

WIA 101

for the Colorado Workforce
Development Council

January 2011



WIA Key Concepts

- Creates a statewide system of one-stop centers that offer employment services to all job seekers and businesses
- Provides education and training services to eligible adults, dislocated workers and youth with the performance goals of:
 - Job placement and retention
 - Sustainable wages
 - Achievement of credentials
 - Increase in literacy levels (youth)

WIA Key Concepts (cont.)

- Requires partnerships with other workforce programs, education, community organizations, economic development and businesses
 - Encourages business leadership of the system through the establishment of state and local workforce boards that are chaired by business sector representatives
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CWDC

- Members of the state council are appointed by the Governor
 - Nominations can come from business organizations, local workforce regions and others
 - The Council must have a business majority and a business chair plus representatives of state partner agencies, legislators, and labor organizations
 - A state youth council is not required
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CWDC (cont.)

- Duties include assisting the Governor to:
 - Develop/approve the state WIA and Wagner-Peyser plan; review/approve local plans; provide comments on the annual Carl Perkins Vocational Education plan
 - Prepare the WIA annual report (delegated to staff)
 - Certify local workforce investment boards every two years (based on membership and performance accountability)
 - Develop alternate allocation formulas for distribution of WIA Adult and Youth program formula funding to local regions, as needed

CWDC (cont.)

- Designate local workforce areas as required by the law
 - Develop linkages to coordinate and avoid duplication of programs
 - Support the development of the statewide employment statistics system
 - Support continuous improvement of the statewide workforce system and its performance outcomes
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How is WIA Funded?

- Congress appropriates WIA funds each year, which are formula-allocated to states and designated Indian tribes
- WIA funds are distributed to the states by the US Dept. of Labor on July 1 each year
- WIA funds have a three-year life, but the majority of each year's funding needs to be spent in the first year to avoid rescission or recapture
- States keep a portion of the money for administration and discretionary initiatives, but most funds are formula-allocated to regions to support their one-stop centers and the WIA Adult, Dislocated Worker, and Youth programs

WIA Funding Breakouts

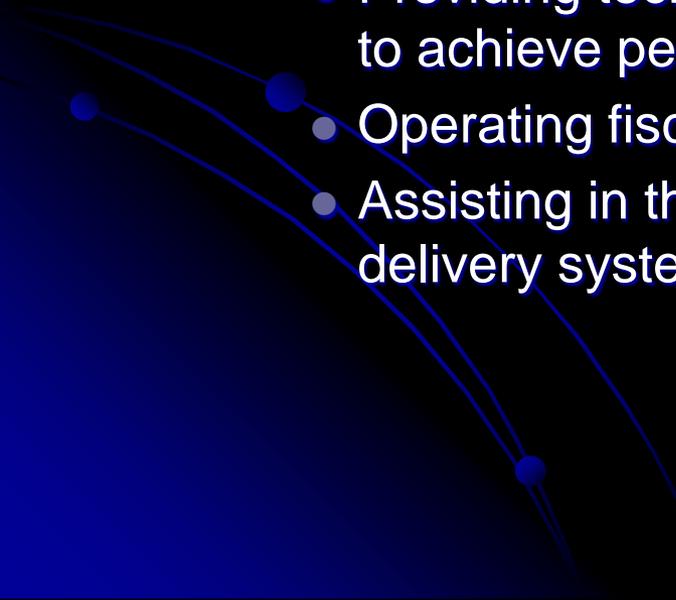
WORKFORCE INVESTMENT ACT STATE and LOCAL LEVEL FUNDING BREAKOUT

<u>Adult</u>	<u>Dislocated Worker</u>	<u>Youth</u>	
85%	60%	85%	Formula-allocated to the nine Federally-recognized workforce regions
10%	10%	10%	Statewide Activities – some are required by law and some are at the discretion of the State. Regions can receive some of these funds.
5%	5%	5%	State Administration
	25%		State Rapid Response (layoff assistance) activities – some are required by law and some are at the discretion of the State. Regions can receive some of these funds.

