WIOA & Adult Education
A Webinar for the Literacy Funders Network
The Literacy Funders Network increases the philanthropic community's knowledge and understanding of literacy as a systemic issue and a tool for community change and is a venue for collaboration and collective impact.

http://literacyfundersnetwork.weebly.com/
On Today’s Webinar

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Our Vision

We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.
Our Mission

• We **organize** broad-based coalitions seeking to raise the skills of America’s workers across a range of industries.

• We **advocate** for public policies that invest in what works, as informed by our members’ real-world expertise.

• And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.
Today’s Webinar

**Context:**
- What is WIOA?
- How does WIOA differ from previous legislation?

**Opportunity:**
- Upcoming deadlines
- WIOA implementation in your state and locality

*Plus: Your Questions*
Context: Congress Passed WIOA!

- Workforce Innovation and Opportunity Act (WIOA), July 2014
- Passed with overwhelming, bipartisan support in the House (415-6) and Senate (95-3)

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WIOA – Four Titles

• Title I – Workforce Development Activities
• Title II – Adult Education and Family Literacy Act (AEFLA)
• Title III – Wagner-Peyser Act (Employment Services)
• Title IV – Rehabilitation Act of 1973 (vocational rehabilitation)

• WIOA requires new state “unified plans” – set vision and strategy across all six “core programs”
WIOA Title II: Adult Education

Includes:

- Adult Basic Education (grade level 1-8)
- Adult Secondary Education (GED, etc.)
- Integrated basic education and occupational training (“I-BEST” type models)
- English Literacy/Civics Education
Widespread Need for Basic Skills

• Results from OECD’s international Survey of Adult Skills show that 36 million Americans ages 16-65 have low basic skills

• Two-thirds (24 million) are currently employed
Keen Interest in Skillbuilding

• **3 million** low-skilled adults *not* currently enrolled in adult education programs would *like to enroll*

• **6 million** low-skilled adults *who have* participated in adult education would like to *participate more*

*Source: OECD Survey of Adult Skills, 2013.*
WIOA: Meeting Basic Skills Needs?

The scale of WIOA Title II:

• Roughly $700 million in funding

• 1.6 million people served annually
  ~700,000 Adult Basic Education
  ~200,000 Adult Secondary Education (GED)
  ~700,000 English Language instruction (ESL)
# Mechanisms for Distributing WIOA Adult Education Funds

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<tr>
<th>State</th>
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<td>Ohio</td>
<td>Board of Regents</td>
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WIA to WIOA: How Much Change?

• In order to pass WIOA, could not make huge changes to old WIA law

• Therefore, WIOA will not by itself drive systems change

• Creates lots of opportunities for change, but will need strong commitment from the field to capitalize on those opportunities
WIOA: Four Themes

- Sector Partnerships
- Career Pathways
- Cross-Program Data and Measurement
- Job-Driven Investments

*We’ll come back to these.*
WIOA: What’s Different in Adult Ed?

- Increases emphasis on workforce preparation and training
- Encourages tighter connection to Title I workforce services
WIOA: What’s Different in Adult Ed?

• Emphasizes integrated basic education and occupational training (models such as I-BEST or LaGuardia CC’s Center for Immigrant Education & Training)

• Permanently authorizes integrated English Literacy/Civics Education
What’s Different for Immigrants?

- Specifically names immigrant professionals with low English skills as eligible for EL/Civics
- Tension between differing Title I & Title II eligibility is unresolved
Opportunities for Funders

- Scale up existing integrated education & training programs or launch new ones
- Foster partnerships between nonprofits and colleges
- Fill adult ed eligibility gaps
What’s Different in WIOA: State Plans

• Requires each state to develop a **unified plan** covering all core WIOA programs. (*Alternative, more robust option: “combined plan.”*)

*Due: March 2016*
Opportunities for Funders

- **Planning is happening now.**

- Consider supporting adult education voice in planning process *(e.g. The Literacy Cooperative in Cleveland, OH)*

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What’s Different in WIOA: Sector Partnerships

- State plans must describe how employers will be engaged – including through industry or sector partnerships
- Local Boards must “develop, convene, or implement” sector partnerships
Opportunities for Funders

• Convene and catalyze sector partnerships in your community

• Ensure that adult education is an integral component of existing or new partnerships

• Philanthropic model: National Fund for Workforce Solutions
The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

(A) aligns with the skill needs of industries in the economy of the State or regional economy involved;

(B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships;

(C) includes counseling to support an individual in achieving the individual’s education and career goals;

(D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

(E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

(F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and

(G) helps an individual enter or advance within a specific occupation or occupational cluster.
Implications of Career Pathways

• Will have multiple entry/exit points

• Will require greater coordination among nonprofits, colleges, and other providers

• Danger of poor guidance/information leading to lost credits, time, or money

☆ Signifies milestone achieved, such as attainment of a credential
Opportunities for Funders

Support Career Pathways navigators (education and career counselors)

- Some draw parallels to Affordable Care Act “patient navigators”
- Others compare to *promotora* model
- Deep knowledge of educational options/resources *and* cultural/local factors is important
What’s Different in WIOA: Performance Measures

Creates a single set of common performance measures across core programs, including:

• Unsubsidized employment
• Median earnings
• Receipt of a secondary diploma or recognized postsecondary credential
• Measurable skills gains toward a credential or employment
• Employer engagement
Opportunities for Funders

- Support development of nonprofit data systems

- Convene discussion on concept of “measurable skills gains” and potential instruments for gauging them

- Fund evaluation positions within grantees to improve understanding of performance issues
What’s Different in WIOA: Job-Driven Investments

New emphasis on training directly connected to jobs:
- Incumbent worker training
- On-the-job training
- Apprenticeship
- Other work-based learning
Federal Principles for Job-Driven Training Will Underlie Federal Discretionary Funding

- Engage employers
- Promote “earn and learn” strategies
- Use data to strengthen training programs
- Measure what matters
- Develop career pathways
- Build regional partnerships
- Ensure all individuals can succeed in the labor market
Opportunities for Funders

• Alert grantees to funding opportunities at the federal level

• Use support for sector partnerships and evaluation to help local partners demonstrate adherence to federal principles
The Bottom Line

- WIOA is more “May” than “Shall”

- Your creative innovation can help to spark opportunity for immigrant professionals
WIOA: Key Dates

- June 15, 2015: Public comments on draft regulations due
- January 22, 2016: Final regulations published
- March 3, 2016: Unified state plans due
- June 30, 2016: Employer engagement measure due

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Additional WIOA Resources

- NSC side-by-side
- NSC WIOA resource page
- DOL WIOA resource page (Title I)
- OCTAE WIOA resource page (Title II)
- OSERS WIOA resource page (Title IV)

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Career Pathways Resources

- National Skills Coalition
  www.nationalskillscoalition.org/state-policy/career-pathways

- National Career Pathways Network
  www.ncpn.info

- Career Pathways Exchange on LINCS

- Alliance for Quality Career Pathways/CLASP
  www.clasp.org/careerpathway
For Those Interested in the Big Picture

*Pathway evaluators* show different “pathways” or patterns of participation across programs, and the credential and labor market outcomes associated with them. They:

- Show these pathways and outcomes for a **particular population** of interest
- Determine which **combination of services** works best for that group
- Ensure that **skills programs work together** to equitably and efficiently prepare workers with different needs
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More about Pathway Evaluators

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