Federal Policy Webinar
Unpacking the Workforce Innovation and Opportunity Act (WIOA)

June 3, 2014
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.
Presenters

Rachel Gragg, National Skills Coalition
Neil Ridley, CLASP
Mala Thakur, National Youth Employment Coalition (NYEC)
Jennifer Wang, Young Invincibles
Rachel Zinn, Workforce Data Quality Campaign
General Overview

- Bipartisan, bicameral legislation with support from leadership
- Reauthorizes WIA for six years, 2015-2020
- Generally focuses on streamlining programs, reporting, and administration
General Overview

• Maintains existing structure of the law, four titles (occupational training, ABE, W-P, and voc-rehab)

• Maintains funding structure, does not create a block grant or otherwise consolidate existing funding streams
Eliminates 15 Existing Programs

Process and Timing

• Senate will act first, trying to get “unanimous consent” (UC) agreement for expedited process which limits debate and amendments

• House will follow Senate, could try to move on suspension calendar (also expedited process, no debate or amendments)

• Could potentially go pretty quickly
Key Infrastructure Changes

- **WIBs**: Maintains existing structure, with business majority and chair. Reduces required members.
- **State and local plans**: Requires new, unified state plan for all “core” programs. Local plans must be aligned with state plan.
- **American Job Centers**: Must assess effectiveness, accessibility, and continuous improvement at least every 3 years.
Key Employment and Training Activities Changes

- Performance measure: Creates common measures across all core programs
- Codifies elimination of sequence of services, creates new “career services” category
- Signals to states and local areas increased interest in a number of existing best practices, including career pathways, sector partnerships, and credential attainment linked to in-demand occupations
Key Funding Changes

- Statewide set-aside: Restores to 15 percent
- Funding levels: Shifts from “such sums” under current law to specific funding levels. Generally reaches FY 10 funding levels (last year before cuts started) in FY 17.

*IMPORTANT:* Only authorization levels, not actual funding levels. Unless Congress undoes budget caps and sequestration, very unlikely programs would ever be funded at these levels.

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Detailed Analysis

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Unpacking WIOA:

Opportunities to Improve Access and Outcomes for Low-Income Adults and Youth

Neil Ridley
CLASP
June 3, 2014
About CLASP

• The Center for Law and Social Policy (CLASP) develops and advocates for policies that improve the lives of low-income people.

• CLASP’s Center for Postsecondary and Economic Success seeks to improve policy, increase investment, and strengthen political will to increase the number of low-income adults and youth who earn the postsecondary credentials essential to open doors to good jobs, career advancement, and economic mobility.
Key Improvements across Programs

• Sharper purpose statement

• New definition of individuals with barriers to employment that is used throughout the bill

• Recognition of career pathways as an approach to aligning services offered by different programs
Career Pathways

1. Well-connected and transparent offerings

2. Multiple entry points—for both well-prepared students and targeted populations
   - e.g., high school or CTE
   - e.g., adult education or workforce system
   - e.g., military or civilian workplace
   - e.g., postsecondary system
   - e.g., apprenticeship

3. Multiple exit points
   - e.g., certificate, diploma
   - e.g., license, industry certificate
   - e.g., 2-year degree
   - e.g., 4-year degree
   - e.g., 1st Job in Career Path
   - 2nd Job in Career Path
   - 3rd Job in Career Path
   - Nth Job in Career Path

Increasing skills, competencies, and credentials informed by industry/employers
Key Improvements in Performance Accountability

• Required use of a performance adjustment model to take into account participant characteristics in determining expected performance levels

• Increased transparency in reporting on levels of service and outcomes achieved by those facing barriers to employment

• Incorporation in the new performance accountability system of a “progress indicator” that counts education and training participants who are making measurable skill gains toward a credential or employment
Key Improvements in Adult and Youth Services

• Greater focus on re-orienting youth services toward serving disconnected youth

• Wider range of services available to serve adults (including incumbent worker training and transitional jobs) and more room to use contracts for training (in line with current appropriations authority)

• Permissible to provide work support activities to support retention and advancement of low-wage workers
Key Improvements in Adult Education/English Language Services

• Sharper focus on transitions to postsecondary education and employment

• Support for career pathways, integrated education and training and other promising approaches

• Greater alignment with partners through comprehensive planning, performance accountability and the one-stop system
Contact Information

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For updates:
• Sign up at www.clasp.org
• Follow us on Twitter: @CLASP_DC
Workforce Investment Opportunity Act
Unpacking the Youth Provisions

Mala B. Thakur, Executive Director
National Youth Employment Coalition
June 3, 2014
• **National member network** established in 1979.

