WIOA

Workforce Innovation and Opportunity Act
Arizona Implementation

Status Report: January 22, 2015

Reporting dates: September – December 2014

WIOA Implementation – Status Report
September - December 2014

WIOA Implementation – Status Report
September - December 2014
Executive Summary

This is the first report of the WIOA Implementation Team, summarizing activities of task forces and work groups for the period of September through December 2014. Additional Implementation Team updates are planned every four months culminating in the state unified workforce plan due in March 2016.

The Workforce Innovation and Opportunity Act (WIOA) of 2014 reauthorize the Workforce Investment Act (WIA) of 1998. WIOA provides the opportunity to align "workforce investment, education and economic development systems in support of a comprehensive, accessible, high-quality workforce development system in the United States." The State and Local Workforce Boards are asked to assume a larger role in engaging the private sector to meet the needs of employers and the labor market and to increase "access to and opportunities for the employment, education, training and support services"[1] that individuals need to succeed in the labor market.

As the administrative and fiscal entity of the WIOA grant, the Department of Economic Security (DES) Division of Employment and Rehabilitation Services (DERS) coordinated a structured analysis of WIOA in order to:

      a. Assess State and local readiness to implement WIOA;
      b. Identify and track potential barriers or challenges to state and local WIOA implementation;
      c. Inform U.S. Department of Labor (USDOL) of any potential technical assistance and training needed by the state and workforce system partners to successfully implement WIOA; and
      d. Prepare to respond to the Notice of Proposed Rules.

To facilitate the process, a statewide WIOA Implementation Team was established, engaging the Governor's Office of Workforce Development; the Workforce Arizona Council (WAC); the Arizona Department of Economic Security, Employment Administration and Rehabilitation Services Administration; Local Workforce Investment Areas; the Arizona Commerce Authority; the Arizona Department of Education, Adult Education; the Arizona Department of Administration, Office of Employment and Population Statistics; community colleges; the universities and the Arizona Board of Regents; and community-based organizations.

Eight task forces were created to review the provisions of WIOA and explore the impact on existing programs. The task forces meet independently and report out to the statewide Implementation Team. The task forces have identified questions and concerns and created a list of ten priorities for further research and discussion. Workgroups were formed across task forces to address priority issues, and WIOA Resources and Planning Tools have been posted on the DES/DERS website.

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[1] Workforce Innovation and Opportunity Act, Section 2, http://www.azdes.gov/wioa.

Introduction

To facilitate the transition from the Workforce Investment Act (WIA) to the Workforce Innovation and Opportunity Act (WIOA) of 2014, the Arizona Department of Economic Security (DES) established a statewide WIOA Implementation Team. This is the first team report, summarizing WIOA and the activities of task forces and work groups from September through December 2014. Additional reports are planned every four months culminating in the development of the state unified workforce plan due in March 2016.

The Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) of 2014 reauthorizes the WIA of 1998 and is designed to help job seekers access employment, education, training, and support services to succeed in the labor market, and to match employers with the skilled workers they need to compete in the global economy. It contains specific programs targeting vulnerable groups, such as laid-off workers and veterans with disabilities.

One goal of WIOA is to provide better alignment of "workforce investment, education and economic development systems in support of a comprehensive, accessible, high-quality workforce development system in the United States." The State Workforce Board (Workforce Arizona Council) and Local Workforce Boards will have more responsibility in actively engaging the private sector to meet the needs of employers and the labor market and to increase "access to and opportunities for the employment, education, training and support services" that individuals need to succeed in the labor market.[2]

Key provisions include:
- Requiring a single unified State Plan inclusive of the four core programs under the Act: (1) Adult, Dislocated Worker and Youth Programs, (2) Wagner-Peyser Employment Services, (3) Adult Education Services, and (4) Vocational Rehabilitation Services;
- Co-locating core programs in One-Stop Centers;
- Applying common performance measures to all core programs;
- Charging Workforce Boards with more responsibility for analyzing labor market needs, identification, reporting and dissemination of best practices, and developing career pathways;
- Creating more flexibility in job training programs and eliminating 15 duplicative programs;
- Emphasizing job preparation activities for youth and individuals with disabilities;
- Allowing the option to use non-federal funds to help support and run the State and local boards;
- One-Stop system infrastructure cost sharing; and
- The requirement to procure the One-Stop operator for each local area using a competitive process.

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[2] Workforce Innovation and Opportunity Act, Section 2, http://www.azdes.gov/wioa.

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Guiding the Implementation Team's discussions are the following principles based on *Ready to Work: Job-Driven Training and American Opportunity*, July 2014, a report on approaches to job-driven training:

1. **Engaging Employers**
   Work up-front with employers to determine local or regional hiring needs, and design training programs that are responsive to those needs.

2. **Earn and Learn**
   Offer work-based learning opportunities with employers – including on-the-job training, internships and pre-apprenticeships and Registered Apprenticeships – as training paths to employment.

3. **Smart Choices**
   Make better use of data to drive accountability, inform what programs are offered and what is taught, and offer user-friendly information for job seekers to choose programs and pathways that work for them and lead to successful employment for Arizonans.

4. **Measurement Matters**
   Measure and evaluate employment and earnings outcomes.

5. **Stepping Stones**
   Promote a seamless progression from one educational stepping stone to another, and across work-based training and education, so individuals' efforts result in progress.

6. **Opening Doors**
   Break down barriers to accessing job-driven training and hiring for any American who is willing and able to work.

7. **Regional Partnerships**
   Create regional collaborations among American Job Centers, education institutions, labor, and non-profits.

The Arizona WIOA Implementation Process

1. The DES/DERS and Arizona workforce system partners have begun to conduct a structured analysis of WIOA in order to:
   a. Assess State and Local readiness to implement WIOA;
   b. Identify and track potential barriers or challenges to State and Local WIOA implementation;
   c. Inform USDOL of any potential technical assistance and training needed by the State and workforce system partners to successfully implement WIOA; and
   d. Prepare to respond to Notice of Proposed Rules, which has been delayed from January 18, 2015 to spring 2015.

