

Implementing WIOA in Colorado

Information for Eastern Colorado

April 9, 2015



Colorado Workforce
Development Council

Welcome

- Dawn Garcia, Director, Eastern Workforce Region
- Lee Wheeler-Berliner, Colorado Workforce Development Council



Colorado Workforce
Development Council

Agenda

- Introductions and Overview
- Workforce Innovation and Opportunity Act 101
- WIOA in Eastern Colorado
- Timeline
- Action Steps
- Questions



Introductions

- Program Focus
- Type of Entity
- Geographic Service Area



Colorado Workforce
Development Council

Overview

- The national vision for WIOA
- The Colorado vision for WIOA
 - A multi-agency, multi-program approach
- Our Objectives today



Colorado Workforce
Development Council

Intent and Readiness

- Customer Driven
- Customer Service
- Continuous Improvement
- Meets the needs of the community
- Partnership and alignment
- Readiness – The Colorado Advantage



Colorado Workforce
Development Council

WIOA 101

- 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)



Colorado Workforce
Development Council

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



Colorado Workforce
Development Council

Program Partnerships

Programs Provided through One-Stop System:

- Perkins Act
- Older Americans Act
- Trade Act
- Veterans Services
- Unemployment
- CSBG
- Reintegration
- TANF



Colorado Workforce
Development Council

Program Partnerships

New Required One-Stop Partners:

- Second Chance Act of 2007 – aka Reintegration
- Title IV of the Social Security Act – aka TANF

New Optional One-Stop Partners:

- Employment, education, and training programs provided by public libraries
- Employment and training programs carried out by the Small Business Administration



Performance Indicators

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



Colorado Workforce
Development Council

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



Colorado Workforce
Development Council

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



Colorado Workforce
Development Council

Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce
Development Council

Titles I and III

Key Changes and Requirements

- Regional Planning
- Shared infrastructure costs
- Emphasis on real-world/work based learning
- Serving individuals with disabilities



Colorado Workforce
Development Council

Titles I and III

Key Changes and Requirements, continued

- Adult and DW Programs: Career Services/ Additional Services
- Adult Program: Priority of Service
- Youth Program: Several Major Changes
- Wagner-Peyser: Co-location; UI Services



Colorado Workforce
Development Council

Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce
Development Council

Title II – Adult Education

- 34 funded programs
 - 8 Community Colleges/Higher Education
 - 3 Library Districts
 - 16 Community Based Organizations
 - 7 School Districts/BOCES
- Serving approximately 10,000 students
 - 55% English as a Second Language
 - 36% Adult Basic Education (0-8.9)
 - 9% Adult Secondary Education (9-12.9)



Title II – Adult Education

Purpose: Provide adult basic education services—

- skills for employment and economic self-sufficiency
- partners in children’s education--economic opportunities for families
- transition to postsecondary and training—career pathways
- ELL skills: reading, writing, speaking, math, civics

Activities

Integrated education and training

Co-enrollment

Contextualized instruction



Colorado Workforce
Development Council

Title II – Adult Education

- Focus of program planning and instruction on CCRS: transitions to post secondary and employment
- Greater collaboration between core programs
- Mission alignment with One Stop Centers
- Performance Accountability measures centering on employment and post secondary



Colorado Workforce
Development Council

Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce
Development Council

Title IV

Division of Vocational Rehabilitation (DVR)

Program Purpose: to assist eligible individuals with disabilities to prepare for, obtain, maintain and perform successful employment leading to independence and increased self-sufficiency

- DVR serves approximately 16,000 individuals each year
- Geographic service area is statewide
 - 4 Regions
 - 28 Offices (7 “co-locations” with WFC)
 - Approximately 112 Rehabilitation Counselors



Colorado Workforce
Development Council

DVR: Organization . . . Locations



Colorado Workforce
Development Council

DVR: Overview

- Vocational Rehabilitation:
 - Eligibility program (not entitlement)
 - Provides *individualized* vocational services through a joint planning process between the counselor and client based on informed choice
 - Partnerships with community providers and resources is critical



Colorado Workforce
Development Council

DVR Service Delivery

- Focus on employment:
 - All services and activities conducted should have a discernible connection to the individual's ability to successfully achieve his/her employment goal.

