





May 10, 2017



# WIOA 101 Refresher

## WIOA Background



- Strong focus on sector and employer-based training
- Replaces and Amends the Workforce Investment Act of 1998
- Passed with broad, bi-partisan support
- Signed WIOA into law on July 22, 2014

## Federal Workforce Multi-Level System



### Federal

#### Workforce Innovation & Opportunity Act & Federal Regulations

Federal Fiscal Year (FFY) - October 1 – September 30

Federal Program Year (FPY) – July 1 – June 30

US Dept.  
of Labor / Employment  
Training Administration  
(DOL)

US Dept. of Education/  
Career, Technical and Adult  
Education  
Special Education and  
Rehabilitative Services  
(DoE)

### State - Illinois

#### State Policy Letters

State Fiscal & Program Year (SFY) – July 1 – June 30

Illinois Workforce  
Innovation Board

Governor's Office &  
State Agencies

### Region & Local - Illinois

#### Local Policies

10 Economic Development Regions (EDR)

22 Local Workforce Innovation Boards (LWIB)

22 Local Workforce Innovation Areas  
(LWIA)

## Federal and State Visions



### *Workforce Innovation and Opportunity Act*

*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.*

### *Illinois Vision for Workforce*

*Promote business driven talent solutions that integrate education, workforce and economic development resources across systems to provide businesses, individuals and communities with the opportunity to prosper and contribute to growing the state's economy.*

## Hallmarks



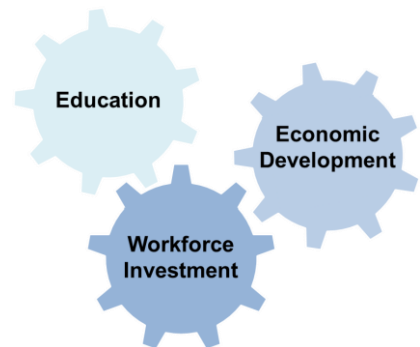
- The needs of businesses and workers drive workforce solutions and local boards are accountable to communities in which they are located
- The workforce system supports strong regional economies and plays an active role in community and workforce development
- One-Stop Centers (or American Job Centers) provide excellent customer service to jobseekers and employers and focus on continuous improvement



## WIOA Goals



- Increase access to education, training, and employment-- particularly for people with barriers to employment.
- Create a comprehensive, high-quality workforce development system by aligning workforce investment, education, and economic development.
- Improve the quality and labor market relevance of workforce investment, education, and economic development efforts.
- Promote improvement in the structure and delivery of services.
- Increase the prosperity of workers and employers.
- Reduce welfare dependency, increase economic self-sufficiency, meet employer needs, and enhance the productivity and competitiveness of the nation.





## Governor Responsibilities



The Governor must retain certain responsibilities and may delegate others. Some of the Governor's responsibilities include:

- State Agency Designation (Commerce is the designated State Workforce Agency)
- State Workforce Innovation Board (SWIB) Appointments
- Criteria for Local Workforce Innovation Board (LWIB) Member Appointments
- Policy and Guidance (i.e. Local Board Certification, MOU Guidelines, Infrastructure Funding)
- Designation of Regions and Local Areas
- Certify LWIB Every 2 Years



# IWIB Responsibilities



## 1. Planning

- Development, Implementation, and modification of State Plan
- Review of statewide policies and statewide programs
- Designate Regions and Local Areas



## 2. Align funds & Systems

- Development of allocation formulas for the distribution of funds
- Develop strategies for aligning technology and data systems
- Guide alignment of Policy to support service integration



## 3. Administrative

- Oversee Policy For Appointment, Certification, and Decertification of Local Boards
- Provide Guidance on MOU and One-stop Certification
- Provide Guidance on Continuous Improvement of the One-stop Delivery System
- Oversee Policy on Eligible Training Providers and Training Programs