2. To facilitate the WIOA implementation process, a statewide WIOA Implementation Team was established. Work began September 9, 2014, with subsequent meetings/conference calls scheduled every two weeks. Participants include:
   a. Governor's Office of Workforce Development
   b. Workforce Arizona Council (WAC)
   c. Arizona Department of Economic Security (DES)
      i. Employment Administration (EA), including Employment Service/Veterans, WIA (State level), Temporary Assistance for Needy Families (TANF)
      ii. Rehabilitation Services Administration (RSA)
   d. Local Workforce Investment Areas
   e. Arizona Commerce Authority (ACA)
   f. Arizona Department of Education (ADE)
   g. Arizona Department of Administration/Office of Employment and Population Statistics
   h. Community colleges
   i. Universities / Arizona Board of Regents
   j. Community-based organizations

3. To facilitate the Implementation Team's discussion and explore the impact on existing programs, the following eight task forces were created:
   a. Governance
   b. Policy
   c. Performance Accountability
   d. Staff Development
   e. Fiscal/Infrastructure Funding
   f. Regionalism
   g. Labor Market Analysis
   h. Business Outreach

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4. The task forces met independently and reported out to the statewide Implementation Team. The team expects to provide updates on activities and findings in April and August 2015.

5. A WIOA Resource webpage has been created to serve as a repository of WIOA Implementation Team information. Documents have been posted at https://www.azdes.gov/main.aspx?menu=322&id=14583.

Activities and Status Report

A. Outreach to Stakeholders

1. Participation in bi-weekly United States Department of Labor (USDOL) WIOA conference calls, September through December 2014.

2. Participation in California Town Hall hosted by USDOL, October 2014.

3. Presentation by James Apperson, DES/DERS Assistant Director, at the National Association of State Workforce Agencies (NASWA), September 2014.

4. Presentation by Thomas Colombo, DES/DERS Deputy Assistant Director, at USDOL Webinar, December 9, 2014, "WIOA Technical Assistance Webinar - Jump-Starting Your Implementation"
(https://www.workforce3one.org/view/5001431752247778125/info).

5. DERS/EA leadership met with DES Office of Communications to discuss strategies for keeping stakeholders informed, December 2014.

B. Arizona Implementation Team Task Forces

1. Each Task Force identified questions, concerns, and key priorities. A combined list of the top 10 priorities was created to guide further planning.

2. Workgroups with members from several task forces were created to review the top five priorities, identify key concerns, questions, and need for technical assistance and/or additional research. The five priorities are:
   a. One-Stop Operator Procurement,
   b. Infrastructure cost sharing,
   c. Data sharing,
   d. Eligible Training Provider List (ETPL) provisions, and
   e. Youth Program provisions.

3. **Governance Task Force** is reviewing local board structure, required committees, and the issue of One-Stop Operator procurement.

4. **Labor Market Information Task Force** is working with local areas to determine what information is used and/or needed and to identify how information is best made available.

5. **Policy Task Force** created a spreadsheet that lists all provisions of WIOA by section number and worked with other task forces to align all sections of the act with specific task forces. Existing policy at the State level is listed in the document next to relevant sections of WIOA, and comments and questions can be added.

6. **Performance Accountability Task Force** is compiling information on data systems currently in use by stakeholders and is reviewing existing data sharing agreements.

7. **Staff Development Task Force** is compiling information on existing training requirements among core WIOA partners, existing resources and curricula, and national or regional support/professional organizations.

8. **Fiscal Task Force** is making plans to visit One-Stops to review operations and methodologies and develop templates for potential models for infrastructure cost sharing.

9. **Regionalism Task Force** developed initial questions regarding the process and costs of developing regional plans and reports in addition to local area plans and reports.

10. **Business Outreach Task Force** is identifying stakeholders in the business community and will initiate outreach and discussions when regulations and steps for implementation are available.

C. Next Steps

1. Develop work plan and implementation calendar to include key dates, key decisions and decision makers.

2. Document implementation process: Status Report completed January 22, 2015.

3. Develop a plan for gathering public comments on draft federal regulations.
   a. Establish WIOA mailbox for comments on draft regulations.
   b. Schedule WIOA regulations listening sessions for June 2015.

4. Continue meetings with task forces. The following specific activities have been identified; additional tasks will be identified as work progresses.

   a. Governance Task Force will focus on board structure and One-Stop Operator procurement requirements.
   b. Policy Task Force will review revisions to ETPL provisions. An *ad hoc* workgroup was created to study the concerns raised by community colleges; a second work group is reviewing new requirements for the WIOA Youth Program.
   c. Performance Task force will review data sharing agreements and process.
   d. Staff Development Task Force will be meeting in-person on January 21, 2015, to hold a work session on training strategies.
   e. Fiscal Task Force is continuing its review of cost-sharing models and will conduct site visits to several One-Stop Centers to obtain more information.
   f. Regionalism Task Force will identify state and national best practices and resources and develop guidance on actions steps for local areas.
   g. LMI Task Force will determine what metrics will be used to measure programs and how to make data available to partners.
   h. Business Outreach Task Force will work with local areas and business organizations, such as Chambers of Commerce, to identify employers.

5. The next statewide WIOA Implementation Team meeting is scheduled for January 27, 2015. Task forces and *ad hoc* work groups will provide updates on their work.

Attachments

Attachment A

Participants in WIOA Implementation Process

State Agencies

- Governor's Office of Workforce Policy
- Arizona Commerce Authority
- Arizona Department of Education
- Arizona Department of Economic Security
    - Rehabilitation Services Administration / Vocational Rehabilitation
    - Employment Administration (EA) / Temporary Assistance to Needy Families (TANF) Jobs Program
    - EA/WIOA
    - EA / Employment Services (ES) / Veterans
    - Division of Aging and Adult Services (DAAS) / Senior Community Service Employment Program (SCSEP)

Workforce Investment System

- 12 Local Workforce Investment Areas (LWIAs)
    - Coconino County Career Center
    - Gila-Pinal Local Workforce Investment Area
    - Maricopa Workforce Connections
    - Mohave-La Paz Local Workforce Investment Area
    - Navajo-Apache Counties Workforce Partnership
    - Nineteen Tribal Nations
    - Phoenix Workforce Connection
    - Pima County One-Stop Career Center
    - Santa Cruz County Workforce Development
    - Southeastern Arizona Workforce Connection
    - Yavapai Workforce Connection
    - Yuma Private Industry Council
- Arizona Association of Workforce Developers (AAWD)
- Workforce Arizona Council / Systems Committee

Community Colleges

- Central Arizona College
- Cochise Community College
- Estrella Community College
- Maricopa County Community College District
- Pima Community College

Universities

- Arizona Board of Regents
- Arizona State University
- Northern Arizona University
- University of Arizona

Community-Based Organizations Contacted (keep informed as needed/invite as needed)

- Arizona Private School Association
- Arizona Business and Education Coalition
- Arizona Career and Technical Education Quality Commission
- Greater Phoenix Urban League
- Arizona Bridge to Independent Living (updates only)
- Friendly House (updates only)

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Attachment B

Concerns and Questions Identified by Task Forces

A. Governance

1. Issues to consider: Filling vacancies as they occur with a 35 member board? Will end up having to let go of some board members with a smaller board.
2. State Plan guidance is very strict about board vacancies; can this be waived during the transition?
3. Does WIOA preclude a county to continue to be an operator if they are to conduct the competitive process?

