

Implementing WIOA in Colorado

Information for the Rural Consortium

June 25, 2015



Colorado Workforce
Development Council

Overview

- The Shifting Landscape – Innovation and Opportunity
- Governance
- The Future of Local Boards



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Opportunity

- Designing a Customer Driven System
 - Changing the Culture
 - Defining Partnership
 - Focusing on Outcomes
- Planning Together for the Future
- Training “System Staff”



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Core Programs

- TITLE I: Adult, Dislocated Worker, and Youth programs
- TITLE II: Adult Education and Literacy programs (CDE)
- TITLE III: Wagner-Peyser Employment Service
- TITLE IV: Rehabilitation Act programs (CDHS)



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Common Themes

- Coordination and integration across core programs
- Utilization of sector partnerships and career pathways
- Stronger business engagement
- Enhanced focus on those with barriers to employment



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Governance

- Federal level
- State level
- Local Area
- Regional level



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Consortium v. Sub-regions

- WIOA requirements officially apply to the Consortium Board
- Sub-region Boards currently tasked to mimic law as closely as possible
- Customer-focused flexibility in how we proceed



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The Chief Elected Official

- Appoint local board members
- Designate fiscal agent or sub recipient
- Accountable for funds
- Set bylaws for board
- Set board nomination and appointment process



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The Chief Elected Official

- In partnership with board
 - Set policy
 - Develop local plan
 - Participate in regional planning



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Local Workforce Development Boards

- Changes in required members
 - Minimum 51% business representatives
 - Minimum 20% Workforce representatives
 - Minimum one representative each from Adult Ed, Voc Rehab, Higher Ed, Wagner-Peyser, and Econ Development
- Youth Councils are no longer required
- Standing committees may be developed
- Changes must be implemented by 10/1/2015

New Name! (WDB = Bad Acronym)



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One-Stop System/Local Partnerships

Required One-Stop Partners

- Adult, Dislocated Worker, Youth
- Wagner-Peyser
- Adult Education
- Vocational Rehabilitation
- Older Americans Act
- Perkins Act
- Trade Act
- Veterans Services
- CSBG
- HUD
- Unemployment
- TANF – New!
- Second Chance Act – New!

Optional One-Stop Partners

- SNAP
- SNAP Work Programs
- JobCorps
- Ticket to Work and Self-Sufficiency Program
- Vocational Rehabilitation Sec 112
- Small Business Administration
- Public Libraries



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One-Stop System

- Requires selection of one-stop operators through competitive bid process and recertification
- Establishes dedicated funding from one-stop partner programs for infrastructure and other shared costs in one-stop centers



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Performance Indicators

- Common Performance Indicators across core programs
 - ✓ Employment 2nd quarter after exit
 - ✓ Employment 4th quarter after exit
 - ✓ Median Wage
 - ✓ Postsecondary credential Attainment
 - ✓ Measurable Skills Gain
- Adds new measure for effectiveness in serving employers



