WIOA 101
An Overview for NCLR Affiliates/Workforce Practitioners
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.
Immigration & Workforce Development: The Big Picture

- Spring 2015 implementation of Workforce Innovation and Opportunity Act (WIOA)
- Continued implementation of 2012 Deferred Action program
- Potential implementation of expanded 2014 Deferred Action program

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What Congress Did Pass

• 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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How Do Latinos Fit into WIOA?

- **Title I - Workforce** *(for work-authorized individuals)*

- **Title II - Adult Education**
  - English Language/Civics
  - Integrated basic education and occupational training ("I-BEST" type models)
  - Adult Basic Education
  - Adult Secondary Education
WIOA: What’s the Scale?

**Title I (workforce)**
- $2.62 billion in funding
- 8 million people served annually

**Title II (adult education)**
- $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)
How WIOA Funds Flow (simplified)

Federal Appropriations

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States (departments of labor, education, etc.)

Local Workforce Investment Boards (WIBs)

Community-Based Organizations* (CBOs)

Community Colleges*

School Districts*

*Some states.
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 keep coming back to these.*

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WIOA: What’s Different?

- Maintains basic structure of current law
- Maintains formula funding, does not block-grant or otherwise consolidate programs
- Maintains 15% "set-aside" discretionary funds for governors
Implications for CBOs

• Potential opportunities to seek funding at the state level through the 15% “set-asides.”
WIOA: What’s Different?

- Maintains structure of state and local Workforce Investment Boards; reduces size.
- Requires a unified statewide plan covering all core WIOA programs. (Alternative option: “combined plan.”)
Implications for CBOs

• Get a seat at the planning table.

• Statewide “unified plan” process (now through February 2016)
WIOA: What’s Different?

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; and
- Employer engagement
Implications for CBOs

Many questions remain, including:

• How some measures will be defined (measurable skills gains and effectiveness in serving employers)

• How state-level goals will be established

• How measures will function across programs with different eligibility criteria (e.g. Title I & Title II)
WIOA: What’s Different?

• *Eligible training providers.* Requires consideration of whether training relates to **in-demand occupations.**

• Promotes use of *providers offering industry-recognized certifications* or programs leading to postsecondary credentials.
Implications for CBOs

- Several states are attempting to compile lists of industry-recognized credentials

- The federal **CareerOneStop.org** site also has a “Certification Finder” feature for providers or participants. Available in English and Spanish:
CareerOneStop Website: A Closer Look
WIOA: What’s Different? (ABE/ESL)

- Emphasizes career pathways, integrated education and training, and integrated EL/civics education
- Specifically includes immigrant professionals with low English skills
Implications for CBOs

- Opportunity to scale up existing IET programs or launch new ones
- Potential for partnerships with colleges or other institutions
- Questions about implications of changes in makeup of participant population

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WIOA and Sector Partnerships

- State plans must describe how employers will be engaged – including through industry or sector partnerships
- Opportunity to use the statewide set-aside to develop or expand sector partnerships
- Local WIBs must “develop, convene, or implement” sector partnerships

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Implications for CBOs

• Organizations already involved in sector partnerships should be talking to their local WIB

• Those *not* yet involved in sector partnerships may wish to consider which local, high-demand industry is of most interest to their constituents
Career Pathways: WIOA’s Definition

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.
WIOA and Career Pathways

• State board must develop strategies to support the use of career pathways

• Local board must lead efforts to develop and implement career pathways and include descriptions in local plans

• Title I statewide set-aside may be used to develop career pathways programs
Implications for CBOs

Open questions include:

• How will programs collaborate to create career pathways?

• How will adult education, occupational skills training, and support services be integrated?

• How will career pathways relate to sector partnerships?
WIOA and Job-Driven Investments

New emphasis on training directly connected to jobs:
- Incumbent worker training,
- On-the-job training
- Apprenticeship
- Other work-based learning

By definition, sector partnerships and career pathways are also job-driven
Federal Principles for Job-Driven Training

- 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
Implications for CBOs

• Job-driven training principles will underlie all federal discretionary job training grants.

• Will be $1.4 billion across 25 grants in 2015.
Implementation Starts Now

• 1-2 year transition period

• Advocacy work on implementation has already begun (town halls, webinars)
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
Additional 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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