**Necessary
Appropriate
Least possible cost**



Colorado Workforce
Development Council

Examples of VR Services

- Assessment
- Vocational Counseling and Guidance
- Personal Adjustment Training
- Assistive Technology
- Reader/Note taker
- Mental Restoration
- Physical Restoration
- Formal Vocational Training
 - College/University
 - Vocational School
- Job Seeking Skills Training
- Job Placement
- Job Coaching/OJT
- Supportive Services

Note:

Some VR services are subject to the client's financial participation.



Colorado Workforce
Development Council

DVR Critical Partnerships

- Workforce Centers
- Colorado Department of Education
- Local School Districts & BOCES
- Independent Living Centers
- Community Centered Boards
- Colorado Mental Health Centers
- Many other community providers



Colorado Workforce
Development Council

Impacts of WIOA - DVR

- DVR is a mandatory core program under WIOA
- Strengthens existing partnerships
- Unified state planning process with partners
- Common performance indicators
- Strengthened focus on employers as customers
- Stronger focus on providing pre-employment transition services to youth
- Establishes 90 days to develop Individualized Plan for Employment
- Removes any sub-minimum wage employment from being a viable outcome



Colorado Workforce
Development Council

Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce
Development Council

WIOA in Eastern Colorado

- Sector Partnerships
- Service Delivery Partnerships



Colorado Workforce
Development Council

WIOA in Eastern Colorado

- Workforce Centers – PY 13
 - 12,269 Jobseekers served
 - 1,119 Employers served

- Youth Participants—PY 14
 - Out of School: 26%



Colorado Workforce
Development Council

WIOA in Eastern Colorado

- Infrastructure and Programs
 - LWIB Restructuring
 - Regional Planning
 - Potential New Partnerships/New MOUs with Infrastructure Funding
 - New Performance Measures
 - Service Delivery Changes
 - Enhancing Business Services/Sector Partnerships/Work Based Learning
 - New Eligible Training Provider List (ETPL)



Colorado Workforce
Development Council

WIOA in Eastern Colorado

- Adult Education FY14:
 - Eastern Sub-Region: 3 providers, 617 students
 - Morgan Community College – Ft. Morgan
450 students (326 ABE), 124 (Workplace)
 - Northeastern Junior College - Sterling
134 students
 - Phillips County Family Education Services –
Holyoke – 33 students



Colorado Workforce
Development Council

WIOA in Eastern Colorado

April 2014 – March 2015

- DVR Clients Served - Fort Morgan: 265
- DVR Clients Served - Sterling: 201
- DVR Clients Served - Greeley: 927
- DVR Clients Served – Limon: 97



Colorado Workforce
Development Council

DVR Areas of Focus

- Continued strengthening of partnerships
- Continuous improvement of quality of service delivery
- Fiscally responsible provision of services
- Seamless implementation of WIOA
- Continued increase in the quantity and quality of employment outcomes

= Colorado Workforce Excellence & Inclusion



35



Colorado Workforce
Development Council

Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce
Development Council

Timeline

- Parts of WIOA Becomes Effective July 1, 2015
 - Funding begins
 - Youth spending requirements begin
 - Local WIB membership requirements become effective
- Full Implementation Begins July 1, 2016
 - New performance measures tracked
 - New state plan provisions go into effect
 - New partnership agreements go into effect



Colorado Workforce
Development Council

Action Steps

- Partnerships
- Eligible Training Providers List
- Adult Education Application
- Local Workforce Development Board
- State and Local Plans



Colorado Workforce
Development Council

Planning Process

- New state plan to be submitted in February 2016
 - Strategic and operational
 - Joint effort of core programs and other partners
 - Will involve wide stakeholder input
- Local plans developed aligned with state plan
- Regional plans developed by planning regions