B. Policy

1. Develop strategies to identify out-of-school youth; this can be done within the state, for example, by sharing information among LWIAs.
2. The Department of Education needs Unemployment Insurance (UI) data to meet goals, specifically the data that is required by WIOA, including disaggregated data. There are discussions now between DES and Department of Education (DOE) and local areas have data sharing agreements with DES, renewed annually. We need to ensure that current negotiations and future needs are coordinated and other task forces reviewing this issue need to be brought together. Agreements need to work for all partners; possibly different agreements for different partners are needed.
3. Keeping information in Arizona Job Connection (AJC) up-to-date is a challenge for some ETPL providers, for example, community colleges.
4. One idea for tracking student performance was to ask all training participants (even if not WIA funded) to enter a resume in AJC so that the system can track outcomes; there are concerns about the feasibility of this approach.
5. The state needs to stay apprised of changes being made or proposed by America's Job Link Alliance (AJLA), e.g. in regard to ETPL performance data collection and use of LMI / in-demand lists to filter training programs available to local areas.
6. Will there be any additional guidance on credentials?

C. Performance Accountability

1. What data sharing agreements does DES currently use?
2. Is there a template for the release of data that is Family Educational Rights and Privacy Act (FERPA) compliant?
3. How are regional negotiated levels and local negotiated levels reconciled?

4. Will all core programs be expected to aggregate all data or report separately?
5. Adult education concerns regarding collecting wage earning data- trying to work out data sharing agreement.
6. An additional challenge is that colleges use many different systems.
7. Follow-up with students is a concern; losing contact with clients/students is a current issue and may get bigger with WIOA.
8. Other states have data sharing in place; we should research how they are doing it.

D. Staff Development

1. Is funding available for additional training?
2. What is the time frame for bringing workforce staff up to the training standard identified?

E. Fiscal/Infrastructure Funding
1. No concerns or questions identified at this time.

F. Regionalism

1. To whom are regional plans submitted?
2. Do regional plans require Governor's approval?
3. The law allows for single-local-area regions. What benefits or incentives are there for multiple local areas to form regions?
4. Even if the current intent is not to threaten local areas, the regulations need to keep the regional expectations flexible and preserve local authority.
5. What will the reporting burden be for regions?
6. Is it possible to merge parts of the local and regional plans so we don't have to duplicate effort at the regional and local level?
7. Or is it possible to leverage the processes already being carried out by the Councils of Governments (COGs) throughout the state?
8. How will regional performance negotiations be aligned with local performance?
9. Could a local area have the option of participating in more than one regional plan process if the regions overlap?

10. Specifically to Maricopa County is the geographical size of these programs and the numbers served will require some strategic planning on how best to communicate, coordinate and move forward with implementation. Due to the enormous size of the area which includes a number of cities, towns and unincorporated areas all with unique and individual approaches, planning could be very challenging. These challenges cover sector alignment, recruitment, planning and resource sharing. Because our roles differ from economic developers and understanding and a shared fate initiative could be important. These two concerns would also be mirrored but not at the volume of Maricopa County as we work towards regionalization with Pinal County.
11. "Shall engage in regional planning"
    a. Defining engage would help.
    b. Can we be participant, not host?

G. Labor Market Information

1. Expanding the use of Labor Market Information (LMI) in ways not currently identified, such as the use of unemployment insurance data.
2. Expanding the detail provided by LMI to more specific jurisdictions, such as at the county and lower levels.
3. Encouraging cooperation between Employment and Training Administration (ETA) and Bureau of Labor Statistics (BLS).

H. Business Outreach

1. No concerns or questions identified at this time.

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Attachment C

Top Ten Concerns Identified by the Implementation Team

Issue	Comments
1. One-Stop Operator Procurement	Currently counties have contracted to be partners in a consortium as allowed under WIA. There is a sentiment to see if a waiver to the competitive procurement requirement is feasible as things are perceived to be working well in Arizona. QUESTIONS: Does WIOA preclude a county to continue to be an operator if they are to conduct the competitive process?
2. Infrastructure Funding	Methodologies need to be developed to provide local flexibility in determining core program contributions. One recommendation is to provide local areas approved methodology options to be used.
3. Data Sharing Amongst Core Programs	The law requires: WAGE RECORDS - In measuring the progress of the State on State and local performance accountability measures, a State shall utilize quarterly wage records, consistent with State law. The Secretary of Labor shall make arrangements, consistent with State law, to ensure that the wage records of any State are available to any other State to the extent that such wage records are required by the State in carrying out the State plan of the State or completing the annual report described in subsection. QUESTIONS: What data sharing agreements does DES currently use? Is there a template for the release of data that is Family Educational Rights and Privacy Act (FERPA) compliant?
4. Eligible Training Provider List (Credentials)	Credentials need to be defined for clarity at the local level. QUESTIONS: Will there be any additional guidance on credentials?

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5.	Eligible Training Provider List (College/University Performance Reporting)	Challenges for colleges if they have to report on the total number of participants in a program. Clarity needed for performance measure formulas.
6.	Seventy-Five Percent Requirement for Youth Programs to Be Spent on Out-of School Youth	Concern that in-school youth will be neglected; concern that some areas may find it challenging to meet the threshold.
7.	Preserving Local Authority	Need to distinguish between local authority and regional collaboration; preserve local workforce areas within larger economic regions
8.	Regional Planning v. Local Area Plans	Use a flexible process for submitting / reviewing regional plans. Concern regarding administrative burden in developing and approval process of local area plans and regional plans. QUESTIONS: Do regional plans require Governor's approval?
9.	Performance Accountability (Regional)	Need to clarify process for negotiating regional performance; performance should be negotiated from the local level up; give priority to regional partnerships for discretionary investments or activities. QUESTIONS: How are regional negotiated levels and local negotiated levels reconciled?
10.	Performance Accountability (Core Programs)	Need clarity on what federal agencies will require for state performance reporting. QUESTIONS: Will all core programs be expected to aggregate all data or report separately?

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Attachment D
Tentative Recommendations Identified by Task Forces[3]

A. Policy

1. Collect priority concerns from all task forces and develop a combined list; repeated mention of topics would indicate that it is a high concern.
2. Focus on high priority topics, using work groups with participants from different task forces.
3. Local areas need to have flexibility in determining which occupations are in demand; lists should not be used as the sole tool (e.g. for the ETPL).