• **Mission**: improve the effectiveness of organizations that help youth become productive citizens.

• **Members**: direct service providers, researchers, policymakers, advocates, intermediaries and technical assistance providers from across the nation.

• **Our Work**: NYEC sets and promotes quality standards; tracks, crafts and informs public policy; promotes professional development; and supports capacity-building efforts.
Original Themes

- Eligibility
- Performance Measures & Program Elements
- Funding and Formula
- Innovation and Capacity Building
- Youth Councils

To review NYEC’s WIA Reauthorization Recommendations visit:
- [http://www.nyec.org/content/documents/FinalWIARecsNov20091.pdf](http://www.nyec.org/content/documents/FinalWIARecsNov20091.pdf)
Key Themes - WIOA

• **Funding:** Maintains a separate funding stream for youth programs (youth activities, YouthBuild and Job Corps) – no consolidation

• **Low Income Priority:** Focuses on underserved youth populations, with an emphasis on out of school youth
Key Themes - WIOA

• **Systems Alignment**: Provides more intentional linkages to secondary/postsecondary education and career pathways

• **Measurement of Skill Attainment**: Offers an opportunity to capture and measure progress over time
Key Youth Provisions - WIOA

• Simplifies Determination of Income Eligibility for Out of School Youth
  - Includes Free or Reduced Lunch as part of the definition of “low-income individual”
  - Includes Special rule which allows eligibility to those youth living in high poverty areas.
• Expands the age range for Out-of-School Youth activities to 24
• Expands priority for Out-of-School Youth, with 75% of youth activities funds required to serve this population
Key Youth Provisions - WIOA

• Includes progress measures to capture incremental gains
• Maintains an option for a focus on local youth programming via existing youth councils and/or youth-focused entities in local communities
• Maintains and expands program elements
• Requires that at least 20% of funds support paid and unpaid work experiences: summer employment and year round employment, pre-apprenticeships, and internships

National Youth Employment Coalition
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For More Information:

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Workforce Investment in Action:

What the Workforce Innovation and Opportunity Act means for youth

Jennifer Wang
Policy and Advocacy Manager
WIOA maintains youth funding

Specific funding for youth
Targeted programs
Not consolidated!
WIOA funds youth programs that work

Job Corps
Pre-apprenticeships and Apprenticeships
National Service - jobs for youth
Summer and year-round jobs programs
Mentoring
YouthBuild
Supporting activities at the state level
( research, new programs)
Jobs Tour
Funding under WIOA for youth generally

Youth Authorization of Approps:
- $820,430,000 for fiscal year 2015
- $883,800,000 for fiscal year 2016
- $902,139,000 for fiscal year 2017
- $922,148,000 for fiscal year 2018
- $943,828,000 for fiscal year 2019
- $963,837,000 for fiscal year 2020

Funding caps instead of “such sums”
By 2017, funding for youth will return to 2010 levels
Ceiling
Questions?

http://jobs.younginvincibles.org

www.younginvincibles.org

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Data and Accountability in WIOA
• Advocate for **inclusive, aligned and market-relevant** education and workforce data that can help our nation’s human capital policies meet the challenges of a changing economy

• Promote federal and state reforms for data systems that provide useful information for **policymakers, students and workers, business leaders and educators**
  
  – State Blueprint with 13 key features of a high-quality data infrastructure
  – Address federal legislation, funding and technical assistance
  – Policy agenda developed by broad coalition of national organizations, state leaders and technical experts across education/workforce spectrum
• Same metrics across all programs
• Slight shifts in employment metrics
• Credential attainment, skill gains
• Employer services metric TBD
• States may add metrics
Public Reporting

- States, local areas and training providers must report on core program performance
- ED & DOL will design template
- Training providers must report on all participants
Data Implications

- States directed to use wage records to measure performance

- Credential attainment may include state-issued licenses and industry-awarded credentials, but states lack data
Evaluation

• States directed to conduct program evaluations; new requirement to cooperate with federal research

• New mandates for adult education research & evaluation
Labor Market Information

- Establishes Workforce Information Advisory Council
- More diverse council representation; data producers and users
- Formalizes council input to DOL policy
Contact

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