

ADA Compliant Transcript  
WIOA: Implementing Change  
October 20-23, 2015

Title Slide

WIOA Core Program Overview, including

- Adult, Dislocated Worker and Youth Workforce Programs
- Wagner-Peyser
- Adult Basic and Literacy Education
- Vocational Rehabilitation

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Adult, Dislocated Worker, and Youth Workforce Programs

Presented by By Alice Worrell, Assistant Deputy Director from the Office of Workforce Development, Ohio Department of Job & Family Services

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What Is WIOA?

The Workforce Innovation and Opportunities Act (WIOA) is:

- A collection of services built to assist employers in developing their workforce to compete in today's economy.
- A collection of services designed to develop the workforce and place them with employment opportunities.
- An effort to partner with core programs to better accomplish the overall goal of a more complete workforce system

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Three Hallmarks of Excellence

1. The needs of businesses and workers drive workforce solutions and local boards are accountable to communities in which they are located
2. OMJ Centers provide excellent customer service to jobseekers and employers and focus on continuous improvement
3. The workforce system supports strong regional economies and plays an active role in community and workforce development

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Adult & Dislocated Worker Eligibility

To receive WIOA-funded services, an individual must be:

- U.S. Citizen or Authorized to Work in U.S.
- Properly registered for Selective Service (for males 18 or older)
- WIOA Adult – Age 18 or over
- WIOA Dislocated Worker – Age 18 or over and who lost his or her job through no fault of their own

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### Eligibility vs. Appropriateness

- WIOA is not an entitlement program.
- There is a difference between wanting and needing services.

### Access to services is based on:

- Program eligibility
- Appropriateness of services available
- Individual career goals and procedures
- Local funding, capacity and resources

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### Career Services

#### Four sets of activities include:

1. Basic Career Services – self-service available to universal customers
2. Staff Assisted Basic Career Services – available to universal customers with staff assistance
  - a. Eligibility must be determined
  - b. These are registered services
3. Individualized Career Services – involves staff making a determination on needs of an individual and arranging those services to be provided to the participant
4. Follow-up Services – services available for a minimum of 12 months

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### WIOA Youth and CCMEP

WIOA Youth Program will be the Comprehensive Case Management and Employment Program (CCMEP) in Ohio

This is an effort to provide a more comprehensive program of services and an excellent example of the partnerships being born within the system to assist Ohio's youth and young adults

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### Provision of Service

#### The Youth program is designed to provide:

- Activities leading to the attainment of a secondary diploma or its recognized equivalent, or a recognized post-secondary credential
- Preparation for postsecondary educational and training opportunities
- Strong linkages between academic instruction and occupation education that lead to the attainment of recognized postsecondary credentials
- Preparation for unsubsidized employment opportunities, as appropriate
- Effective connections to employers, including small employers, in in-demand industry sectors and occupations of the local and regional labor markets

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Fourteen Program Elements

1. Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities) or for a recognized postsecondary credential
2. Alternative secondary school services, or dropout recovery services, as appropriate

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Fourteen Program Elements continue

3. Paid and unpaid work experiences that have as a component academic and occupational education, which may include:
  - a. Summer employment opportunities and other employment opportunities available throughout the school year
  - b. Pre-apprenticeship programs
  - c. Internships and job shadowing
  - d. On-the-job training opportunities
4. Occupational skill training, which shall include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations

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Fourteen Program Elements continued

5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster
6. Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate

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Fourteen Program Elements continued

7. Supportive services, including two new services:
  - a. Needs-related payments
  - b. Assistance with educational testing and accommodations
8. Adult mentoring
9. Follow-up services for not less than 12 months after the completion of participation, as appropriate
10. Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate

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Fourteen Program Elements continued

11. Financial literacy education
12. Entrepreneurial skills training

13. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services
14. Activities that help youth prepare for and transition to postsecondary education and training

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##### Program Collaboration of 3 programs

1. Wagner-Peyser
  - a. Taking a look at entire program to strengthen the relationship as a partner, especially to benefit the universal customer
  - b. Looking at how this relates to other programs
2. ABLE
  - a. Already a long-term partner
  - b. Looking to see where we can expand this relationship
3. Opportunities for Ohioans with Disabilities (OOD)
  - a. Accessibility requirements at the OMJ Centers
  - b. Standards across the system
    - i. Staff training
    - ii. Physical access
    - iii. Programmatic accessibility