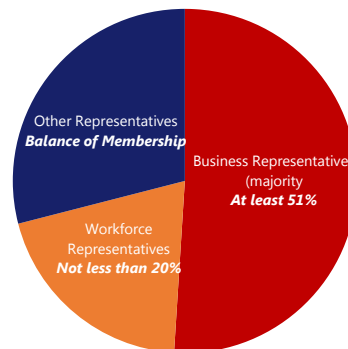
## 4. Program Oversight

- Lead the Development of Performance Measures
- Dissemination Of Best Practices
- Provide guidance on career pathway strategies
- Provide guidance on industry or sector partnerships

# IWIB Membership



- **Business Representatives – 51%**
  - Members must represent diverse regions of the state
- **Workforce Representatives – 20%**
  - Labor organizations required
  - Registered Apprenticeship required
  - CBO's (optional)
- **Other Required Members to include:**
  - Governor
  - A member from each chamber of the state legislature
    - IL requires 2 from each chamber
  - 2 Local chief elected officials (city/county)
  - 4 Lead state officials responsible for “core programs”
- **Ex Officio Members Appointed by the Governor**
  - Economic Development (Intersect Illinois)
  - Education entities from secondary and postsecondary including career and technical education as well as higher education (ISBE, ICCB, IBHE)
  - Human Service Agencies



## Primary Program Partner Responsibility



### State Agencies

- Carry out activities designated by the Governor
- Represent the State Agency and Program as a mandated IWIB member
- Administer the designated program and ensure alignment of services
- Facilitate as necessary and support the Memorandum of Understanding Negotiations (with Chief Elected Officials and LWIBs)



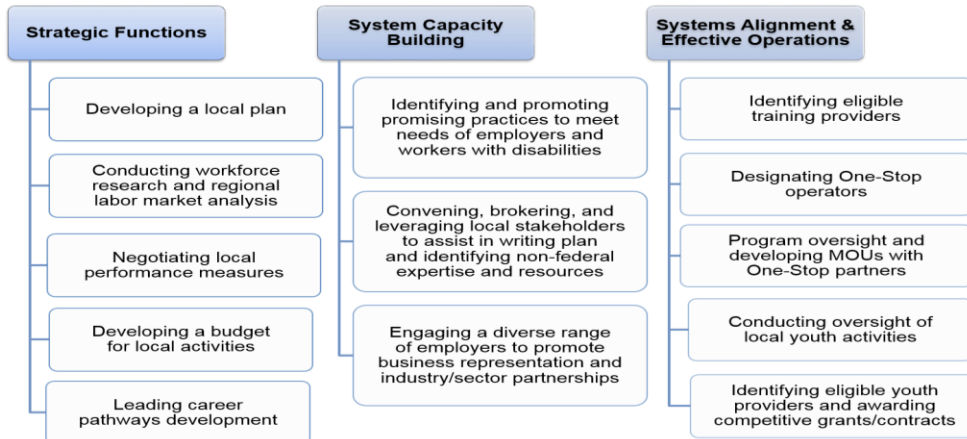
## Primary Program Partners



### State Agencies

- **Title I** replaced WIA employment and training services for adults, dislocated workers, and youth
- **Title II** amended Adult Education and Literacy programs
- **Title III** amended Wagner-Peyser employment services connecting employers with qualified job seekers
- **Title IV** amended Vocational Rehabilitation services helping individuals with disabilities work and be independent
- WIOA also authorized:
  - Programs for specific vulnerable populations: Job Corps, YouthBuild
  - Evaluation and multistate projects administered by DOL

