vocational Rehabilitation Program

WIOA Partner Programs

16 Partner Programs, including:

- Unemployment Insurance Program
- Trade Adjustment Assistance Program
- Senior Community Service Employment Program
- Supplemental Nutrition Assistance Program
- Temporary Assistance for Needy Families Program

WIOA- Implementation

Key Implementation Dates:

July 22, 2014: WIOA signed into law. VR changes became effective upon enactment

January 18, 2015: DOL/DOE/HHS to publish Notice of Proposed Rulemaking

July 1, 2015: All provisions take effect, unless otherwise noted

July 22, 2015: Implementation of eligible training provider provisions

Workforce Innovation and Opportunity Act

January 22, 2016: Final Rules Published (pushed to June 2016)

April 1, 2016: States Unified Plan submission due and performance indicators negotiated

June 30, 2016: DOL must develop performance indicators relating to the effectiveness of serving employers

July 1, 2016: Use of common One-Stop identifier implemented

July 1, 2017: One-Stop Infrastructure cost requirements take effect

Streamlines the Workforce Development System

- ➢ Eliminates 15 existing programs

- ➢ Applies a single set of outcome metrics

- ➢ Provides for a statistical adjustment model

- ➢ Creates smaller, nimbler, and more strategic state and local workforce development boards

- ➢ Eliminates the sequence of services

Enhances Coordination

- ➢ Single Unified/Combined Strategic Plan

  - ✓ State's strategy to prepare workers and meet employers needs

  - ✓ Combines strategies for all core programs

  - ✓ Approved by Secretaries of Labor and Education

Fosters Regional Collaboration

- ➢ Regional Identification

  - ✓ Consistent with labor market areas

  - ✓ Consistent with regional economic development areas

  - ✓ Necessary resources to effectively administer activities

Fosters Regional Collaboration

- ➢ Regional Coordination

  - ✓ Sector Strategies

  - ✓ Regional Labor Market Analysis

      ✓ Coordination of Services

      ✓ Administrative Cost Arrangements

Enhances Services to Employers

➢ Active Business Engagement

➢ Clear Understanding of Hiring Needs

➢ Promotes use of industry and sector partnerships to address workforce needs of multiple employers within an industry

➢ Promotes and funds proven strategies:

      ✓ *Incumbent Worker Training*

      ✓ *Registered Apprenticeship*

      ✓ *On-the-Job Training*

Improves Accountability and Transparency

➢ Common performance measures

➢ Eligible training providers – required data on performance outcomes of all participants

➢ DOL and DoED – common performance accountability system for core programs, common reporting templates

➢ Performance reports will be made publicly available

➢ States will be sanctioned 5 % of Governor's Reserve for performance failure and failure to submit performance reports

Enhanced Flexibility

➢ Transfer up to 100% between Adult and Dislocated Worker programs

➢ Up to 20% of Adult and Dislocated Worker funds for incumbent worker training

➢ Priority of services expanded to basic skills deficient individuals in the Adult program

➢ Provides for use of free or reduced school lunch for youth eligibility

Title IV: Vocational Rehabilitation: "Enhancing VR Services"

• <u>Eligibility</u>

• Expands eligibility criteria to include the need for services to support "Career Advancement"

- Requires the use of trial work experiences to evaluate eligibility of individuals with the most significant disabilities

- Requires use of existing data

- **Timeline changes**

- IPEs must be developed within 90 days of determining eligibility

- Extended services (supports after closure) can last up to 4 years for youth with the most significant disability

- **Planning and Services**

- Emphasis on benefits planning for consumers receiving SSI/SSDI; and

- Expands list of those that can help consumers develop their IPE to include advocacy organizations

Title IV: Vocational Rehabilitation: "Enhancing VR Services"

- Services for Students and Youth with Disabilities

- New terms to distinguish between Students with Disabilities & Youth with Disabilities

- Requires specific percentages of funds to be used for PreETS and Supported Employment Services for students and youth

- Pre ETS for available for "potentially eligible" students with disabilities

- Potential increase in use of CRPs to assist in providing the five required Pre-ETS:

    o Job exploration counseling

    o Work-based learning experiences, such as internships

    o Counseling on opportunities for post-secondary training

    o Job readiness skills training, including social and independent living skills

    o Self-advocacy instruction

Title IV: Vocational Rehabilitation: "Enhancing VR Services"

- Outcomes

- Competitive Integrated Employment is required for a successful outcome. (Homemakers, unpaid family workers, and sheltered employment do not meet the definition of competitive integrated employment).

- Emphasis on In-demand jobs and STEM occupations

- Measurable skills gains

- Common exit approach

- Emphasis on economic self-sufficiency

Title IV: Vocational Rehabilitation: "Enhancing VR Services"

- <u>Administrative Program Changes</u>

- Common performance measures

- CSPD (in-service training grant) funds were eliminated

- Change to federal requirements to meet the definition of "qualified staff" (expanded acceptable education and licensing to work as a VRC). It is left to states to decide how to implement this. Texas is continuing to require the same levels of training, etc.

- VR will operate under 3 different "years": State Fiscal Year, Federal Fiscal Year, and Program Year

- IF under an order of selection, option to prioritize "job save" services for individuals with disabilities that are at risk of losing their jobs without services

Next Steps

- Training Provider Review/Certification

- Finalization/Submission of State Plan

- Performance Negotiations

- Continued Implementation Efforts Based on Final Regulations

- Local Planning

Wrap Up

- Questions

Proposed Certification and Re-Certification Requirements for Community Rehabilitation Programs

Applicant for Certification or Recertification must submit required documents with application:

Certification

1. Total number of Individuals employed

2. Total number of Individuals employed with a disability

3. Submit a competitive integrated employment plan

4. Length of employment of individuals with disabilities at your CRP:
   - Average length of employment
   - Longest length of employment

Recertification

5. Submit wage range per hour for employees with disabilities

6. How long employees with disabilities been working for your CRP.
   - Average length of employment
   - Longest length of employment

7. CRP total revenue/sales over past year or 3 years.
   - Percent spent on direct labor costs (including benefits)
   - Percent spent on management/administrative costs
   - Percent spent on training for direct labor employees

8. Number of individuals with disabilities placed in competitive integrated employment over the past year or 3 years.
   - List places of employment
   - List starting wage

9. Submit wage range per hour for non-disabled employees.

10. Submit training and education provided for employees with a disabilities

11. Number of employees with a disability in nondirect labor positions.

12. Number of employees with a disability promoted over the past 3 years.

13. Look at benefits being provided to employees – both for individuals with disabilities in the program, as well as, other agency staff …. Are they the same benefits?*

14. Look at percent of individuals with disabilities in management position compared to percentage of individuals with disabilities in 'workforce' positions. *

15. Job Coach needs to be certified Job Coach as well as being certified Interpreter. *

*Recommended at the previous Advisory Board Meeting.