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##### Combined Workforce Plan

- Designed to improve outcomes for students, adults and employers
- Previously three separate plans to federal government
- In 2014, received approval from Ohio General Assembly to submit a single plan
- Goals include
  - To Help Ohioans to compete for quality jobs, living wage and career advancement
  - To Help employers find talent to succeed and grow
  - To Provide effective and efficient job training aligned to high demand occupations and employer needs, resulting in workplace valued credentials

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##### Ten Recommended Reforms

1. Registration at OhioMeansJobs.com
2. Common application
3. Common case management system
4. Common performance metrics
5. Common assessment strategy

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6. Ten Recommended Reforms continued
7. Job readiness and soft-skill training
8. Career counselling

9. Remediation and high school equivalency
10. Local unified plan
11. Co-Enrollment

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##### Bottom Line

Promotion of a collaborated effort with local workforce development partners and stakeholders to create a unified workforce system that helps employers find the workers necessary to succeed and helps workers access the information and skills training they need to compete for in-demand jobs in Ohio.

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Questions?

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##### Wagner-Peyser Labor Exchange Services

Presented By Amy Stollar, Regional Coordinator from the Office of Workforce Development, Ohio Department of Job & Family Services

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##### Wagner-Peyser History

- Wagner-Peyser became a law in 1933
- Established nationwide public employment system
- A “labor exchange” program for matching employers with qualified workers
- Incorporated into Workforce Investment Act (WIA) in 1998, then into Workforce Innovation and Opportunity Act (WIOA) in 2014 under Title III

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##### Wagner-Peyser in the OMJ Center

State merit staff are required to provide the following labor exchange services:

- Help job seekers find employment
- Help employers fill jobs
- Facilitate the match between job seekers and employers
- Participate in a system for clearing (sharing) job order between states
- Meet the “work test” requirement of the state’s unemployment compensation law

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##### Wagner-Peyser in the OMJ Center

States are required to provide three types of labor exchange services:

1. Self-service
2. Facilitated self-help services
3. Staff-assisted services

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##### Wagner-Peyser in the OMJ Center continued

- Front door to services

- Universal customer
- Labor exchange
  - Can help anyone
  - Unique in this role

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Keep in mind the following:

1. Opportunities for collaboration/integration will vary based on staffing levels, local mix of services, and local policy-related issues
2. Open communication is key – starts with management
3. Just because “it has always been done that way” doesn’t mean it needs to continue
4. Wagner-Peyser staff will be fully engaged in helping customers get back to work in a variety of ways – the best way is to do it together

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Examples of Wagner-Peyser Activities

- Use OhioMeansJobs.com to run job matches-matching job seekers to employers
- Prepare customers to be job ready to include resume assistance, mock interviews and interview skill enhancement
- Provide assistance to the universal customer in the Resource Room – remember that our Veterans are “VIP” universal customers
- Conduct workshops, job clubs, and other boot camps as needed
- Participate in job fairs
- Assist customers with House Bill 2 requirements

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Wagner-Peyser

Regional Coordinators and Veterans Program Managers will be meeting with local teams to review the flow and services in the OMJ centers

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Questions?

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Adult Basic and Literacy Education

WIOA Title II Adult Education and Family Literacy Act (AEFLA)

Presented by Donna Albanese, State ABLE Director  
Ohio Department of Higher Education

#### Slide 31

Literacy in Ohio

- Over 1 million (11.5%) Ohioans 18 years and older have less than a high school credential
- Over 120,000 (1.4%) Ohioans speak English “Less than Very Well”

*Data source is American Community Survey 2013*

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ABLE in Ohio

A graphic chart that breaks down the demographics of 30,000 Ohioans (gender, age, employment, education)

Data source is FY 2014 Annual Performance Report

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Educational Levels

Graphic chart describing participants involved in Adult Basic Education, Adult Secondary Education, and English Language Acquisition

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Outcomes

GED®/High School Equivalence Completion

- 2,662
- 8% of all enrolled students

Transitions to Postsecondary education/training

- 1,734
- 49% of ASE students

*Picture of a graduation ceremony*

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WIOA: Retains AEFLA Purposes to