# LWIB Responsibilities

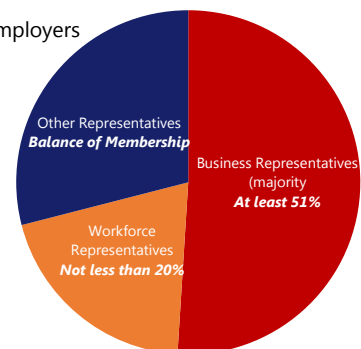


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# LWIB Membership



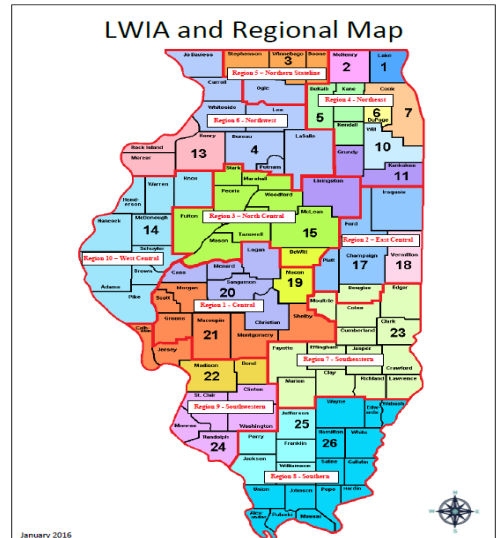
- Expanded strategic roles for workforce development boards
- Positions boards to address the workforce needs of local and regional employers
- Board structure similar to WIA but different requirements
  - **Business majority - reflective of the demand sectors in the area**
  - **Workforce Representatives**
  - **Economic Development, State Partners & Community Based Organizations**
- Standing committees such as a youth, One-Stop partner and committee focused on serving individuals with disabilities are optional



## Local Area Designation



- Designated by the Governor, consistent with labor market areas and regional economic development areas in the State.
- For first two years of WIOA, Governor approves requests for initial designation from existing local areas that have performed successfully and sustained fiscal integrity.
- Governor approves requests for subsequent designation from local areas that have performed successfully, sustained fiscal integrity, and have met regional coordination/planning requirements.
- Governor may approve requests for new local area designations if the State Board recommends the designation.
- WIOA removes automatic designation for areas with populations of 500K or more.



## Regional Designation & Collaboration



- WIOA promotes alignment of workforce development programs with regional economic development strategies to meet the needs of local and regional employers
- States are required to identify regions
- Local areas in identified regions will have coordinated planning and service delivery strategies
  - Coordinate with one-stop partners
  - Local employers
  - Education and training providers
  - Economic development agencies
  - Other public and private entities
  - Make the most of limited resources





## State Planning



Planning ensures that employment and training services provided by the **four primary programs** are coordinated and complementary so that job seekers acquire skills and credentials that meet employers' needs.

- Alignment of **Core Programs** (Adult; Youth; Dislocated Worker; Wagner-Peyser; Adult Education and Literacy; Vocational Rehabilitation)
- Elimination of Sequence of Services: "Core and Intensive" become "Career Services"
- Planning must include the use of **Career Pathways**
- Greater coordination of programs to avoid duplication of services
- Strategies to provide services to Individuals with Barriers to Employment
- Outlines the State's strategy to prepare an educated and skilled workforce
- Describe strategies to align local services to regional labor market needs
- Submitted every four years to the Secretaries of Labor and Education
  - Approval required within 90 days of receipt.



## Regional and Local Planning



Planning ensures that employment and training services provided by the **four primary programs** are coordinated and complementary so that job seekers acquire skills and credentials that meet employers' needs.

- Regional and Local plans must align with the State Plan
- Regional coordination is required.
- Description of Partner Roles and Resources
- Local plans must describe how the board will become high-performing
- Plans should address how board will implement new approaches, including contracts and work-based activities
- Submitted every four years to the Governor



# Planning



## State Plan: Guides

- Outlines the vision and strategies for the State's Workforce System
- Designates the Regional Planning Regions (Economic Development Regions)

## Regional Plan: Coordinates

- Regional service strategies
- Regional sector initiatives / Ecosystems
- Analysis of regional labor market data
- Administrative costs
- Coordination with regional economic development

## Local Plan: Implements

- Aligns to regional plan and implement regional strategies locally
- Focuses on how services will be delivered

# Accountability & Transparency



- Core programs and other authorized programs are required to report on common performance indicators:
  - Percentage of workers that entered employment
  - Percentage of workers that retained employment
  - Median wages of these workers
  - Credential attainment of these workers
  - Measurable skill gains of these workers.
  - Effectiveness of services to employers.
- Eligible training providers are required to provide data on performance outcomes for *all* students in a training program.



