

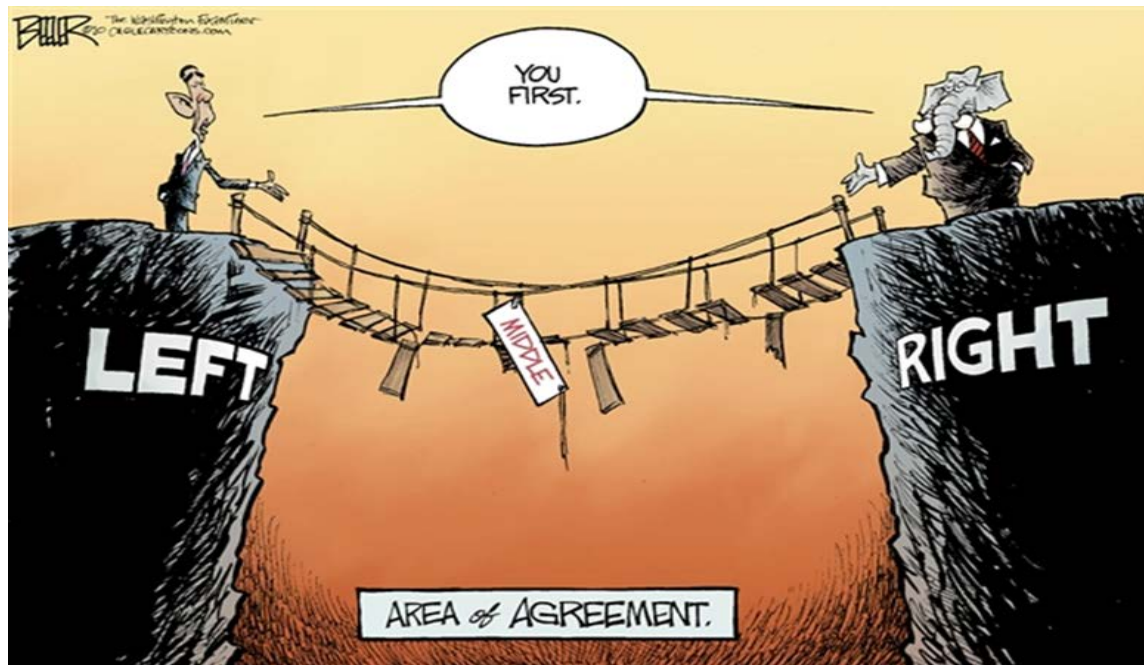
What we'll cover...

- General Background
- What's new and the opportunities ahead!
- What is scary!
- Q & A



Workforce Innovation & Opportunity Act

- President Barack Obama signed WIOA into law on July 22, 2014.
- Passed by Congress with wide bipartisan majority (the Senate voted 93-5 and the House of Representatives voted 415-6).



Road to Reauthorization

Senate Bill: WIA Reauthorization

- Streamline & improve services
- Improve accountability and performance measures through common reporting
- Expand the role of community colleges in job training
- 21st century delivery system for Adult Education Literacy
- Engage youth through multiple pathways for education & employment
- Create competitive employment services & opportunities for individuals with disabilities

House Bill: SKILLS Act

- Consolidate 35 existing federal workforce programs
- Eliminate membership requirements for state workforce boards
- Allow state boards to designate local areas in consultation with the governor
- Eliminate the priority for services to low-income individuals
- Require states to set aside up to 25 % of WIF dollars to maintain Job Corps & minimum % of local allocations for training
- Set common performance measures for the WIF adult education programs under Title II, and Vocational Rehabilitation programs under Title IV

Overarching Goals of WIOA

- Increase access to education, training and employment particular for people with barriers
- Create a high quality workforce development system by aligning workforce investments, education and workforce development systems
- Improve the quality of labor marker relevance
- Promote improvement and in the structure and delivery of services
- Increase the prosperity of workers and employers
- Reduce dependency, meet employer needs, enhance productivity and competitiveness in the nation

What is in the law...