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Regionalism

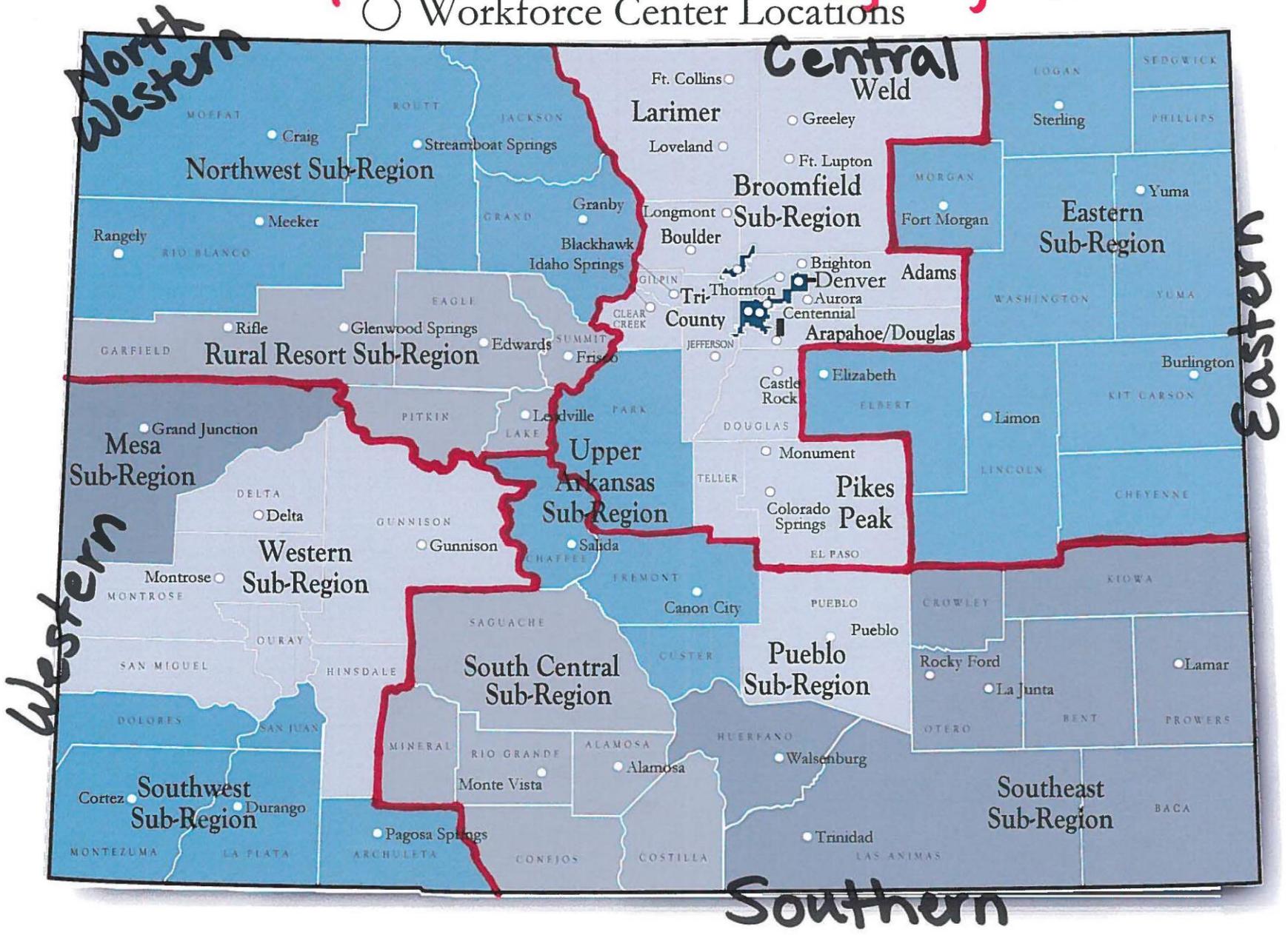
- Requires local boards and chief elected officials to engage in a regional planning process resulting in –
 - Single regional plan (incorporates local plans)
 - Regional service strategies, including cooperative service delivery agreements
 - Development and implementation of sector initiatives
 - Regional labor market data analysis
 - Establishment of coordinated administrative cost arrangements
 - Coordination of supportive services
 - Coordination of services with economic development
 - Regional performance measures negotiation and reporting



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Proposed WIOA Planning Regions

○ Workforce Center Locations



The Future of Local Boards

- Under WIOA, Workforce Boards are charged with focusing on strategy
 - Facilitate public-private partnerships
 - Support sector strategies and career pathways that advance opportunities for all workers and jobseekers, including low-skilled adults, youth, and individuals with disabilities
 - Foster innovation
 - Ensure streamlined operations and service delivery excellence

(Source: USDOL/ETA Training and Employment Guidance Letter #19-14 (4) (b), February 2015)



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Workforce Board Impact

- WIOA eliminates the requirement to have a Youth Council
- It suggests committees be established to advise on One-Stop Partner issues, youth services, and services to individuals with disabilities.
- Boards may incorporate as a 501c3

(Source: National Association of Workforce Boards WIOA Overview, August 2014)



COLORADO
Department of
Labor and Employment

Standing Committees

Local areas are encouraged to have three standing committees

- One-Stop delivery system operational issues
- The provision of youth services
- Service delivery to individuals with disabilities

Standing committees shall

- Be chaired by a member of the local board
- Include other individuals determined to have appropriate experience and expertise



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New Local Board Functions

- Conduct workforce research and regional labor market analysis
- Career pathways development
- Meet the needs of employers and workers with disabilities
- Develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, workers and jobseekers
- Coordination with education providers
- Assessment of one-stop accessibility for individuals with disabilities



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Timeline

- NPRM Comment Period Closes June 15, 2015
- Public Comment Period on ETPL Policy Closes June 22, 2015
- Initial WIOA Local Area Designation for Existing Regions in Effect July 1, 2015



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Timeline

- WIOA Funding Begins July 1, 2015
- Youth Spending Requirements/
Service Delivery Begins July 1, 2015
- Adult/DW Service Delivery Begins July 1, 2015
- New Proposed Planning Region Designations July 1, 2015
- Governor Review of ETPL Criteria August 2015
- WDB Membership Requirements Begin October 1, 2015
- WDB Functions Begin October 1, 2015
- WDB Standing Committees Begin October 1, 2015



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Timeline

- One-Stop Certification Policy Due January 1, 2016
- Local Area Partner MOUs July 1, 2016
- Local Area Infrastructure Cost-Sharing July 1, 2016
- Research/RFQ Process July 1, 2016
- Newly selected operator in place July 1, 2017



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Resources

- www.colorado.gov/cwdc/wioa
- www.doleta.gov/wioa
- Lee.wheeler-berliner@state.co.us,
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