

# The Workforce Innovation and Opportunity Act (WIOA) and Human Services Programs

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# Objectives

- Understand what WIOA means for:
  - Customers
  - Counties
- Understand how we implement



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# WIOA Overall Purposes

- To support the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system in the United States.



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# WIOA Overall Purposes

- To provide workforce investment activities that increase employment retention and earnings and increase attainment of postsecondary credentials; and as a result reduce welfare dependency and increase economic self-sufficiency



# The Workforce System

Broadly: All of the agencies, programs, activities, and individuals working to prepare people to obtain and sustain a job

Technically: “a system that makes available the core programs, the other one-stop partner programs, and any other programs providing employment and training services as identified by a State board or local board.”



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# The Vision for WIOA

- The national vision for WIOA
  - Customer driven
  - Serves all and continuously improves
  - Drives regional economies
- The Colorado vision for WIOA
  - A multi-agency, multi-program approach



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# WIOA Implementation

- State Governance
  - CWDC
  - CDLE, CDE, CDHS
- Local Governance
  - Workforce Areas
    - Colorado Rural Workforce Consortium Subregions
  - Local Boards



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# WIOA Structure

The Act identifies, in specific titles, and focuses on four “core programs”

- Title I: Adult, Dislocated Worker, and Youth Programs
- Title II: Adult Education and Family Literacy
- Title III: Wagner-Peyser
- Title IV: Vocational Rehabilitation



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# The Meaning of an Aligned System

- Together, core programs build and sustain a Talent Pipeline that
  - Recognizes and works with key industries that are thriving today and are likely to be thriving in the future
  - Identifies the training and education needs of employees for those industries
  - Develops and delivers accessible training options to all types of individuals seeking employment



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# Required Program Partnerships

## Programs Provided through One-Stop System:

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



# Optional Program Partnerships

## Programs Potentially Provided through One-Stop System:

- **SNAP**
- **Employment First**
- **Ticket to Work**
- Small Business Administration
- National and Community Service Act
- Libraries



# One-Stop Delivery System

- Required partners shall
  - “provide access through the one-stop delivery system to such programs or activities carried out by the entity”
  - “use a portion of funds...to maintain the one-stop delivery system, including payment of infrastructure costs”
  - “enter into a local memorandum of understanding with the local board”
- Each system must have at least one physical location through which services are delivered



# Access

## Option 1:

Program staff physically present at the location



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# Access

## Option 2:

Staff physically present at the one-stop from any partner program **appropriately trained to provide information to customers** about the programs, services, and activities available through partner programs, such as the types of services that program provides and **whether the services might meet the individual's needs**



# Access

## Option 3:

Providing direct linkage through technology to someone who can either provide the program services, or provide information such as how to apply for the program, or how to begin receiving services



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# Cost-Sharing

- The infrastructure costs are funded through cash and fairly evaluated in-kind partner contributions
- Contributions must be negotiated between one-stop partners, chief elected officials, and the Local Board and the amount to be contributed must be included in the MOU;



# Cost-Sharing: Local v. State

- Local partners determine contributions; no upper limit
- State process used to determine contributions; 1.5% cap on employment and training funds coming into the state from partner funding stream