- Assist adults to become literate and obtain the knowledge and skills necessary for employment and economic self-sufficiency
- Assist adults who are parents or family members become a full partner in the education development of their children
- Assist adults in completing high school

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WIOA Expands AEFLA purposes by

- Promoting transitions from adult education to postsecondary education and training through career pathways
- Assisting immigrants and English language learners
  - improve reading, writing, math, speaking, and comprehending the English language
  - acquire understanding of American government, individual freedom, and responsibilities of citizenship

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WIOA New Activities

- Workforce Preparation

- Integrated Education and Training
- Integrated English Literacy and Civics Education

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##### Workforce Preparation Activities

Activities, programs, or services designed to help an individual acquire a combination of basic academic, critical thinking, digital literacy, and self-management skills

Picture of students in a classroom.

#### Slide 39

##### Student Goal Setting

- ✓ Visual reminder of career and postsecondary goals

Picture of student holding a poster

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##### Integrated Education and Training (IET)

- Service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training
- Targets training in occupations or clusters that assist adults in their educational and career advancement

Picture of students in a manufacturing readiness course

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Picture of students and instructor in manufacturing readiness course

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##### Integrated English Literacy and Civics Education

Provides instruction in literacy and English language acquisition, civic participation and the rights and responsibilities of citizens, and may include workforce training

Picture of students in an ESL Civics class

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Picture of students in a healthcare professionals class

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##### Reduce Duplication of Services, such as

- Assessment of skill levels
- Bridge programs – preparing students for credit bearing college classes
- Concurrent enrollment policies
- Career pathway services/IET
- Effective Jan. 1 all ABLE students will be registering on and utilizing resources in OhioMeansJobs
- Future AEFLA funding applications will be reviewed by the Local Workforce Board for alignment with the local plan

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High Quality Services to Individuals

- Competition Funds - eligible provider must have demonstrated effectiveness in providing adult ed/literacy services
- High quality professional development to improve instruction
- College and Career Readiness standards aligned to Common Core
- Instructional activities based on rigorous research
- Continuous program improvement (real-time data monitoring, annual desk review, on-site reviews)

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High Quality Services to Businesses, including

- Workplace Literacy
  - employers invest in employees
  - employer input into curriculum
  - students at all levels can participate
- and IET
  - Foundational skills for careers
  - Contextualized workplace curriculum

Picture of students in an English in the Workplace class

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Questions?

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Vocational Rehabilitation – Core WIOA Partner

Presented by Mindy Duncan and Susan Pugh

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Disability Impact on Ohio

from the 2015 OOD Comprehensive Statewide Needs Assessment

- 2013 American Community Survey - 1.5 million (13.6%) of Ohioans experience disabilities.

- Ohio is 6th in the number of residents with disabilities and 20th in the percentage of individuals with disabilities of total population.
- One third (33.5%) of individuals with disabilities ages 18 to 64 were employed.
- 31.8% of individuals with disabilities were living in poverty compared to 13% of non-disabled peers.
- Individuals with disabilities tend to earn less. The median annual income for individuals with disabilities was \$18,960 compared to \$30,271 for individuals without disabilities. That's 37.4% less.

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What is disability?

- Approximately 70% of disabilities are not visible.  
Data source is U.S. Department of Commerce (Publication SB/94-1)
- Often individuals may not know the challenges they are facing could be a result of a condition classified as a disability.
- Disability categories served by OOD include;
  - Cognitive
  - Communicative
  - Hearing
  - Physical
  - Psycho-social, and
  - Visual

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Vocational Rehabilitation (VR) Eligibility

Eligibility: To be eligible for Vocational Rehabilitation (VR) services, an individual must meet the following three (3) criteria:

1. The individual must have a physical or mental impairment which causes a substantial impediment (i.e. barrier) to employment;
2. The individual must be able to benefit in terms of an employment outcome from VR services; and
3. The individual must require VR services in order to prepare for, enter, engage in or retain gainful employment.

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Order of Selection (OOS)

If a state projects insufficient funding or capacity to serve all eligible individuals, a state must implement Order of Selection to serve those with the most significant disabilities first.

OOS is determined by assessing the significance of an individual's disability on certain functional capacity areas and if an individual needs multiple services over an extended period of time.

