



Workforce Innovation and Opportunity Act (WIOA)

Key Changes for Colorado

August 22, 2014



COLORADO

Department of
Labor and Employment

Overview

- Ellen's opening points

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, but current Council may be grandfathered
- Restores Governor's set-aside for discretionary activities
- Requires identification of planning regions
- Requires designation of local workforce areas (grandfathered or new)

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

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>