B. Performance Accountability

1. Determine if Adult Education and RSA VR can interface information into AJC. This would require a unique identifier.

C. Staff Development

1. Look at the previous contracted training that was offered (Seminars of Excellence).

D. Regionalism

1. A simple, flexible process for submittal and review of regional plans is the Comprehensive Economic Development Strategy (CEDS) process provided by Economic Development Administration. CEDS model allows flexibility for variation between plans so that they can follow an organic process that is driven by the region, not a federal template.
2. Allow states the option of establishing a clearinghouse of plans – similar to process for federal grant applications provided by Executive Order 12372. However, regional plans should not require approval by the Governor.
3. Define "engagement" of local areas in regional plans as broadly as possible. Allow for LWIAs to demonstrate compliance with this requirement through participation in regional planning processes convened by another local area and/or by a non-workforce development sector. Allow for overlapping regional alliances.
4. Allow for regional collaboration to be addressed within local plans, provided that the participating local areas agree upon a unified regional narrative.
5. Clarify process for regional performance negotiations. Performance should be negotiated from the local level "up" but allow for flexibility across regions in meeting goals. This would be an incentive to team up with other LWIAs.
6. Give priority to regional partnerships for discretionary activities and/or funding opportunities.

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[3] Several task forces have not yet submitted recommendations, to include Governance, Fiscal, Labor Market Information, and Business Outreach.

Attachment E

Key Dates and Key Decisions (With Decision Maker)

Note: Provisions go into effect 7/1/15 unless a different date is given; dates are preliminary and will be confirmed.

4/1/2015

a. Adult Education State Plan for transition year program year (PY) 2015/16 due to the Office of Career, Technical, and Adult Education (OCTAE) – ADE.
b. Adult Education Performance Targets for transition year PY2015/16 due to OCTAE – ADE.
c. Spring 2015 - Proposed WIOA Unified Plan Guidance to be released – USDOL.

7/1/2015

a. TANF participation to be determined - **Governor** [section121 (b)(1)(C)].
b. Decision to reconfigure the State Board or grandfather current board – **Governor**
c. Local Board structure - **Governor and State Board** to establish criteria.
d. Template for performance reports (no later than 12 months after date of enactment) – Secretary of Labor with Secretary of Education [116 (d) (1)].
e. Establish transition procedures for keeping all ETPL providers eligible until December 2015, if needed– **Governor** [section 122 (i)]

7/22/2015

a. State ETPL Provisions implemented – DES.

Fall 2015

a. Final WIOA Unified Plan Guidance to be released – USDOL.

3/3/2016

a. State Unified Plan – **Governor**.
b. Performance levels for first and second year covered by the plan are negotiated (before approval of State Plan) - State with Secretary of USDOL and Secretary of Education [116 (b) (3) (iv)].

7/1/2016

a. One-Stop infrastructure cost requirements take effect.
b. One or more primary indicators of performance in serving employers (prior to begin of second full program year after enactment) - Secretary of USDOL and Secretary of Education [116 (b) (2) (iv)].
c. New Performance Indicators take effect [TEN 05-14, FAQ].
d. Identify regions – **Governor**.

7/1/2018

a. Performance levels for third and fourth year covered by the plan (before third year covered by State Plan) - State with Secretary of USDOL and Secretary of Education [116 (b) (3) (iv)].

Attachment F

Arizona Workforce Innovation and Opportunity Act
Website Information

www.azdes.gov/wioa

The Arizona Workforce Innovation and Opportunity Act (WIOA) website has the following resources available.

WIOA Documents
- WIOA Act
- Ready to Work: Job-Driven Training and American Opportunity
- USDOL Training and Employment Notices
- USDOL Training and Employment Guidance Letters

WIOA Resources
- Frequently Asked Questions
- WIA vs. WIOA Side-by-Side Comparisons
- Key Statutorily Required Implementation Dates
- Arizona Implementation Planning Information

Other Website Links
- USDOL WIOA Resource Portal
- Arizona Department of Education Adult Education Services-WIOA
- Arizona Department of Administration Employment and Population Statistics

www.azdes.gov/wioa

Attachment G

Arizona Workforce Innovation and Opportunity Act (WIOA) Implementation Contact Directory

Agency   Arizona Department of Economic Security, Division of Employment and Rehabilitation Services
Contact   James Apperson, Assistant Director
Address   1789 West Jefferson Street, Site Code 901A, Phoenix, Arizona 85007
Phone   (602) 542-4910
Fax   (602) 542-2273
Email   japperson@azdes.gov
Website   www.azdes.gov/wioa

Agency   Arizona Department of Economic Security, Division of Employment and Rehabilitation Services, Employment Administration
Contact   Joel Millman, Employment Administrator
Address   1789 West Jefferson Street, Site Code 910A, Phoenix, Arizona 85007
Phone   (602) 542-3667
Fax   (602) 542-3680
Email   joelmillman@azdes.gov
Website   www.azdes.gov/wioa

Agency   Arizona Department of Economic Security, Division of Employment and Rehabilitation Services, Employment Administration, Workforce Innovation and Office of Apprenticeship Section
Contact   Jutta Ulrich, Policy/Program Unit Supervisor
Address   1789 West Jefferson Street, Site Code 920Z, Phoenix, Arizona 85007
Phone   (602) 542-3957
Fax   (602) 542-2491
Email   julrich@azdes.gov
Website   www.azdes.gov/wioa

Agency   Arizona Department of Economic Security, Division of Employment and Rehabilitation Services, Rehabilitation Services Administration
Contact   Letitia Labrecque, Program Administrator
Address   1789 West Jefferson Street, Site Code 930A, Phoenix, Arizona 85007
Phone   (602) 542-0273
Fax   (602) 250-8328
Email   llabrecque@azdes.gov
Website   www.azdes.gov/rsa

Agency   Arizona Department of Education
Contact   Sheryl Hart, Deputy Associate Superintendent
Address   1535 West Jefferson Street, Bin 26, Phoenix, Arizona 85007
Phone   (602) 258-2410
Fax   (602) 542-0031
Email   Sheryl.hart@azed.gov
Website   http://www.azed.gov/adultedservices/wioa/