- **Program Consolidation** – Limited to 15 programs (vs 35 in House Bill)
- **Performance:** Common across WIOA titles – bigger focus on retention
- **Training:** Emphasis on job-training, sector-focus and employer-based
- **Literacy:** Intent to deepen connection between Title I and Title II, career pathways, and focus on serving low-basic skilled
- **Youth:** Out of School Youth (75%), In-School Youth (25%) – free & reduced lunch
- **Special Populations:** Importance placed on serving individuals with disabilities, including youth
- **Funding:** Includes authorizing language for funding – back to FY'10 levels by 2017
- **Workforce Boards:** Still business-led & business majority; less mandated partners
- **America's Job Centers:** No more sequence of services – now “career services”

Is this really just WIA 2.0?

- **Partnerships need to be real:**

- States are required to strategically align workforce system
- Local partners to One-Stop system must sign MOU and 'contribute'
- We're all in this together – our performance is tied to each other's success

- **Promising Practices under WIA are now integral to WIOA**

- Serving hardest to serve
- Employer-focused metrics
- Career Pathways/Sector-based/Work Experience/OJT



New Performance Measures

Performance Measure	Current WIA	Proposed WIOA
Adults and Dislocated Worker Measures		
Entry into unsubsidized employment (Entered Employment)	Measured in Q1 after exit.	Measured in Q2 after exit. (Additional 1 quarter lag in reporting.)
Retention in unsubsidized employment (Employment Retention)	Measured in Q2 and Q3 after exit.	Measured in Q4 after exit. (Additional 1 quarter lag in reporting.)
Earnings change after entry into unsubsidized employment (Average Earnings)	Measured as average, in Q2 and Q3 after exit.	Measured as median earnings in Q2 after exit only. Median is defined as the numerical value that separates the higher half from the lower half of earnings.
Credential rate	None	New measure: Percentage of participants who obtain a recognized post-secondary credential or diploma during participation or within 1 year after program exit.
In Program Skills Gain	None	New measure: Percentage of participants in education leading to credential or employment during program year, achieving measurable gains. Measured in real time.
Employer Measure		
Indicators of effectiveness in serving employers	None	New measure: One or more employer measures to be implemented before commencement of Year 2.

New Performance Measures

Performance Measure	Current WIA	Proposed WIOA
Youth Measures		
Placement in Employment, Education, or Training	Measured in Q1 after exit.	Measured in Q2 after exit. (Additional 1 quarter lag in reporting.)
Retention in Employment, Education, or Training	None	New measure: Percentage of participants in education, training, or unsubsidized employment; measured in Q4 after exit.
Earnings after entry into unsubsidized employment	None	New measure: Median earnings of participants in unsubsidized employment during Q2 after exit.
Credential rate	Attainment of a Degree or Certificate - Rate of youth participants who obtain a diploma, GED, or certificate by the end of the Q3 after exit.	Percentage of participants who obtain a recognized credentials or secondary diploma during participation or within 1 year after program exit.
Literacy and Numeracy Gains	Literacy and Numeracy Gain - Rate of youth participants who increase one or more educational functioning levels during first year in program.	Eliminates measure
In Program Skills Gain	None	New measure: Percentage of participants in education leading to credential or employment during program year, achieving measurable gains. Measured in real time.

Impact on Workforce Boards

- Intent is for the Board to be smaller and to be even MORE business-driven; continues to be chaired by “business”
- Guarantees Organized Labor participation on the Board (“Not less than 20% of the local board”)
- Reduces mandated partners required to serve on the Board to:
 - *Title II*
 - *Higher Education*
 - *Economic Development*
 - *Rehab Act/Voc Rehab*
 - *Wagner Peyser*



Impact on Workforce Boards

Minimum Membership under WIOA:

- 10 Business Reps (51% majority of Board), including Chair
- 4 Labor Reps (20% requirement under WIOA)
- 1 Adult Literacy Rep
- 1 Vocational Rehabilitation Rep
- 1 Higher Education Rep
- 1 Wagner-Peyser Rep
- 1 Economic Development Rep



Suggested Committees:

- One-Stop Delivery and Operations;
- Youth (Note: Youth Council is no longer required); and
- Serving Individuals with Disabilities.

