

## **Workforce Innovation and Opportunity Act (WIOA)**

### **Background**

- Was signed into law on July 22, 2014
- Full implementation of the law is July 1, 2016, although portions of the law have an effective date of July 1, 2015
  - Changes with Youth Program eligibility and priority to serve out-of-school youth
  - Adult and Dislocated Worker program no longer requires sequence of service
  - Adult and Dislocated Worker program funding transfer at 100%

### **Purpose of the Law**

- Increase opportunities for individuals, particularly those with barriers to employment
- Support alignment of workforce investment, education, and economic development systems
- Provide workers with the skills and credentials to secure and advance employment
- Promote improvement in the structure and delivery of services
- Increase prosperity of workers and employers
- Increase the employment retention and earnings of participants and increase the attainment of recognized post-secondary credentials

### **New Opportunities to...**

- Enhance the Service Delivery System
  - Local areas based on labor market areas, economic development activities, and access to adequate resources, including educational institutions
  - Planning regions to coordinate activities and promote consistency of services between local areas
  - Competitively procure OhioMeansJobs operators
  - OhioMeansJobs centers must be certified every three (3) years
- Enrich Services to Customers  
*Adult and Dislocated Workers*
  - WIA-sequence of services is no longer required
  - Sharing of assessments so that customers do not have to repeat/duplicate processes
  - An emphasis on assisting low-income and/or basic skills deficient individuals
  - Provision of transitional jobs which offers subsidized, time-limited work experiences to those individuals with barriers to employment, who are chronically unemployed or have an inconsistent work history
  - Incumbent Worker Training (IWT) is conducted for the purpose of assisting workers in obtaining the skills necessary to retain employment or avert layoffs

- Emphasis on career pathways which are a combination training and other services that support an individual entrance in or advancement within a specific occupation or occupational cluster aligning with the skill needs of industries

#### *Youth*

- Eligibility criteria changed to increase population served
  - Age range increased to 24 years old
  - In-school youth receiving or eligible to receive free or reduced lunches
- Achievement of diploma, credential, in-demand occupations, and career pathways are stressed
- Emphasis on out-of-school youth: 75% of youth expenditures on out-of-school youth, with 20% required for work-based training activities (e.g., work experiences)
- Advance Partner Linkages
  - Adult Literacy and Education (ABLE) and Rehabilitative Services are core programs
  - Moving from an Unified State Plan to a Combined State Plan which includes all core programs as well as Carl Perkins and other programs such as SNAP Employment and Training or TANF Employment and Training programs
  - Memorandum of Understandings (MOU) include the requirement for partners to pay for infrastructure costs
- Measuring Outcomes
  - Performance consists of measuring placements made, credentials received, and wages earned
  - New performance measure includes effectiveness of serving employers
- Increase Return on Investment
  - Services require linkages to in-demand occupations/sectors
  - Ability to transfer dollars between adult and dislocated worker funding streams
  - Pay-for-performance contracts
  - Flexible uses for "Excess Rapid Response Funds"