Attachment H
WIOA Implementation Team Members

Member Name	Organization
Alfreddie Campbell	DES DERS EA WIOA
Amy Francisco	Nineteen Tribal Nations
Amy Graybeal	DES Policy
Ana Quick	Santa Cruz LWIA
Andrea Benkendorf	DES DERS RSA
Angelica Hernandez	Southeastern AZ Workforce Connection
Arthur Eckstrom	Pima LWIA
Bashiruddin Ataullah	DES DERS RSA
Belinda Hanson	DES ES
Belinda St. John	Santa Cruz LWIA
Beverly Wilson	ADE-Adult Ed
Bob Duke	Gila/Pina LWIA
Brian Persons	DES DERS UI
Brianna Bendotti	MCCCD
Carol Curtis	Coconino LWIA
Charles Casey	Pima LWIA
Cheryl Foster	State of Idaho
Chris Hall	DES DERS Fiscal
Christina Register	Mohave/LaPaz LWIA
Christina Throop	Gila/Pina LWIA
Christy Farley	NAU
Connie Fraijo	DES DERS EA WIOA
Cynthia Spell-Tweh	Phoenix LWIA
Dalila Perez	Pima LWIA
Dana Katbah	Pima LWIA
Darrell Reagan	DES DAAS
Deborah Dease	DES DERS EA WIOA
Debra Stevenson	Pima LWIA
Debra Stover	DES DERS IT
Del Zahnleiter	DES DERS IT
Dennis Anthony	WAC
Dennis Doby	DES DERS
Diana Russell	Nineteen Tribal Nations
Doris Pulsifer	Phoenix LWIA
Dorothee Harmon	Pima LWIA
Eddie Saavedra	Pima LWIA
Efrain Romero	Pima LWIA
Frank Antondo	YPIC
Fred Lockhart	AZ Private School Association
Gabe Loyola	Loyola Assoc for Pima
George Self	Cochise Community College
Gerri Brunson	Pima LWIA
Ginny Seltenright	ADE-Adult Ed
Heather Weber	Estrella Mountain
James Apperson	DES DERS
James Menlove	Navajo/Apache LWIA

Member Name	Organization
James Mize	Pima LWIA
Janetta Beaumont	Coconino LWIA
Janette Crawford	Yuma LWIA
Jaymie Parker	DES Policy
Jen Miles	Mohave/LaPaz LWIA
Jennifer Kaufman Fourness	Maricopa Comm Colleges
Jennifer Steele	AZ Commerce Author
Jerald Goode	ADE-Adult Ed
Jo Anne Placona	DES DERS IT
Joel Millman	DES DERS EA
John Catapano	Maricopa Comm Colleges
John Morales	YPIC
Jon Ellerston	DES DERS RSA
Judy Gonzales	NACOG
Julie Leonard	Central Arizona CC
Jutta Ulrich	DES DERS EA WIOA
Karen Poole	Maricopa Comm Colleges
Kathy Johnson	Greater Phoenix Urban League
Kathy Kline	Nineteen Tribal Nations
Kathy Thiessen	Phoenix LWIA
Kelly Crawford	ADE-Adult Ed
Keri March	Maricopa LWIA
Kerri Barnes	Phoenix LWIA
Kim Rodriguez	Gila/Pina LWIA
Kim Sabow	Arizona Edu
Kimberly Faust	Phoenix LWIA
Krista Rippee	Phoenix LWIA
Kristen Mackey	DES DERS RSA
Lana Chanda	Nineteen Tribal Nations
Latha Seshadri	US DOL
Lauren Farshler	Mohave/LaPaz LWIA
Laurie Ontiveros	DES Policy
Leah Cickavage	NACOG
Leah Rossow	DES DERS
Letitia Labrecque	DES DERS RSA
Lillian Miller	Mohave/LaPaz LWIA
Linda Martinez	Gila/Pina LWIA
Linda Valenzuela	Nineteen Tribal Nations
Lisa Lane	Southeastern AZ Workforce Connection
Lynn Nedella	DES DERS EA WIOA
Maggie Crowdes	Pima LWIA
Maha Madhanakumar	DES DERS Fiscal
Malissa Buzan	Gila/Pina LWIA
Marilyn Nicolls	DES DERS IT
Mark Dobbins	SUMCO Phoenix Corp
Martha Camacho	YPIC

Member Name	Organization
Martha Sihas	Santa Cruz LWIA
Mary Castillo	Santa Cruz LWIA
Mary Mendola	Mohave/LaPaz LWIA
Mary Murphy	Governor's Office
Mary Tieman	Southeastern AZ Workforce Connection
Mauricio Chavez	Santa Cruz LWIA
Mercedes Mendivil	YPIC
Mia D'Amato	NACOG
Michelle Barker	DES DERS EA
Michelle Huff	Southeastern AZ Workforce Connection
Mimi Hurtado	Nineteen Tribal NationsWIB
Molly Bright	DES DERS
Moriah Blomfield	DES ES
Murney Brown	Pima LWIA
Nick Montague	Gila/Pina LWIA
Nidia Herrera	YPIC
Nils Urman	Pima LWIA
Pat Romant	YPIC
Patricia Ivonne Azcue	Santa Cruz LWIA
Patricia Wallace	Maricopa LWIA
Patrick Goetz	YPIC
Paul Franckowiak	ADE-Adult Ed
Paul Shannon	ADOA
Peggy Castano	Pima LWIA
Peggy Feenan	DES DERS EA
Peter Salcido	Nineteen Tribal Nations
Ramona Duran	Mohave/LaPaz LWIA
Randy Kimmens	Maricopa Community Colleges
Regina Suitt	Pima Community Colleges
Roberto Vasquez	Yavapai Regional Medical Center
Ron Delgado	DES DERS EA WIOA
Ron Trusley	Nineteen Tribal Nations
Rosalinda Cordova	Nineteen Tribal Nations
Rosemary CoraCruz	Pima LWIA
Seth Dyson	Phoenix LWIA
Sheila Shedd	AZ Commerce Authority
Sherri Placencio	DES DERS EA WIOA
Sheryl Hart	ADE-Adult Ed
Stacey Faulkner	Maricopa LWIA
Stacie Garlieb	Successful Impressions
Stan Flowers	Phoenix LWIA
Susan Morss	Cochise Community College
Susan Tegmeyer	Navajo/Apache LWIA
Susie Parel-Duranceau	Mohave/LaPaz LWIA
Tara Ousley	DES DERS EA WIOA
Teri Drew	NACOG

Member Name	Organization
Terry Farrell	Maricopa LWIA
Theresa Sumner	DES DERS EA
Thomas Colombo	DES DERS
Tim Stump	DES DERS RSA
Vada Phelps	Southeastern AZ Workforce Connection
Vicki Mastriani	NACOG
Vickie Simmons	Southeastern AZ Workforce Connection
Victor Vaughan	DES DERS
Wallin Gustin	DES ES
William Higgins	DES DERS EA WIOA
Yvonne Pearson	Greenlee County