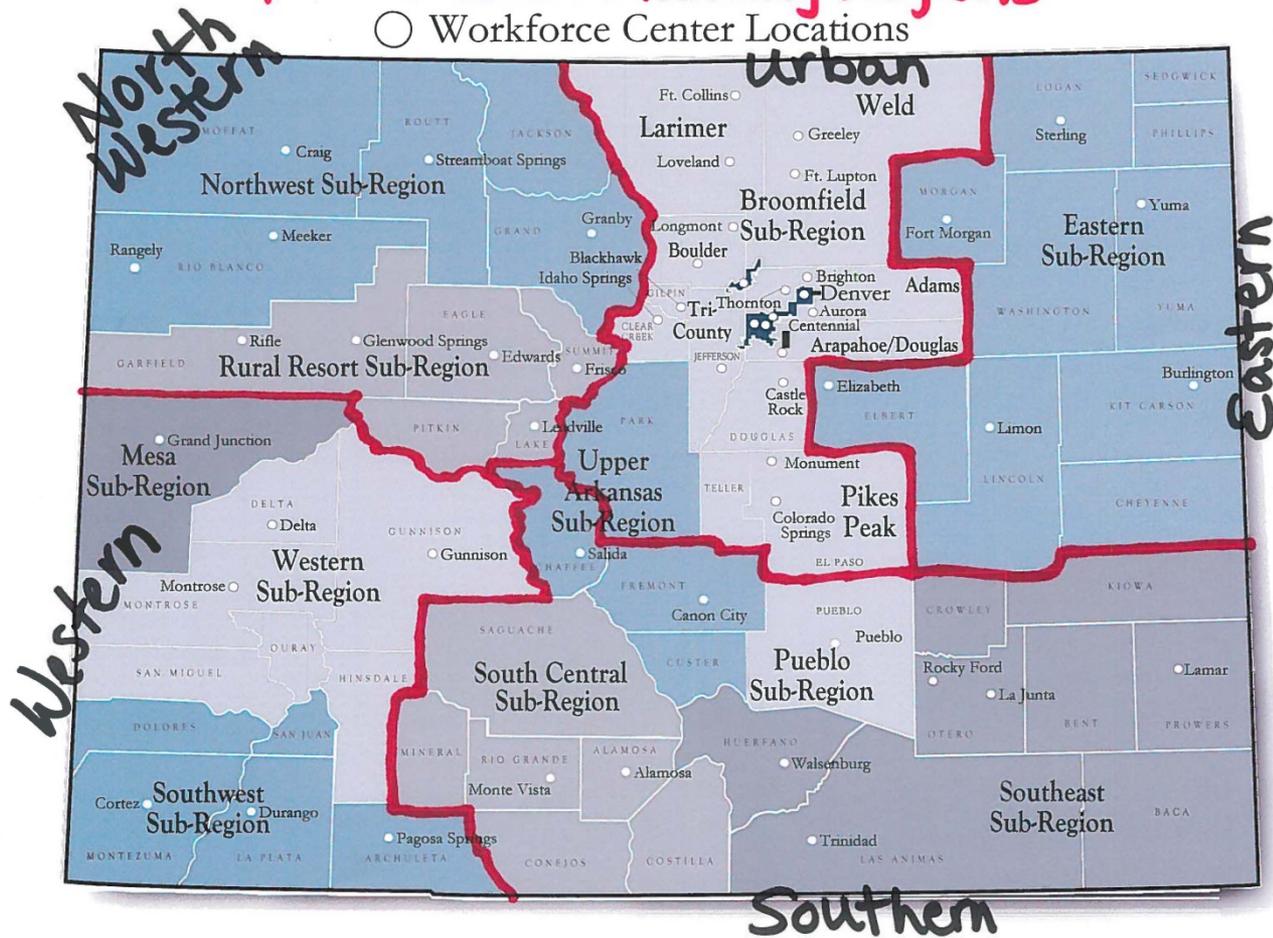


Colorado Workforce
Development Council

Planning Regions

Proposed WIOA Planning Regions

○ Workforce Center Locations



Colorado Workforce Development Council

Questions



Colorado Workforce
Development Council

Next Steps

- Carrying on the conversations
- MOU Development
- Local planning
- Public Comment



Colorado Workforce
Development Council

Resources

www.colorado.gov/cwdc/wioa

<http://www.cde.state.co.us/cdeadult>

<http://www.colorado.gov/cs/Satellite/CDHS-SelfSuff/CBON/1251580884712/>

www.doleta.gov/wioa

Lee.wheeler-berliner@state.co.us

303-318-8223



Colorado Workforce
Development Council