WIA 10% Statewide Activities Funds

- CWDC and the Governor approve the budget for these funds, which includes required and allowable activities
- CWDC/CDLE jointly administer the funds
- Funds can be awarded to workforce regions or other entities supporting or delivering employment and training products or services

WIA 10% Statewide Activities Funds (cont.)

- Must be used for:
 - CWDC: Providing performance incentive grants
 - CDLE:
 - Maintaining the Eligible Training Provider List (ETPL)
 - Conducting program and system evaluations
 - Providing technical assistance to workforce regions that fail to achieve performance outcomes
 - Operating fiscal and management accountability systems
 - Assisting in the establishment and operation of the one-stop delivery system
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WIA 10% Statewide Activities Funds (cont.)

- May be used for:
 - CDLE: Capacity building, technical assistance, and training of local one-stop operators and partners
 - CWDC:
 - Research and demonstration grants
 - Incumbent worker training initiatives
 - Programs targeted to empowerment zones and enterprise communities
 - Training programs for nontraditional employment
 - Programs for displaced homemakers
 - Other discretionary activities to support and assist local areas

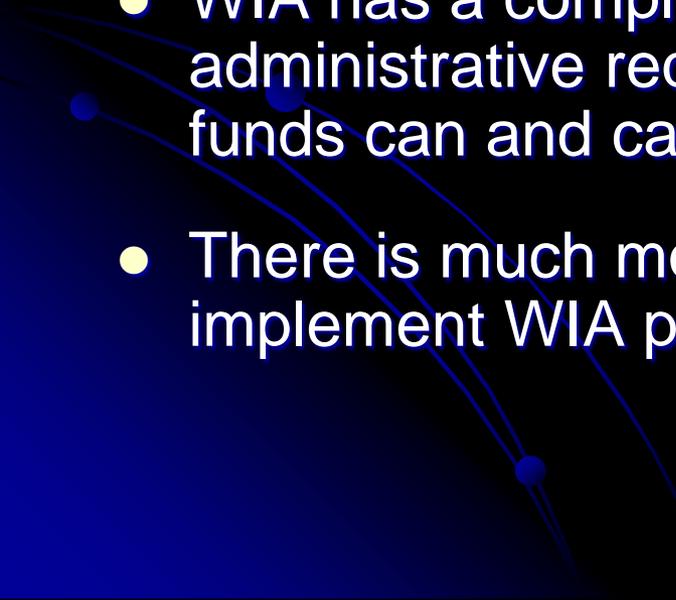
WIA 10% Funding – Do's and Don'ts

- Allowed to spend funds on any of the employment and training activities described in the law and regulations
- Can't spend funds on:
 - Items not allowed by OMB Circular A-87 for federal grants to governmental agencies
 - Items specifically prohibited by WIA, which include: employment generating activities (economic development), public service employment, union organizing, sectarian activities, development of curriculum for secondary school programs, OJTs and work experiences that displace current workers, international travel, and more
- WIA has a unique set of regulations defining what can be spent for administrative purposes or for programmatic purposes.

Complying with the Law

- CDLE's Workforce Development Programs (WDP) section is available to review grant applications for allowability of activities and costs
 - WDP is responsible for monitoring all grants awarded to insure compliance with fiscal, administrative, and programmatic requirements of the law, regulations, and federal, state, and local policies
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What do we know?

- WIA involves the oversight and implementation of a statewide system of one-stop centers offering employment and training programs and services
 - WIA provides for discretionary initiatives including those funded with WIA 10% funds
 - WIA has a complex set of program, fiscal, and administrative requirements, including rules on how funds can and can't be spent
 - There is much more to learn in order to successfully implement WIA programs and initiatives
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What additional learning resources are available?

- www.doleta.gov (laws, regulations, TEGs – USDOL policies, and more)
- www.workforce3one.org (WIA best practices, webinars, and more)
- www.colorado.gov/CDLE/PGL (state policies)
- www.e-colorado.org (portal to access a wide variety of employment and training resources)
- Workforce Development Programs subject matter experts

Thank You

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CDLE

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