## Accountability & Transparency



- DOL and DoED, with input from stakeholders, will establish common performance accountability system for core programs, including common reporting templates.
- Negotiated levels of performance for common indicators will be adjusted based on statistical model that takes into account economic conditions and participant characteristics.
- Performance reports for states, local areas, and eligible training providers will be made publicly available.
- States will be sanctioned 5 percent of Governor's Reserve for performance failure or failure to submit performance reports.



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# One-Stop Service Delivery

## Required One-Stop Partners



- Trade Adjustment Assistance (TAA) Programs
- Community Services Block Grant (CSBG)

Commerce



- Career and Technical Education (Perkins)

ICCB



- Unemployment Compensation Programs
- Local Veterans' Employment Representatives and Disabled Veterans' Outreach Program
- Migrant Seasonal Farmworkers - National Farmworker Jobs Program

IDES



- Temporary Assistance for Needy Families (TANF)
- Food Stamp Employment & Training

DHS



- Housing and Urban Development Employment & Training Programs
- Job Corps
- Senior Community Services Employment Program
- Second Chance
- Youth Build

Other



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## Memorandum of Understanding



- The MOU will describe:
  - Services provided and coordinated through the One-Stop system.
  - How one-stop center infrastructure costs will be shared.
  - Other shared services and costs
  - Referral methods among partners.
- MOUs will be reviewed every 3 years.

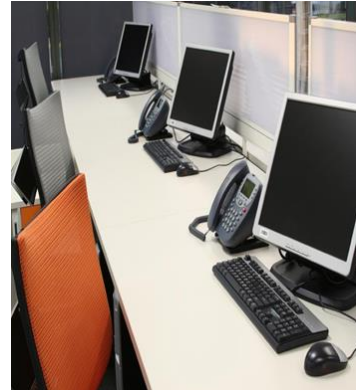


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## Infrastructure Funding



- One-Stop partners must contribute to the infrastructure costs of the One-Stop centers
- The Governor must provide guidance to State-administered programs
- The Governor will also give local areas guidance to help stabilize funding
- Local boards negotiate with One-Stop partners
- If a local board is unable to reach agreement, a state infrastructure mechanism kicks in
- Local MOU must describe how one-stop infrastructure costs are funded



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## 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.



## Integrated Service Delivery



- WIOA is intended to increase the quality, integration, and accessibility of services
- Services are delivered via One-Stop centers, as in WIA. Wagner-Peyser Employment Services cannot stand alone, and must be delivered at one-stop centers with few exceptions
- Previously, career readiness and support services were tracked in 2 categories, WIOA streamlines this process and now refers to them as **Career Services**
- States must develop integrated intake, case management, reporting systems, and fiscal and management accountability systems



## Priority of Service



- Basic skills deficient is now priority along with low-income job seekers and public assistance recipients for Adult program services
  - Expands basic skills definition beyond having essential skills at or below 8<sup>th</sup> to include being unable to function on the job, family, or society
- New definition for “individuals with a barrier to employment”
  - Requires only one or more barriers rather than multiple under WIA
- Expands the definition of “homeless individual” to include 2 additional Acts
  - Violence Against Women Act of 1994 & the McKinney-Vento Homeless Assistance Act
- Expands the low-income criterion
  - Includes free and reduced lunch
  - Clarifies eligibility for individuals with disabilities who meet income thresholds



## Expanded Access for Youth



- At least **20%** of local Youth formula funds must be used for work activities such as Summer jobs, Pre-apprenticeship, On-the-job training, and Internships
- Requires that at least **75 percent of available state-wide funds and 75 percent of funds available to local areas** be spent on workforce investment services for out-of-school youth. This is an increase from 30 percent under WIA.
- **Out-of-School Youth** age for eligibility is now 16 -24. Youth must meet one additional condition such as school dropout
- Expands the **In-School Youth** eligibility to include low-income individuals ages 14 to 21 who are receiving a free or reduced price school lunch, or are English language learners or those who have a disability,
- Adds youth “living in a high-poverty area” to the low-income criterion for youth activities funding and services.