Attachment I

Workforce Innovation and Opportunity Act (WIOA) Matched to Task Forces

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Introductory			
Sec. 1. Short title, Table of contents			
Sec. 2. Purposes			
Sec. 3. Definitions			
Title I WORKFORCE DEVELOPMENT ACTIVITIES			
Subtitle A—System Alignment	WIA Section 01-2013 Service Integration		
CHAPTER 1—STATE PROVISIONS			Governance
Sec. 101. State workforce development boards.			Governance
Sec. 102. Unified State plan.		Due March 3, 2016	Governance/Policy
Sec. 103. Combined State plan.			Governance
CHAPTER 2—LOCAL PROVISIONS			Governance
Sec. 106. Workforce development areas.	WIA Section 02-2013 Workforce Investment Act Local Governance	Identify regions	Governance/Regionalism
Sec. 107. Local workforce development boards.	Section 02-2013 Workforce Investment Act Local Governance	Number of required members is reduced; roles added for employer engagement, leveraging non-federal resources, promoting promising practices; three required committees: One-Stop operations, youth services, & individuals with disabilities	Governance/Regionalism
Sec. 108. Local plan.	Section 02-2013 Workforce Investment Act Local Governance	WIOA requires a single, unified State plan covering all core programs authorized under the bill. Term is for 4 years, with 2-year update	Governance
CHAPTER 3—BOARD PROVISIONS			Governance
Sec. 111. Funding of State and local boards.			Governance
CHAPTER 4—PERFORMANCE ACCOUNTABILITY			Performance Accountability
Sec. 116. Performance accountability system.		New measures. Shared measures for adults across all core programs. New, shared measures across all youth serving programs authorized under the bill.expands use of UI wage records across all programs; requires coordination of state and federal evaluation efforts; and establishes a new Workforce Information Advisory Council. Add measure to be established by DOL for measuring employer services. state may add additional measures. State may add pay for performance incentives from non-federal funds.	Performance Accountability
Subtitle B—Workforce Investment Activities and Providers			
CHAPTER 1—WORKFORCE INVESTMENT ACTIVITIES AND PROVIDERS			Policy

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Sec. 121. Establishment of one-stop delivery systems.	WIA Section 03-2013/04-2013 One-Stop Delivery System and One-Stop Certification Process	Add criteria (to be set by WAC) for use by local boards to assess the "effectiveness, physical and programmatic accessibility, and continuous improvement" of American Job Centers at least every three years. Add Second Chance and to required partners and address whether TANF is included. Outline process for one-stop partners to reach a voluntary agreement to fund infrastructure costs; or, if local areas fail to come to an agreement, mandate a State funding mechanism. Outline process for core partners to develop an integrated customer flow that offers people the appropriate mix of services. Eliminate the "sequence of services," and combine core and intensive services into a new "career services" category	Governance/Policy
Sec. 122. Identification of eligible providers of training services.	WIA Title IB Policy Section 02-600 (ETPL)	ETPL policies promote career pathways (including integrated or contextualized ABE, ESL, and occupational training); industry or sector partnership (local WIBs are required to "convene, use, or implement" sector partnerships); and an increased focus on the attainment of industry-recognized certificates and credentials linked to in-demand occupations	Policy
Sec. 123. Eligible providers of youth workforce investment activities.	Currently working on the WIA Title IB Youth Policy		Policy
CHAPTER 2—YOUTH WORKFORCE INVESTMENT ACTIVITIES	Currently working on the WIA Title IB Youth Policy	New allowance for sole-source procurement if insufficient providers to compete. Allows for pay-for-performance contracts.	Policy
Sec. 126. General authorization.			Policy
Sec. 127. State allotments.			Policy
Sec. 128. Within State allocations.			Policy
Sec. 129. Use of funds for youth workforce investment activities.	Currently working on the WIA Title IB Youth Policy	Amended eligibility criteria: OSY aged 16-24. ISY additional barriers. Expanded menu of services for Youth. At least 20% of funds have to be used for work experience. Increased proportion to be used for OSY	Policy
CHAPTER 3—ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES			Policy
Sec. 131. General authorization.			Policy
H. R. 803—2			Policy
Sec. 132. State allotments.			Policy
Sec. 133. Within State allocations.			Fiscal / Policy

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Sec. 134. Use of funds for employment and training activities.	WIA Title IB Policy Section 100 Adult Program and Section 200 Dislocated Workers. In progress: Section 400 Training.	Policies promote career pathways (including integrated or contextualized ABE, ESL, and occupational training); industry or sector partnership; and an increased focus on the attainment of industry-recognized certificates and credentials linked to in-demand occupations. Priority for individuals on public assistance, other low-income individuals, and people who are basic-skills deficient.Local board can reserve 20 percent of funds for incumbent worker training.	Policy
CHAPTER 4—GENERAL WORKFORCE INVESTMENT PROVISIONS			Governance/Fiscal
Sec. 136. Authorization of appropriations.			Governance/Fiscal
Subtitle C—Job Corps		Federal policies - states do not make policies but we may need state/local policies to complement these	
Sec. 141. Purposes.			
Sec. 142. Definitions.			
Sec. 143. Establishment.			
Sec. 144. Individuals eligible for the Job Corps.			
Sec. 145. Recruitment, screening, selection, and assignment of enrollees.			
Sec. 146. Enrollment.			Policy
Sec. 147. Job Corps centers.			Governance/Policy
Sec. 148. Program activities.			Policy
Sec. 149. Counseling and job placement.			Policy
Sec. 150. Support.			Policy
Sec. 151. Operations.			Policy
Sec. 152. Standards of conduct.			Policy
Sec. 153. Community participation.			Policy
Sec. 154. Workforce councils.			Governance
Sec. 155. Advisory committees.			Governance
Sec. 156. Experimental projects and technical assistance.			Governance
Sec. 157. Application of provisions of Federal law.			Governance
Sec. 158. Special provisions.			Governance
Sec. 159. Management information.			Governance/Performance
Sec. 160. General provisions.			Governance
Sec. 161. Job Corps oversight and reporting.			Governance
Sec. 162. Authorization of appropriations.			Governance
Subtitle D—National Programs			
Sec. 166. Native American programs.			Policy
Sec. 167. Migrant and seasonal farmworker programs.			Policy
Sec. 168. Technical assistance.			Policy
Sec. 169. Evaluations and research.			Policy
Sec. 170. National dislocated worker grants.			Policy
Sec. 171. YouthBuild program.			Policy
Sec. 172. Authorization of appropriations.			Policy