- Most Significant Disability (MSD)
- Significant Disability (SD)
- Disability (D)

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Ohio has eliminated the wait list!

- Over 17,000 Ohioans were released from the wait list
- OOD is now serving all 3 disability OOS categories including the third priority “D” which we had not served since 1991
- Individuals receiving SSDI and SSI are “presumed eligible”
- Average timeframe for VR eligibility determination is 30 days

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WIOA Updates

- VR is a CORE partner of WIOA and Combined State Plan (New with WIOA)
- OOD Director is member of the Governor’s Executive Workforce Board (New with WIOA)
- Mandated partner of comprehensive OMJ centers (Both WIA and WIOA)
- Held to WIOA common measures performance metrics (New with WIOA)
- Competitive Integrated Employment Definition (New with WIOA)
- Increased focus on services to employers (WIA and WIOA)
- Services for Transition Youth – (PETS 15% WIOA earmark) (New with WIOA)
- Changes for sub-minimum wage requirements

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Pre-employment Transition Services

Pre-employment transition services are available to all students with disabilities who are eligible or potentially eligible for VR services, including

- Job exploration counseling
- Work based learning experiences
- Counseling on opportunities for comprehensive transition or post-secondary education programs
- Workplace readiness training
- Instruction in self-advocacy

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WIOA State Plan Requirements

- Unified or Combined State Plan, which Includes the VR Services Portion of the State Plan
- Strategic planning elements that include:
  - Analysis of economic conditions in the state
  - Analysis of current workforce (specifically including individuals with disabilities)
  - Analysis of workforce development activities
  - Description of State’s strategic vision and goals for preparing an education and skilled work force (including individuals with disabilities)
  - Strategies for aligning core programs

- One of the many operational planning elements includes How the One-Stop system will comply with ADA standards of physical and programmatic accessibility.

OOD is engaged with JFS and other CORE partners as part of the OMJ Certification Workgroup to jointly establish OMJ Certification Standards. Accessibility is a fundamental priority for OOD participation in OMJ centers.

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##### Partnership in Service

- One historical tendency was when an individual with a disability came to an OMJ that **rather** than OMJ staff providing universal/core one-stop services (now career services under WIOA) the individual would **instead** be referred to OOD's VR program for services.
- Not everyone with a disability needs or is eligible for VR services.
- A siloed approach is not recommended as OOD is **required** to use comparable benefits and thereby direct consumers to use one-stop services such as job seeking skills training, resume workshops, etc. whenever appropriate.
- We encourage co-enrollment and person centered planning. VR consumers are encouraged to use OMJ services **in conjunction** with their VR counselor and service providers

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##### Partnership in Service continued

- Through partnership and improving universal access, we can fill eligibility gaps and better serve the full array of individuals with a disabilities.
- Leveraging our partnership allows for increased efficiency in service delivery rather than duplication.
- Strengthening our partnerships can help our system move toward shared resources, assessments and support more co-enrollment.

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##### Partnership for Improved Outcomes

OOD is committed to develop strategies to support improved employment outcomes for individuals with disabilities, such as

- Employment First Taskforce
- DODD Agreement
- ODE Agreement
- VR Contracts
- OMJ Center Co-location

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### Benefits of Co-enrollment

- Partner with other CORE programs through Integrated Resource Teams and Person Centered Planning to help individuals meet goals in Individualized Plans for Employment.
- Share positive outcomes, increase quality of service delivery, reduce duplication and support business customers hiring needs.

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### Partnership to Serve Employers

- OOD's business engagement team assists employers and OMJ partners with disability awareness training
- OOD provides technical assistance to help employers recruit, onboard, and retain workers with disabilities as part of building **a culture of inclusion and diversity**. We have worked in partnership with OWT, BLN and JFS to develop an Employer Tool Kit which will be made available across workforce programs.

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### Partnership to Serve Employers continued

- OOD assists employers to understand the benefit of hiring individuals with disabilities including a positive impact to the business bottom line.
- OOD is helping employers who are federal contractors to meet their **Sec 503** requirements to develop workforces inclusive of **7%** of individuals with disabilities.
- OOD holds disability focused job fairs and employer education events. We will also help our job ready individuals to attend your events and can partner to offer employer education on disability related topics

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### Questions?

#### Contact information is

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