Implementing WIOA in Colorado

Information for Upper Arkansas Region

April 30, 2015

Colorado Workforce Development Council

Welcome

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Agenda

- Introductions and Overview
- Workforce Innovation and Opportunity Act 101
- WIOA in Upper Arkansas 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

Performance Indicators

- Common Performance Indicators across core programs
  - ✓ Employment 2nd Quarter after Exit
  - ✓ Employment 4th Quarter after Exit
  - ✓ 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
- 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?

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

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)

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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

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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

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

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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

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.

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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

Questions and Discussion

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

WIOA in Upper Arkansas Region

- Sector Partnerships
- Service Delivery Partnerships

WIOA in Upper Arkansas Region

- Workforce Centers – PY 13
  - 9,031 Jobseekers served
  - 515 Employers served

- Youth Participants—PY 14
  - Out of School: 44%

WIOA in Upper Arkansas Region

- 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)

WIOA in Upper Arkansas Region

Adult Education FY14

Upper Arkansas Sub-Region: 1 provider, 215 students

- SCBOCES

WIOA in Upper Arkansas Region

April 2014 – March 2015

- DVR Clients Served
  - Cañon City: 113
  - Salida: 174

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
  - 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

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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

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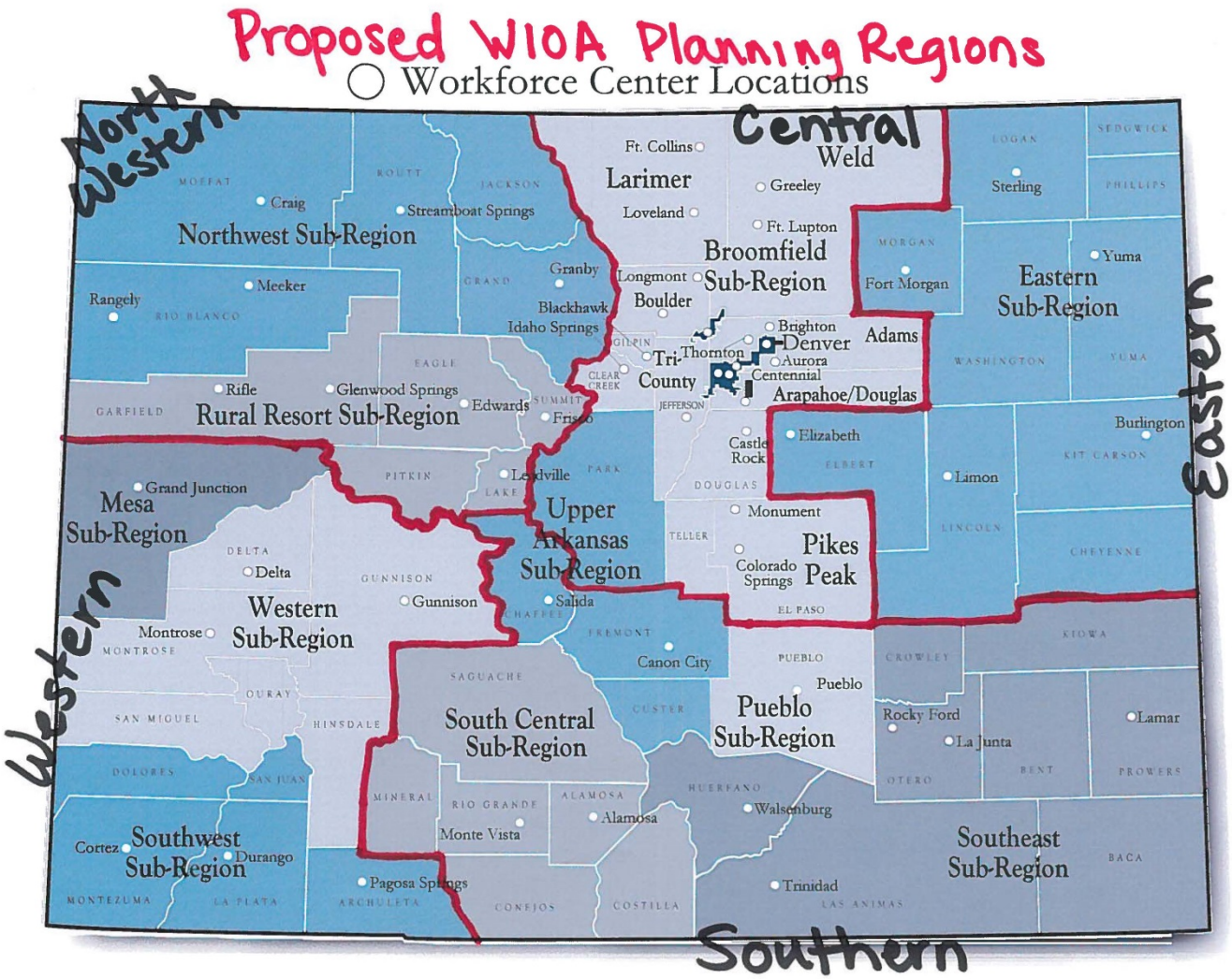
Planning Regions



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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.dvrcolorado.com

www.doleta.gov/wioa

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