WIOA Implementation:
What Adult Education Practitioners Need to Know

COABE Webinar
September 15, 2015
Today’s Webinar

- WIOA overview
- Focus on your top questions (from pre-survey)
- Polls: What are you seeing?
- Additional Q&A period for you to ask questions today

**But first…**

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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.
A WIOA Refresher

- Workforce Innovation and Opportunity Act (WIOA), July 2014
- Passed with overwhelming, bipartisan support in the House (415-6) and Senate (95-3)
- Reauthorizes prior Workforce Investment Act (WIA) legislation
Recent WIOA Developments

• **Draft WIOA regulations** released in April 2015; public comments were due June 2015

• An “Information Collection Request” was issued on WIOA **performance measures**; comments due 9/21

• An “Information Collection Request” was issued on WIOA **state planning**; comments due 10/5

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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

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What’s in 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
Reorienting the System

Key themes in WIOA:

• Stronger connections between adult education & workforce
• Career pathways
• Sector partnerships
• Common performance measures
• Serving people with barriers to employment

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New in WIOA: Unified State Plans

States must produce a Unified or Combined State Plan. Plans cover four years and are due in March 2016.

- **Unified Plans** include the 6 core programs (WIOA Title I Adult, Dislocated Worker, and Youth; Title II Adult Ed; Title III Wagner-Peyser, and Title IV Vocational Rehabilitation)

- **Combined Plans** include the 6 core programs plus at least one additional federal program
WIOA State Plans

• More detailed than past Title II plans

• Meant to be truly coordinated; don’t just “staple together” plans from each WIOA title

• Alignment is not just aspirational; should describe existing efforts

www.nationalskillscoalition.org/resources/webinars/getting-started-planning-for-wioa-in-your-state
Reminder: *Local* WIOA Plans

- Alignment between state and local plans also important
- Future adult ed funding applications will be reviewed by the Local Workforce Board for alignment with the local WIOA plan

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At the WIOA Planning Table

What do adult educators need to keep in mind?

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WIOA Planning & Coordination: Implications for Adult Education

Get specific:

- What needs to be in place to facilitate a secure handoff of client referrals to/from one-stops?

- What partners need to be at the table to develop effective IET programs?

- How will employer engagement be coordinated across partners?
Poll Question

Have you participated in WIOA planning in your state?
WIOA: What’s Different?

- **Integrated Education and Training (IET)** provides adult education activities concurrently and contextually with workforce preparation activities and workforce training.

- Targets training in specific occupations or clusters.

One of the best-known IET models is I-BEST.

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Moving Toward Integrated Education & Training

- Opportunity to scale up existing IET programs or launch new ones
- Potential for partnerships with colleges or other institutions
Employer Engagement

• Activities *in* the classroom can be informed by partnerships *outside* the classroom

• Take the initiative. Engage employers in a way that is meaningful and useful to them *and* to your learners
Employer Collaboration Resources

- **English Works** resources from English for New Bostonians can help adult education programs make the case to employers

Have you previously implemented an Integrated Education and Training (IET) model?
WIOA Mandates for 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 II state leadership funds** must be used to align adult education activities with core programs, including career pathways.
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.
Career Pathways & Adult Ed

- Adult education is the base of the pyramid
- Speak out against assumption that students must have HS diploma/equivalent in order to participate in a career pathway

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Ensuring the Pathway Leads to a Credential

• 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 learners. Available in English and Spanish:
CareerOneStop Website: A Closer Look
Poll Question

What is *most* important in helping learners transition to the next step in a career pathway?
WIOA Requirements for Sector Partnerships

- State plans must describe how employers will be engaged – including through industry or sector partnerships
- Can use statewide set-aside funds to develop or expand sector partnerships
- Local boards must “develop, convene, or implement” sector partnerships
Sector Partnerships & Adult Ed

• Be at the table
• Get employer input into your curriculum
• See better outcomes for your learners

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Adult Ed/Workforce Collaboration

- Be proactive in defining your role
- Opportunity to educate workforce partners on what adult educators can add
- Share past program data (in aggregate) to provide context

The bottom line: Get in the game to make sure adult ed POV is represented!

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Poll Question

Has your program worked with employers?
WIOA’s New Performance Measures

WIOA 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
The Goal: 
Looking Across WIOA Programs

<table>
<thead>
<tr>
<th>Indicator/Program</th>
<th>Title II Adult Education</th>
<th>Title IV Rehabilitative Services</th>
<th>Title I Adults</th>
<th>Title I Dislocated Workers</th>
<th>Title I Youth</th>
<th>Title III Wagner - Peyser</th>
<th>Average Indicator Score</th>
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<td>Credential Attainment Rate</td>
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<td>Measurable Skill Gains</td>
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<td>Effectiveness in Serving Employers</td>
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<td>Average Program Score</td>
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Key Issues for Adult Ed

- How exit will be calculated (program exit or common exit)

- Negotiation of state performance goals
A Common Concern

• How to ensure that the most vulnerable learners do not get left behind in WIOA?

• Our 2-page brief on hard-to-serve individuals offers context on this issue
The Big Unknowns

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

• How employment-related outcomes will be calculated for Title II participants not listed in UI wage records

Share your opinion on proposals for these measures at Regulations.gov
Your Questions

Please submit your questions using the chat box.
Resources

- **Aligned by Design: WIOA and Adult Education** 2-pager

- **Other WIOA implementation resources**

- **Available on the National Skills Coalition website**

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