Implementing WIOA in Colorado

Information for Rural Resort Region

April 15, 2015

Colorado Workforce
Development Council

Welcome

- Rosemary Pettus, Director, Rural Resort & Northwest Workforce Regions

- Lee Wheeler-Berliner, Colorado Workforce Development Council

Agenda

- Introductions and Overview
- Workforce Innovation and Opportunity Act 101
- WIOA in Rural Resort Region
- Timeline
- Action Steps
- Questions

Introductions

- Program Focus
- Type of Entity
- Geographic Service Area

Overview

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

Intent and Readiness

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

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)

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

Program Partnerships

<u>Programs Provided through One-Stop System:</u>

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

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System 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**

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System Colorado Workforce Development Council

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

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

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

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System Colorado Workforce Development Council

Questions and Discussion

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

Titles I and III

Key Changes and Requirements

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

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

Questions and Discussion

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

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)

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System Colorado Workforce Development Council

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

<u>Activities</u>

Integrated education and training

Co-enrollment

Contextualized instruction

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System 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

Questions and Discussion

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

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

DVR: Organization . . . Locations

CDE CDHE CDHS CDLE OEDIT

Colorado Community College System

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

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

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.

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System 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

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System 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

Questions and Discussion

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

WIOA in Rural Resort Region

- Sector Partnerships
- Service Delivery Partnerships

WIOA in Rural Resort Region

- Workforce Centers – PY 13
  - 12,037 Jobseekers served
  - 1,799 Employers served

- Youth Participants—PY 14
  - Out of School: 27%

WIOA in Rural Resort Region

- 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)

WIOA in Rural Resort Region

Adult Education FY14

- Rural Resort Sub-Region: 2 providers, 1572 students
- Colorado Mountain College – Glenwood Springs, 1535 students
- Lake County ESL Program - Leadville

  37 students

WIOA in Rural Resort Region

April 2014 – March 2015

- DVR Clients Served – 359
  - Frisco (+ Leadville)
  - Edwards
  - Glenwood Springs

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

Questions and Discussion

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

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

Action Steps

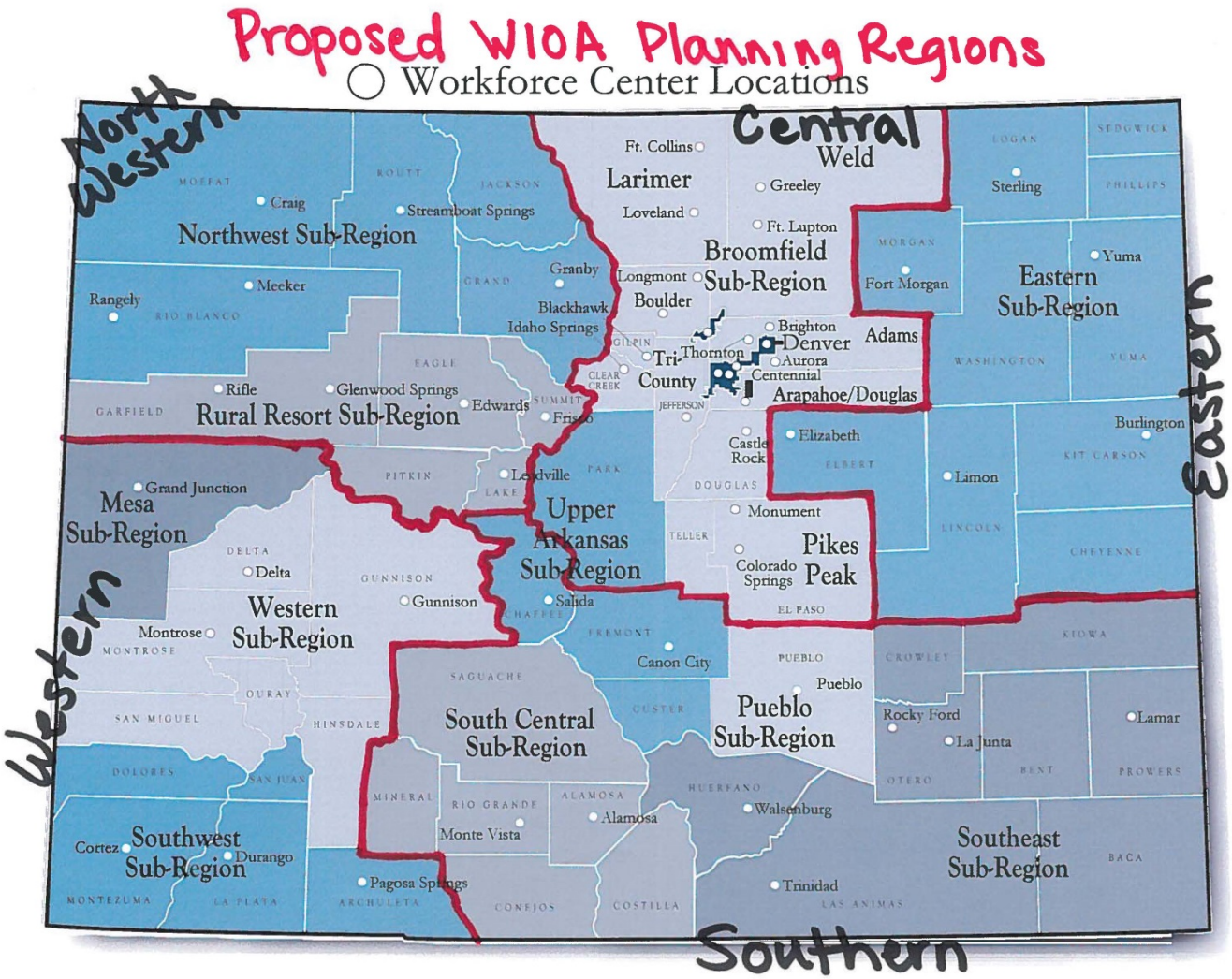
- Partnerships
- Eligible Training Providers List
- Adult Education Application
- Local Workforce Development Board
- State and Local Plans

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

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System Colorado Workforce Development Council

Planning Regions



Colorado Workforce Development Council

Questions

Next Steps

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

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

CO CDE CDHE CDHS CDLE OEDIT Colorado Community College System Colorado Workforce Development Council