## 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
- One-Stop centers will be physically and programmatically accessible for individuals with disabilities
- Youth with disabilities will receive extensive pre-employment transition services so they can successfully obtain competitive, integrated employment



## Services to Military Veterans & Spouses



- Priority of service requirements for eligible veterans and spouses continue under WIOA
- Spouses of certain active duty members of the Armed Forces are included in the definition of dislocated workers and displaced homemakers eligible for assistance



**WIOA**  
**WORKS**  
ILLINOIS

Employer Engagement  
& Training



## 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.



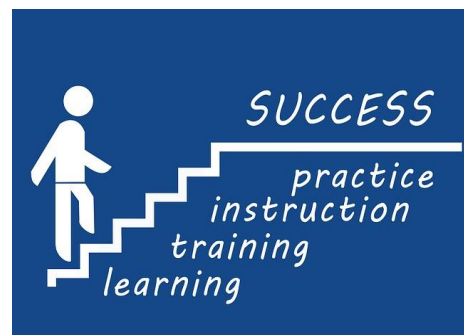
Builds on proven practices such as sector strategies, career pathways, regional economic approaches, work-based training.

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## 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



## Career Pathways



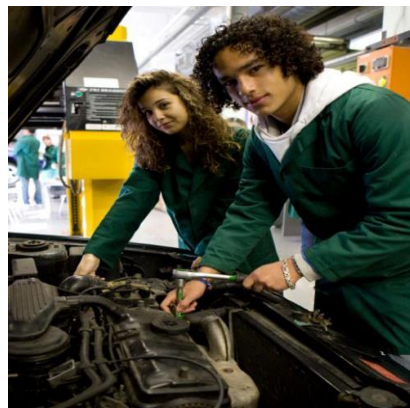
- A new definition of career pathway - a combination of rigorous and high-quality education, training, and other services
- Encourages Integrated Education and Training
- Requires strategies to support the use of career pathways for low-skilled adults, youth, and individuals with barriers to employment (including individuals with disabilities), with education, training, and supportive services to enter or retain employment



## Work-based Learning



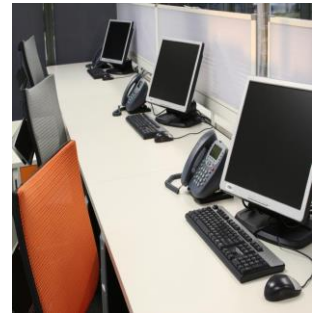
- WIOA allows local boards to fund proven work-based strategies
- Reimbursement rates have increased for employers offering on-the-job training and customized training
- Encourages Registered Apprenticeship programs



## Quality Training



- Focus on performance and programs that lead to in-demand jobs
- Requires governor to develop range of criteria to determine eligibility, including:
  - Performance of providers
  - Whether the provider is in a partnership with business
  - Ability of provider to offer programs that lead to “industry recognized postsecondary credentials”
  - Program quality
- States must require training providers to report on
  - Performance for the core accountability measures
  - Program completion rates and recognized postsecondary credentials received by participants;
  - Cost of attendance;
  - % of participants who entered unsubsidized employment in an occupation related to training



## Training Services



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 Adult and Dislocated Worker Funds)

On-the-Job Training – Learn and Earn

Class Size Training – Bundling ITAs to get classes started now

Customized Training – Meeting a specific employer training need

## Registered Apprenticeships



- RA programs are included on eligible training provider list for Adult and Dislocated Worker programs as long as they remain registered.
- State and local boards will have RA programs representatives as members.
- RA completion certificates will be recognized as a post-secondary credential.
- Youth program may offer pre-apprenticeship training to prepare youth for RA or other career opportunities.
- RA is recognized as a career pathway for Job Corps students.
- YouthBuild may offer work experience and skills training in coordination with pre-apprenticeship and Registered Apprenticeship programs.

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## Questions/Comments?



- What other topics would you like to hear in future webinars?
- Contact:
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  - Lisa Jones, [lisa.d.jones@illinois.gov](mailto:lisa.d.jones@illinois.gov)