Responsibilities of the Boards

1. Writing and Approving the Local plan
2. Workforce Research and Regional Labor Market Analysis
3. *Convening, Brokering and Leveraging*
4. Employer Engagement
5. *Career Pathways Development*
6. Promoting Proven and Promising Practices
7. Technology improvements
8. Program Oversight
9. Performance Negotiations
10. Selection of Operators and Providers
11. *Coordination with Education Providers*
12. Budget and Administration
13. *Accessibility for Individuals with Disabilities*

Biggest Impacts: One-Stops

What's new...

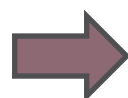
More required One-Stop Partners (including TANF)

One-Stop Operators need to be competitively bid

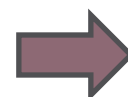
“America’s Job Centers”

Local areas are required to be “regional” working across LWIA borders

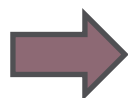
Challenges...



MOUs & cost allocations; do all services need to be available at all sites?



What happens to consortia agreements or municipal workforce systems?



Use of and transitioning the brand



Potential for LWIA consolidation in a few years

Biggest Impacts: Training Services

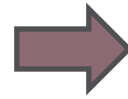
What's new...

Eliminates the Sequence of Services, now Career Services

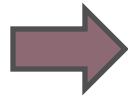
Training is expanded to include more opportunity for incumbent worker (no more than 20%), sector-based, OJT, entrepreneurial, transitional jobs (10%), I-Best, etc.

Training Provider Performance

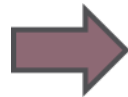
Challenges...



Potentially new customer flow, more requirements like “skills assessment”



Enough money to actually do the training; credentials



Who will collect & disseminate; issues with ETPL in New York

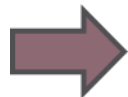
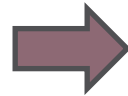
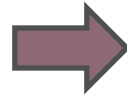
Biggest Impacts: Youth

What's new...

Focus on Out-of-School Youth
(75% of funding)

Spend at least 20% of youth
formula funds on work
experience

Youth with disabilities will receive
extensive “pre-employment
transition” services so they can
successfully obtain “competitive
integrated employment”



Challenges...

Transitioning the system to
serve less In-School Youth

Funds activities such as summer
jobs, pre-apprenticeship, on-
the-job training, and
internships, will need to grow
employer relationships

Coordination of Title I, II and
Rehab Act to best serve these
youth

Biggest Impact: Literacy

Adult Education and Family Literacy Act (AEFLA) which provides foundation skills and English literacy instruction.

- Unified planning at Federal and State Level
- New performance metrics, aligned with all other Titles of WIOA
- Emphasis on integrated literacy and vocational training – specifically expands the purpose to increase the ability to transition to postsecondary education or employment
- Increases percentage of funding for correctional education to no more than 20%
- Focus on career pathways across system

Biggest Impact: Rehab Act

Increases individuals with disabilities' access to high quality workforce services & preparation for competitive integrated employment.

One-Stop career centers will provide *physical and programmatic accessibility to employment and training services* for individuals with disabilities and implement new Section 188 (non-discrimination) requirements related to:

- functions of the local boards
- local plan content
- certification, at least every three years, of the One-Stop career centers to include an assessment of physical and programmatic accessibility in accordance with Section 188

Timeline for Implementation

- Jan. 18, 2015: Notices of Proposed Rulemaking published by DOL, ED & HHS
- July 1, 2015: WIOA goes into effect. Current performance accountability system will remain in effect for first full performance year
- July 22, 2015: Training Provider provisions must be enacted by Governors
Templates for Performance must be developed and shared
- Jan. 22, 2016: Final Rule must be published
- March 3, 2016: State Unified Plan Submission and Performance is negotiated as part of approval of State Plans
- June 30, 2016: DOL and ED must develop performance indicator relating to employer engagement
- July 1, 2016: Infrastructure costs requirements take effect; performance takes effect, common one-stop identifier takes effect.

