



Wednesday Webinars

# WIOA & TANF

April 4, 2017



## Overview



- Workforce Innovation and Opportunity Act (WIOA)
- Signed into law July 2014, replaces the Workforce Investment Act (WIA)
- Implementation began July 1, 2015
- WIOA is designed to help workers, *including those with barriers to employment*

## Why Know About WIOA



- WIOA makes Temporary for Assistance for Needy Families (TANF) a mandatory partner.
- As a mandatory partner, TANF agencies will have greater opportunities to provide input into WIOA-related activities.
- WIOA increases its delivery of services to out-of-school youth, some may be TANF recipients.

## Key WIOA Changes



- *Priority of Service* strengthened to target public assistance recipients, individuals who are low-income and/or have barriers to employment
- Expands age range for out of school youth eligibility to 16-24 (previously, 16-21)
- At least 75% of Youth funds must be spent on out-of-school youth (previously, 30%).
- At least 20% of Youth funds must be spent on paid and unpaid work experiences that incorporate academic and occupational education

## Employer Engagement



Contributes to economic growth and business



Promote industry and sector partnerships



Emphasize career pathways

## Strong Focus on Sector and Employer-Based Training



- Promotes greater alignment of education and workforce
- Expands training and education options
- Emphasizes career pathway development that increases attainment of industry recognized or postsecondary credentials



Requires training for high-demand industry sectors and occupations and employer engagement.



Promotes program coordination and alignment of key employment, education, and training programs at the Federal, state, local and regional levels.



Builds on proven practices such as sector strategies, career pathways, regional economic approaches, work-based training.

## Education and Workforce Alignment



- Seamless progression from one educational stepping stone to another (career pathways)
- Across work-based training and education so individuals efforts result in logical and sequential progress
- Opportunity to progress in careers by obtaining new training and credentials



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## Partner Responsibilities



## Planning



Planning ensures that employment and training services are coordinated



Describes and aligns overall workforce strategy  
 Indicates how strategy meets identified skill needs for workers, jobseekers, and employers  
 Describe strategies to align local services to regional labor market needs  
 Must include description of strategies and services to align and coordinate resources, including resources of the core program partners.

## Memoranda of Understanding (MOU)



- The MOU will describe:
  - Services provided and coordinated through the One-Stop system.
  - Funding of shared services and infrastructure costs.
  - Referral methods between partners and One-Stop operators.
- MOUs will be reviewed every 3 years.



## Infrastructure Funding



- One-Stop partners must contribute to the maintenance and infrastructure costs of the One-Stop delivery system.
- The Governor will give local areas guidance for One-Stop infrastructure funding negotiations.
- Local boards negotiate with One-Stop partners.
- If a local board is unable to reach agreement, the Governor determines how much each partner will contribute within certain caps.
- Local MOU will describe One-Stop infrastructure funding.



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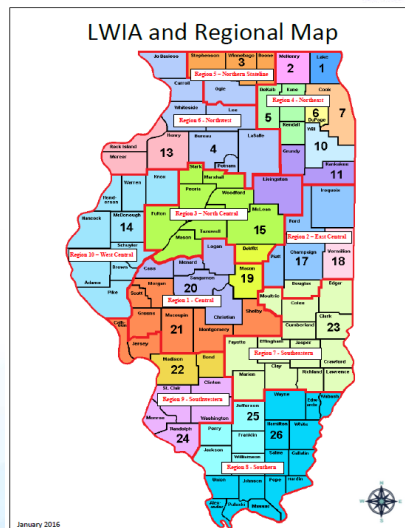
## Service Delivery



## Illinois Local Workforce Innovation Areas



- The Workforce Innovation and Opportunity Act requires the Governor to identify and organize local workforce boards and core program partners into regional planning areas to:
  - engage in joint planning,
  - integrate service delivery,
  - share administrative costs, and
  - enter into regional coordination efforts with economic development agencies operating in the same region.
- The ten regions are based on the analysis of statewide commuting patterns surrounding major and minor metropolitan centers.



## One-Stop Centers



- Each local area must have 1 comprehensive One-Stop center that provides access to the services of all required partners.
- A local area may also have affiliate One-Stop centers with any subset of partners, or specialized centers.
- Local boards certify One-Stop centers every 3 years, using criteria established by the state board.
- One-Stop operators to be selected through a competitive process.

## Foundational “Core” Programs



## One-Stop Partners





## Adult and Dislocated Worker Programs



### Adult services –

- provided to job seekers who are at least 18 years old and have a low-income or are low-skilled

### Dislocated Worker services –

- provided to workers who have lost their job, through no fault of their own.
- The goal of dislocated worker services is to help these individuals obtain quality employment in in-demand industries.



## Youth



### Out-of-School Youth

To be eligible youth must be:

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

### In-School Youth

To be eligible youth must be:

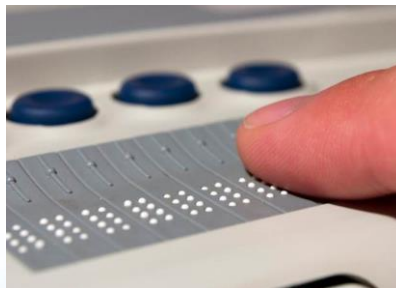
- Aged 14 to 21
- Low-income\*
- And one or more additional conditions

\* Youth receiving or eligible to receive a free or reduced price school lunch are considered "low income" under WIOA

## Services to Adults and Youth with Disabilities



WIOA increases access to high quality workforce services for individuals with disabilities and prepares them for competitive, integrated employment.



## Priority of Services



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

## Priority of Services



Priority of service requirements for eligible veterans and spouses continue under WIOA.



## Integrated Service Delivery



- WIOA is intended to increase the quality, integration, and accessibility of services.
- States encouraged to develop integrated intake, case management, reporting systems, and fiscal and management accountability systems.

## Career Services



- WIOA authorizes “career services” for adults and dislocated workers, rather than “core” and “intensive” services, as authorized by WIA.
- Career services for adults and dislocated workers must be made available in at least one one-stop center in each local area. Services also may be available elsewhere, either at affiliated sites or at specialized centers.
- Career services may include comprehensive skills assessments, career planning, and development of an individual employment plan that outlines the needs and goal of successful employment.



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## Training and Work-Based Learning Options



## Career Pathways



A new definition of career pathway - a combination of rigorous and high-quality education, training, and other services

- increase articulation; acceleration; contextualization;
- supports, counseling and navigation services;
- prior learning assessments and other strategies that increase attainment of industry-recognized, postsecondary credentials.

Encourages Integrated Education and Training

Requires strategies to support the use of career pathways for low-skilled adults, youth, and individuals with barriers to employment (including individuals with disabilities), with education, training, and supportive services to enter or retain employment



## Flexible Training Models



Individual Training Account (ITA) – classic WIOA  
Occupational skill training leading to credential or degree

Bridge Training  
Quick upgrade to reading / math, contextualized learning

Incumbent Worker Training  
(20% of Dislocated Worker Funds)

On-the-Job Training or Transitional Jobs – Learn and Earn

Class Size Training – Bundling ITAs to get classes started now

Customized Training – Meeting a specific employer training need

## Work-Based Learning



- WIOA allows local boards to fund proven work-based strategies
- Reimbursement rates have increased for employers offering on-the-job training and customized training
- Encourages Registered Apprenticeship programs
- Other work-based learning
  - Transitional Jobs
  - On-the-Job Training
  - Incumbent Worker
  - Customized Training

## Questions and Answers

