



Workforce Innovation and Opportunity Act (WIOA)

Key Changes for Colorado



COLORADO

Department of
Labor and Employment

Core Programs

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

Common Themes

- Coordination and integration across core programs
- Utilization of sector partnerships and career pathways
- Stronger business engagement
- Enhanced focus on special populations

Colorado Workforce Development Council

- Broadens role of Council to coordinate and align workforce activities, adds strategic functions
- Changes in required members
- Restores Governor's set-aside for discretionary activities
- Requires identification of planning regions
- Requires designation of local workforce areas (grandfathered or new)

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
- May incorporate as a 501c3

Our Current Membership

Business: _#, %__

Workforce: _#, %__

Education and Training _#, %__ #, %__

Government, Economic, Community Development: _#, %__

Necessary Changes

New Business: Representatives _#

Resulting Percentage: %

New Workforce: _#

Resulting Percentage: %

New Education and Training: ___#

Resulting Percentage: %

New Government, Economic, Community Development: _#

Resulting Percentage: %

Program Partnerships

New Required One-Stop Partners:

- Programs authorized under section 212 of the Second Chance Act of 2007 - aka Reintegration
- Programs authorized under part A of title IV of the Social Security Act - aka TANF

New Optional One-Stop Partners:

- Programs carried out under section 112 of the Rehabilitation Act of 1973 (29 USC 732) (note that section 112 was a required partner under WIA and now is an optional partner)
- Employment, education, and training programs provided by public libraries
- Employment and training programs carried out by the Small Business Administration

Unified State Plan

- Requires a four year, unified state plan across the core programs housed in CDLE, CDE, and CDHS
- Requires local areas designated in a planning region to submit a regional plan to the state

Planning Timeline

A suggested macro-planning schedule will be developed based on stated federal deadlines

The timeline will be modified to achieve early implementation once more details are known about that process

How long do we want to develop our local and regional plans?

Title I Highlights

Performance Indicators

One-Stop System

Training

Youth

Performance Indicators

- Common Performance Indicators across core programs
 - ✓ Entered Employment
 - ✓ Employment Retention
 - ✓ Median Wage
 - ✓ Postsecondary credential Attainment
 - ✓ Measurable Skills Gain
- Adds new measure for effectiveness in serving employers

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
- Streamlining of services - outreach, job search and placement, intensive assessment and counseling

Training

- Continues classroom training, on-the job-training, apprenticeship
- Expanded training opportunities - transitional jobs, incumbent worker training
- Direct contracts to higher education institutions to provide class-size training
- Transparency in performance outcomes

Youth

- Serves in-school youth (ages 14-21) and out-of-school youth (ages 16-24)
- Increases funding prioritized to out-of-school youth
- Requires 20% of youth funds to be spent on work experiences
- Adds four youth program elements that must be competitively procured:
 - ✓ Financial literacy education
 - ✓ Entrepreneurial skills training
 - ✓ Career awareness/exploration based on in-demand sectors
 - ✓ Postsecondary education preparation

Implementation Timeline

January 18, 2015	USDOL, ED, HHS Publish Draft Regulations
July 1, 2015	WIOA takes effect, except for State/local plan and performance measures
January 22, 2016	USDOL, ED, HHS Publish Final Regulations
March 3, 2016	Unified State Plan Submission/ Performance levels negotiated
July 1, 2016	Unified State Plan takes effect/ Shared Infrastructure costs take effect

Resources

The U.S. Departments of Labor and Education have a number of WIOA resources and fact sheets available.

U.S. Department of Labor, Employment and Training Administration:

<http://www.doleta.gov/WIOA/>

U.S. Department of Education, Rehabilitation Services Administration:

<http://www2.ed.gov/about/offices/list/osers/ras/wioa-reauthorization.html>

U.S. Department of Education, Office of Career, Technical and Adult Education:

<http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>