

# Implementing WIOA in Colorado

Information for Larimer County

April 29, 2015



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# Welcome

- Joni Friedman, Director, Larimer County Workforce Center
- Lee Wheeler-Berliner, Colorado Workforce Development Council



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# Agenda

- Introductions and Overview
- Workforce Innovation and Opportunity Act 101
- WIOA in Larimer County
- Timeline
- Action Steps
- Questions



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# Introductions

- Program Focus
- Type of Entity
- Geographic Service Area



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# Overview

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



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# Intent and Readiness

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



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# 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)



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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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# Performance Indicators

- Common Performance Indicators across core programs
  - ✓ Employment 2<sup>nd</sup> Quarter after Exit
  - ✓ Employment 4<sup>th</sup> Quarter after Exit
  - ✓ Median Wage
  - ✓ Postsecondary Credential Attainment
  - ✓ Measurable Skills Gain
- Adds new measure for effectiveness in serving employers



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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
- Optional members
- Standing committees may be developed
  - Youth Councils are no longer required
- May incorporate as a 501c3



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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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# 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/Local Partnerships

## Key Changes and Requirements

- Regional Planning
  - Regional service strategies, including cooperative service delivery agreements
  - Development and implementation of sector initiatives
  - Regional performance measures negotiation and reporting
- Shared infrastructure costs



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# Questions and Discussion

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



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# Titles I and III

## Key Changes and Requirements

- Emphasis on real-world/work based learning
  - Expanded training opportunities – Option to spend 10% of AD and DW formula funds on transitional employment and 20% on incumbent worker training
  - Requires 20% of youth funds to be spent on work experiences, pre-apprenticeship programs, internships and job shadowing, and on-the-job training opportunities
  - Registered Apprenticeships on the ETPL
- Serving individuals with disabilities



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# 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



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# Questions and Discussion

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# 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



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# 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



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# Questions and Discussion

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# 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



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# DVR: Organization . . . Locations



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# 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



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# 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**



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# 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.



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# 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



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# 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



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# Questions and Discussion

- What stands out?
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# WIOA in Larimer County

- Sector Partnerships
- Service Delivery Partnerships



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# WIOA in Larimer County

- Workforce Centers – PY 13
  - 23,472 Jobseekers served
  - 1,997 Employers served
- Youth Participants—PY 14
  - Out of School: 68%



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# WIOA in Larimer County

- Infrastructure and Programs
  - LWIB Restructuring
  - 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)



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# WIOA in Larimer County

## Adult Education FY14

Larimer Region: 1 provider, 842 students

Front Range Community College - 2 sites

- Fort Collins
- Loveland



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# WIOA in Larimer County

April 2014 – March 2015

- DVR Clients Served – Fort Collins: 1,690



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# 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



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# Questions and Discussion

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# Timeline

- Parts of WIOA Becomes Effective July 1, 2015
  - Funding begins
  - Youth spending requirements begin
  - Required/Allowed activities begin
- Full Implementation Begins July 1, 2016
  - New performance measures tracked
  - New state plan provisions go into effect
  - New partnership agreements go into effect



# Action Steps

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



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# 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

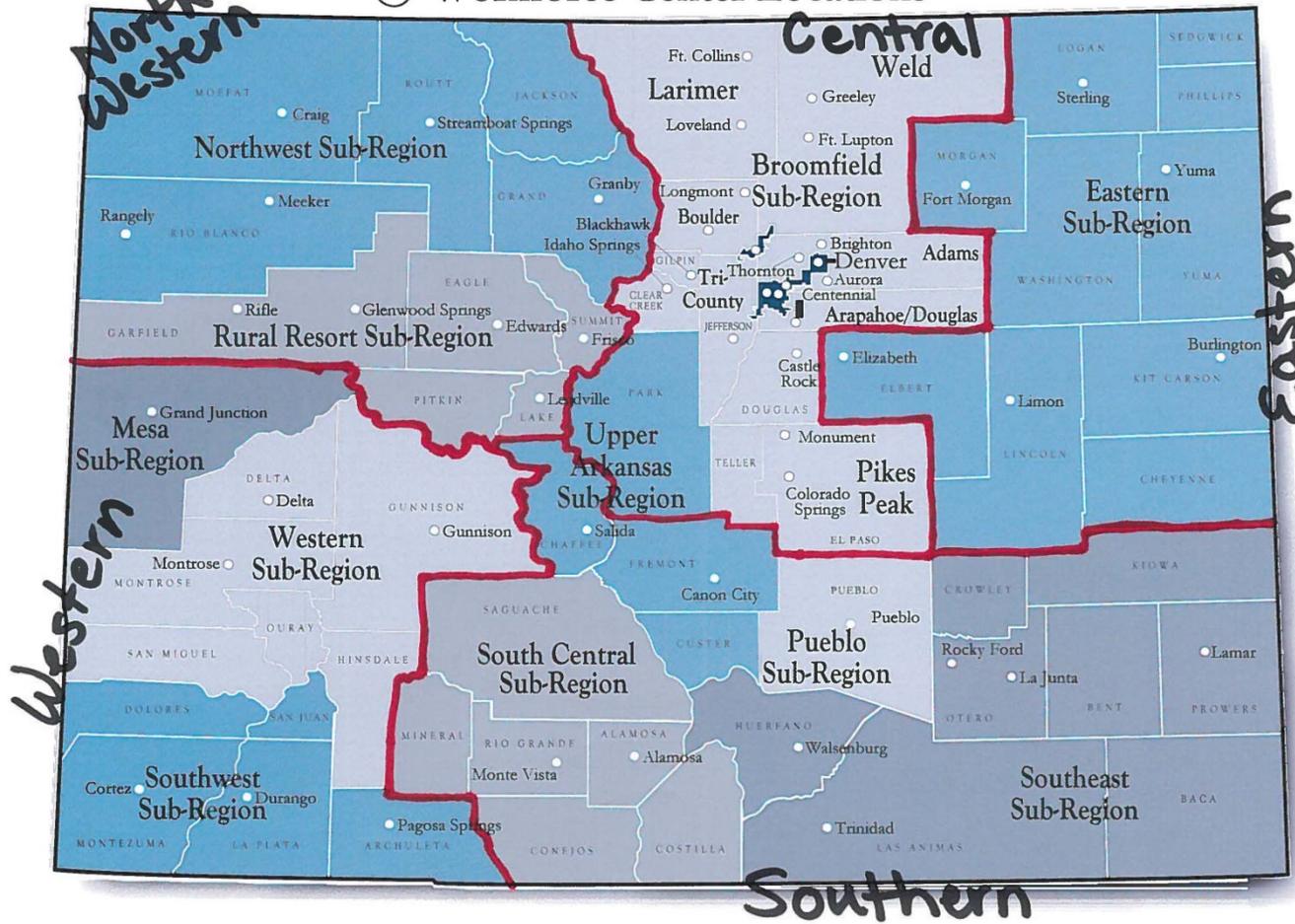


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# Planning Regions

## Proposed WIOA Planning Regions

○ Workforce Center Locations



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# Questions



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# Next Steps

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



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# Resources

[www.colorado.gov/cwdc/wioa](http://www.colorado.gov/cwdc/wioa)

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

<http://www.dvrcolorado.com>

[www.doleta.gov/wioa](http://www.doleta.gov/wioa)

[Lee.wheeler-berliner@state.co.us](mailto:Lee.wheeler-berliner@state.co.us)

303-318-8223



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