What do we think are the biggest challenges ahead...



VS



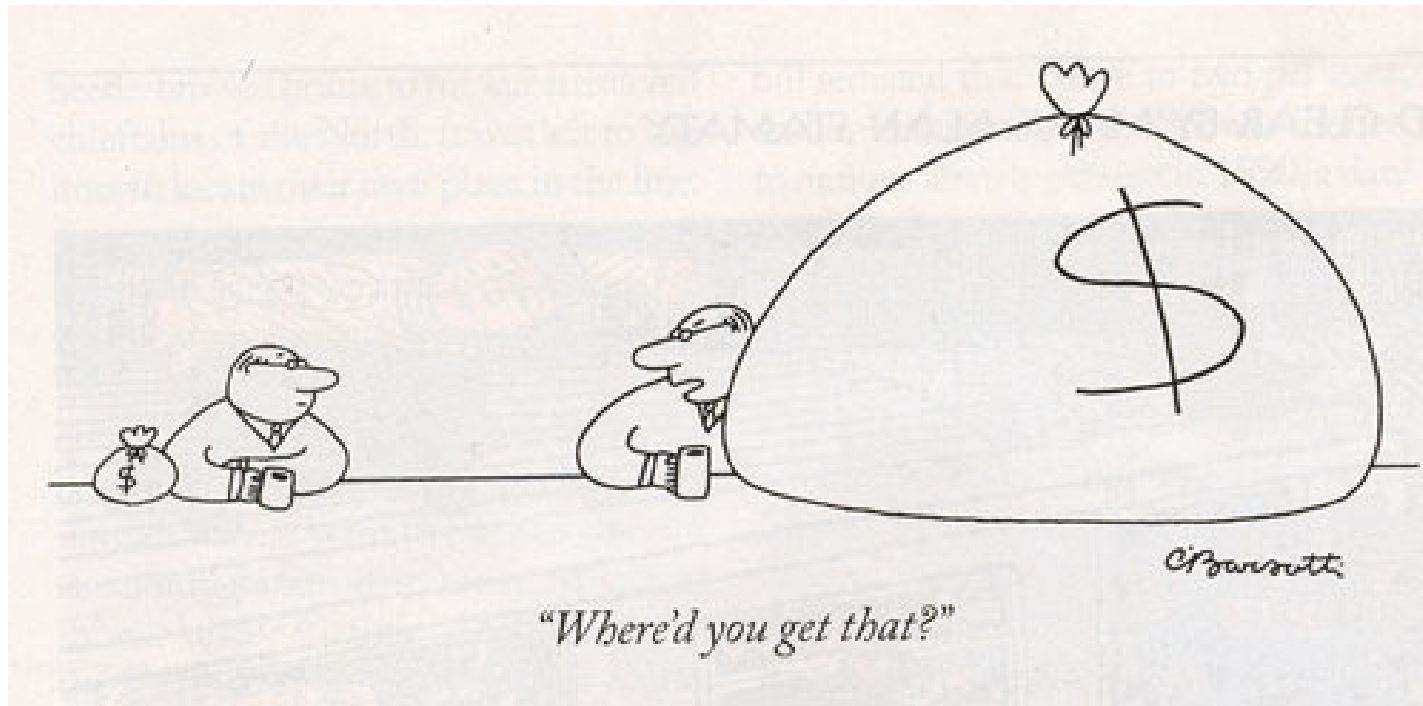
What do we think are the biggest challenges ahead...



VS



What do we think are the biggest challenges ahead...





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SAVE THE DATE

2015 Excellence in Youth Programming
February 23rd -25th
Saratoga Springs, New York

★ **New this year! Advocacy Day at the Capitol on Feb. 25th!** ★

The graphic features a large circle composed of numerous colorful hands (in shades of red, orange, yellow, green, blue, and purple) reaching upwards from the bottom edge. The text is positioned to the right of the hands, with the event details centered within the circle's area.