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Subtitle E—Administration			
Sec. 181. Requirements and restrictions.			Fiscal/Governance/Policy
Sec. 182. Prompt allocation of funds.			Fiscal/Governance/Policy
Sec. 183. Monitoring.			Fiscal/Governance/Policy
Sec. 184. Fiscal controls; sanctions.			Fiscal/Governance/Policy
Sec. 185. Reports; recordkeeping; investigations.			Fiscal/Governance/Policy
Sec. 186. Administrative adjudication.			Fiscal/Governance/Policy
Sec. 187. Judicial review.			Fiscal/Governance/Policy
Sec. 188. Nondiscrimination.			Fiscal/Governance/Policy
Sec. 189. Secretarial administrative authorities and responsibilities.			Fiscal/Governance/Policy
Sec. 190. Workforce flexibility plans.			Fiscal/Governance/Policy
Sec. 191. State legislative authority.			Fiscal/Governance/Policy
Sec. 192. Transfer of Federal equity in State employment security agency real property			Fiscal/Governance/Policy
to the States.			Fiscal/Governance/Policy
Sec. 193. Continuation of State activities and policies.			Fiscal/Governance/Policy
Sec. 194. General program requirements.			Fiscal/Governance/Policy
Sec. 195. Restrictions on lobbying activities.			Fiscal/Governance/Policy
TITLE II—ADULT EDUCATION AND LITERACY			
Sec. 201. Short title.	Same		Policy/Governance/Fiscal
Sec. 202. Purpose.	Very similar		Policy/Governance/Fiscal
Sec. 203. Definitions.	Similar	Definition of integrated education and training	Policy/Governance/Fiscal
Sec. 204. Home schools.			Policy/Governance/Fiscal
Sec. 205. Rule of construction regarding postsecondary transition and concurrent	Existing policy is unclear	WIOA makes it clear that co-enrollment in adult ed and college is appropriate	Policy
enrollment activities.			Performance Accountability
Sec. 206. Authorization of appropriations.		Contains annual increases- still depends on appropriation	Fiscal/Governance/Policy
Subtitle A—Federal Provisions			
Sec. 211. Reservation of funds; grants to eligible agencies; allotments.			Fiscal/Governance/Policy
Sec. 212. Performance accountability system.	Performance measures: employment, enter postsec, obtain secondary diploma, advance academic level; required use of approved standardized pre/post assessment; levels negotiated each year	WIOA refers to Performance Measures in Title 1, Sectioon 116; adds earnings to employment measures; adds employment/ps to obtain secondary dilpoma; levels are still negotiated each year	Performance Accountability
Subtitle B—State Provisions			
Sec. 221. State administration.			Policy/Governance/Fiscal
Sec. 222. State distribution of funds; matching requirement.			Policy/Governance/Fiscal
Sec. 223. State leadership activities.	WIA policies identify allowable SL activities	WIOA has REQUIRED activities plus additional allowable	Governance/Policy
Sec. 224. State plan.	Adult Education State Plan	WIOA requires adult education in Unified or Combined State Plan; plan includes AEFLA specific elements	Governance/Policy

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Sec. 225. Programs for corrections education and other institutionalized individuals.			Policy
Subtitle C—Local Provisions			
Sec. 231. Grants and contracts for eligible providers.			Policy
Sec. 232. Local application.			Policy
Sec. 233. Local administrative cost limits.			Policy
Subtitle D—General Provisions			
Sec. 241. Administrative provisions.			Governance/Fiscal
Sec. 242. National leadership activities.			Governance/Fiscal
Sec. 243. Integrated English literacy and civics education.	EL/Civics funded separately		Policy/Governance
TITLE III—AMENDMENTS TO THE WAGNER-PEYSER ACT			
Sec. 301. Employment service offices.	Employment Service (ES) Policy Manual	No changes to policy needed. ES Policy currently refers to employment service offices rather than employment offices. Changes the term "employment offices" to "employment *service* offices. " ES Policy currently refers to employment service offices rather than employment offices.	Policy/Governance
Sec. 302. Definitions.	ES Policy Manual	Language and definitions in policy may need to be updated.	Policy
Sec. 303. Federal and State employment service offices.	(Wagner-Peyser Act Section 3(c)(2)), (Wagner-Peyser Act Section 3(c)(4)), (Wagner-Peyser Act Section 3(c)(4)(d))	Will need to add to policy once best practices are disseminated. - Policy will be needed to enhance staff development in the area of providing a broad range of career guidance. - Regarding co-location: Will affiliated ES offices still be allowable as described in 20 CFR 652.202? If not, policy revision required. - State policy will be needed to describe the national electronic tools that will be developed.	Policy/Governance
Sec. 304. Allotment of sums.			Policy
Sec. 305. Use of sums.	ES Policy Manual; WIA Fiscal Policy in development	Policy will need to be revised to describe new requirements for UI Claimants. - What is meant by "eligibility assessments"? - Are these provisions required for all UI claimants or only those who are a part of REA/RES programs? Will need to examine if this applies to only those claimants who seek out services or if a requirement will be in place for claimants to seek services.	Policy/Fiscal
Sec. 306. State plan.		ES is currently included in state plan. Will need to review requirements described in section 102-103 of WIOA.	Policy/Governance

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Sec. 307. Performance measures.	ES Policy	Will need to revise policy to align ES performance measures with new WIOA Performance Accountability Measures.	Performance Accountability
Sec. 308. Workforce and labor market information system.			Labor Market Analysis
TITLE IV—AMENDMENTS TO THE REHABILITATION ACT OF 1973			
Subtitle A—Introductory Provisions	Federal Level Policies		
Sec. 401. References.			Governance
Sec. 402. Findings, purpose, policy.			Governance
Sec. 403. Rehabilitation Services Administration.			Governance
Sec. 404. Definitions.			Governance
Sec. 405. Administration of the Act.			Governance
Sec. 406. Reports.	State Plan for VR and Supported Employment (SE) - annual report due on 6/30 RSA 911 (programmatic data) - annual report due on 9/30 RSA 2 (fiscal report) - annual report due on 12/31 RSA 704 (Independent Living) - annual report due 12/31 RSA 70B (Independent Living Older Blind) - annual report due on 12/31 State Plan for Independent Living - Triennel report due 10/1 RSA 15 (Business Enterprise Program) annual report due on 12/31		Governance
Sec. 407. Evaluation and information.			Governance
Sec. 408. Carryover.			Governance
Sec. 409. Traditionally underserved populations.			Governance
Subtitle B—Vocational Rehabilitation Services	34 CFR 361		
Sec. 411. Declaration of policy; authorization of appropriations.	Only Designated State Agency has authority to spend dollars Arizona is a "combined agency" serving all individuals including those individuals with blind/visual impairments (other states have 2 separate agencies, one agency dedicated to serving only individuals with blind/visual impairment)		Policy
Sec. 412. State plans.	Due annually by 6/30		Policy/Governance