# Efforts

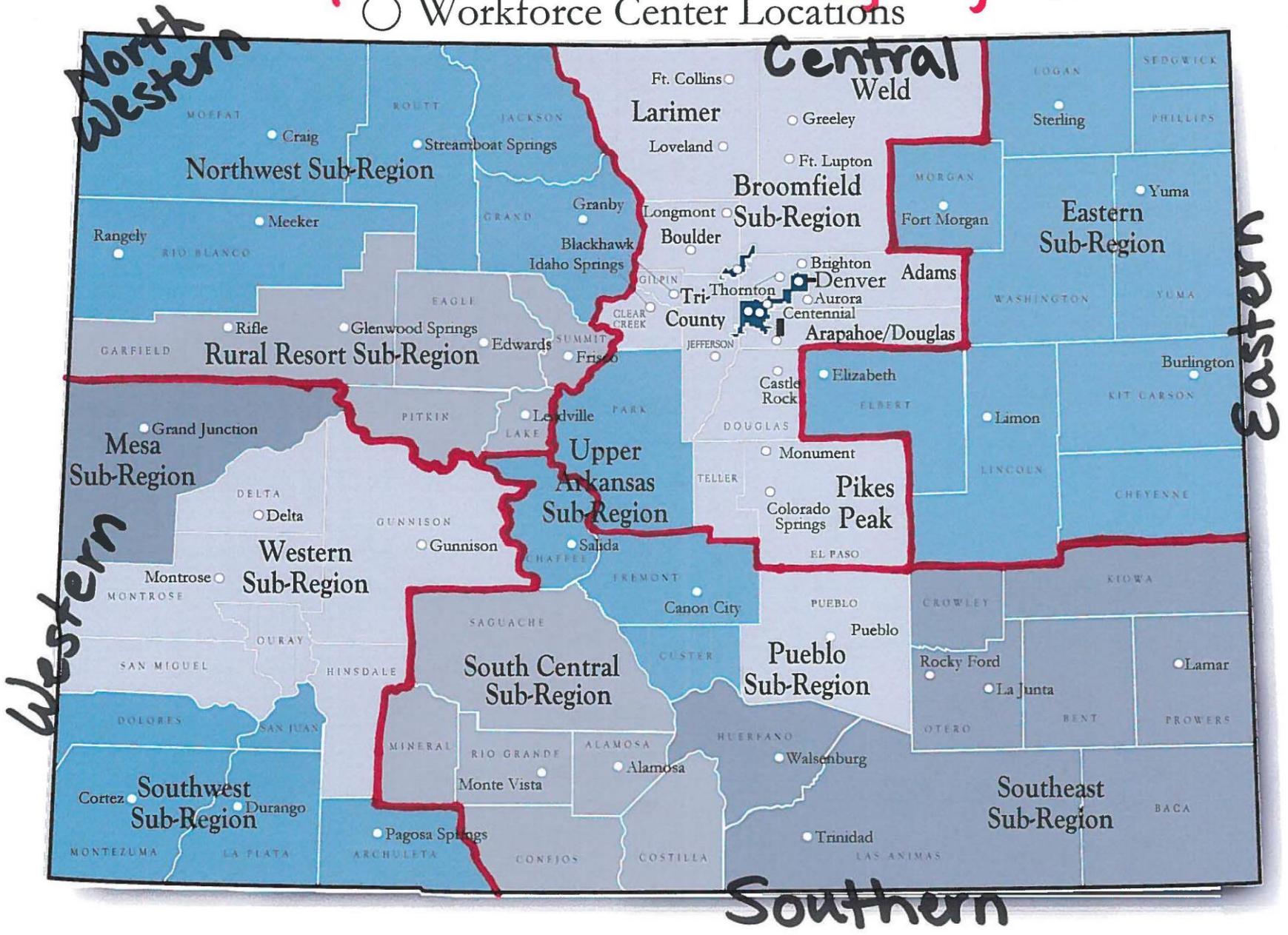
- Objective is not to add activities in addition to current, but to adjust the way business is done to best serve customers
  - MOU Development
  - Planning
  - System integration





# Proposed WIOA Planning Regions

○ Workforce Center Locations



# Realities of Opportunities

- While WIOA calls for alignment between core programs, each core program receives federal funding through allocation formulas and appropriation limits outlined within each specific title of the law.
- One-stop partner programs are not explicitly entitled to new or different federal funding streams authorized by WIOA based on their required inclusion in the one-stop system.
- WIOA cannot and is not intended to supplant other funding mechanisms of required partners.



# Timeline

- Parts of WIOA Becomes Effective July 1, 2015
- Full Implementation Begins July 1, 2016
  - New state plan provisions go into effect
  - New partnership agreements go into effect
  - New performance measures tracked



# Resources

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

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