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Sec. 413. Eligibility and individualized plan for employment.	Only qualified AZRSA staff are allowed to make eligibility and service provision decisions Federal mandated to determine eligibility within 60 days of signed/dated application State level policy that IPE must be completed within 120 days of eligibility determination	Federal policy now that IPE must be completed within 90 days of eligibility determination	Policy
Sec. 414. Vocational rehabilitation services.	Only VR staff can plan and authorize VR services		Policy
Sec. 415. State Rehabilitation Council.	Federally mandated partners with prescribed number and type of members on council	Changes to council members	Governance/Policy
Sec. 416. Evaluation standards and performance indicators.	7 performance indicators - usually required to 1. # of clients who achieved an employment outcome - performance level 55.8% 2. % of clients who exited program who achieved an employment outcome - performance level 55.8% 3. % of clients who exited program who achieved competetive wages - performance level 72.6% 4. % of clients who were identified as having a significant disability - performance level 62.4% 5. ratio of clients who earned a wage similar to the average hourly wage of the state - performance level .52 6. # of individuals who exited the program who reported that their wage earning were the largest single source of support - performance level 53.0 7. % of individuals with a minority background who extied the program and who received services - performance level .80		Performance Accountability
Sec. 417. Monitoring and review.	Federally monitored every 3-5 years; internal review processes		Performance Accountability
Sec. 418. Training and services for employers.	No current policies		Staff Development
Sec. 419. State allotments.	Formulary grant - requires state to provide 21.3% and federal government matches at 78.7%		Governance/Fiscal
Sec. 420. Payments to States.	Annual grants - open for 2 years		Governance/Fiscal
Sec. 421. Client assistance program.	Federally mandated program; third party; assist clients with appeal and advocacy; must offer this program and make available contact information to clients throughout the process		Policy

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Sec. 422. Pre-employment transition services.	No current policies	Currently operate 22 different contracts with school districts statewide to provide pre-employment services to transition age students	Governance
Sec. 423. American Indian vocational rehabilitation services.	Currently have 6 MOU's local 121 American Indian Tribes; work cooperatively outside of MOU's with other tribes		Governance
Sec. 424. Vocational rehabilitation services client information.	Can only share information in connection with the provision of services; may not share 3rd party information		Governance
Subtitle C—Research and Training	Federal Level Policies		
Sec. 431. Purpose.			Policy
Sec. 432. Authorization of appropriations.			Policy/Fiscal
Sec. 433. National Institute on Disability, Independent Living, and Rehabilitation Research		moving to HHS	Policy
Sec. 434. Interagency committee.			Policy/Governance
Sec. 435. Research and other covered activities.			Policy/Governance
Sec. 436. Disability, Independent Living, and Rehabilitation Research Advisory Council		moving to HHS	Policy/Governance
Sec. 437. Definition of covered school.			Policy/Fiscal
Subtitle D—Professional Development and Special Projects and Demonstration	Federal Level Policies		
Sec. 441. Purpose; training.			Staff Development
Sec. 442. Demonstration, training, and technical assistance programs.			Staff Development
Sec. 443. Migrant and seasonal farmworkers; recreational programs.			Staff Development
Subtitle E—National Council on Disability	Federal Level Policies		
Sec. 451. Establishment.			Governance
Sec. 452. Report.			Governance
Sec. 453. Authorization of appropriations.			Governance
Subtitle F—Rights and Advocacy	Federal Level Policies		
Sec. 456. Interagency Committee, Board, and Council.			Governance
Sec. 457. Protection and advocacy of individual rights.			Governance/Policy
Sec. 458. Limitations on use of subminimum wage.			Policy
Subtitle G—Employment Opportunities for Individuals With Disabilities	Federal Level Policies		
Sec. 461. Employment opportunities for individuals with disabilities.			Policy
Subtitle H—Independent Living Services and Centers for Independent Living	34 CFR 364		
CHAPTER 1—INDIVIDUALS WITH SIGNIFICANT DISABILITIES			Policy
SUBCHAPTER A—GENERAL PROVISIONS			Policy
Sec. 471. Purpose.			Policy
Sec. 472. Administration of the independent living program.	Only Designated State Agency has authority to spend dollars; must be approved in State Plan for Independent Living		Policy

WIOA Section Number	Existing State Level Policy	Comments/Questions	Task Force
Sec. 473. Definitions.			Policy
Sec. 474. State plan.	Due annually by 12/31		Governance
Sec. 475. Statewide Independent Living Council.	Federally mandated with prescribed membership		Governance
Sec. 475A. Responsibilities of the Administrator.	Receive, account for, and disperse funds	This may change if the Statewide Independent Living Council (SILC) chooses a different Designated State Entity. WIOA offers them this opportunity.	Governance
SUBCHAPTER B—INDEPENDENT LIVING SERVICES	Coordinate with other state programs		Policy
Sec. 476. Administration.			Policy
SUBCHAPTER C—CENTERS FOR INDEPENDENT LIVING			Policy
Sec. 481. Program authorization.			Policy
Sec. 482. Centers.	Currently 6 CILS in AZ		Policy
Sec. 483. Standards and assurances.			Policy
Sec. 484. Authorization of appropriations.			Policy
CHAPTER 2—INDEPENDENT LIVING SERVICES FOR OLDER INDIVIDUALS WHO ARE BLIND			Policy
Sec. 486. Independent living services for older individuals who are blind.	55+ with visual impairment		Policy
Sec. 487. Program of grants.			Policy
Sec. 488. Independent living services for older individuals who are blind authorization of appropriations			Policy
Subtitle I—General Provisions	Federal Level Policies		
Sec. 491. Transfer of functions regarding independent living to Department of			Policy
Health and Human Services, and savings provisions.			Policy
Sec. 492. Table of contents.			Policy
TITLE V—GENERAL PROVISIONS			
Subtitle A—Workforce Investment			Fiscal
Sec. 501. Privacy.			Fiscal
Sec. 502. Buy-American requirements.			Fiscal
Sec. 503. Transition provisions.			Fiscal
Sec. 504. Reduction of reporting burdens and requirements.			Fiscal
Sec. 505. Report on data capability of Federal and State databases and data exchange			Fiscal
agreements.			Fiscal
Sec. 506. Effective dates.			Fiscal
Subtitle B—Amendments to Other Laws			Fiscal
Sec. 511. Repeal of the Workforce Investment Act of 1998.			Fiscal
Sec. 512. Conforming amendments.			Fiscal
Sec. 513. References.			Fiscal