

WIOA Implementation

WIOA: Embracing Change for a Positive Future

Outline

WIOA Overview

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Workforce System Overview

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Embracing Change



WIOA Overview

Background

Signed into law July 22, 2014

- Help job seekers access employment, education, training, and support services.
- Match employers with the skilled workers they need to compete in the global economy.
- Increase access and equal opportunities for individuals with disabilities to employment, education, training, and support services.

Effective date July 1, 2015

- Supersedes the Workforce Investment Act of 1998.
- Amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.

WIOA Key Changes

- Encourages coordination of core programs through requirement of a unified state plan.
- Aligns workforce development programs with regional economic development strategies and needs.
- Establishes common performance measures across core programs.
- Emphasizes work-based learning and career pathways systems.
- Authorizes use of funds for integrated education and training and defines workforce preparation as an activity.
- Requires co-location of Wagner-Peyser Employment Services in One-Stops.
- Increases outreach to disconnected youth.

WIOA Implementation Plan

WIOA Implementation

- Planning: July 2014 through June 30, 2015.
- Transition Year: July 1, 2015 through June 30, 2016.
- Implementation must address:
 - How WIOA Core Partners are collaborating.
 - Changes to workforce boards and service delivery.
 - Process to develop Unified (or Combined) State Plan (due March 2016).
 - Process to report on common performance indicators the following year.
- Full WIOA Implementation is July 1, 2016.

Implementation Plan

- Statewide WIOA Implementation Team
- Eight Task Forces
- Reporting at bi-weekly conference calls
- WIOA resources on DES website at www.azdes.gov/wioa
- First status report January 22, 2015
- Ongoing communication with USDOL and USDOE

Implementation Team

- Governor's Office of Workforce Development
- Arizona Commerce Authority (ACA)
- Arizona Department of Economic Security (DES)
 - Employment Administration (EA), including Employment Service/Veterans, WIA (State level), Temporary Assistance for Needy Families (TANF)
 - Rehabilitation Services Administration (RSA)
- Arizona Department of Education (ADE)
- Arizona Department of Administration / Office of Employment and Population Statistics
- Arizona Association of Workforce Developers (AAWD)
- Community-Based Organizations
- Community Colleges and Universities
- Local Workforce Investment Areas
- Workforce Arizona Council (WAC)

Key Dates / Activities

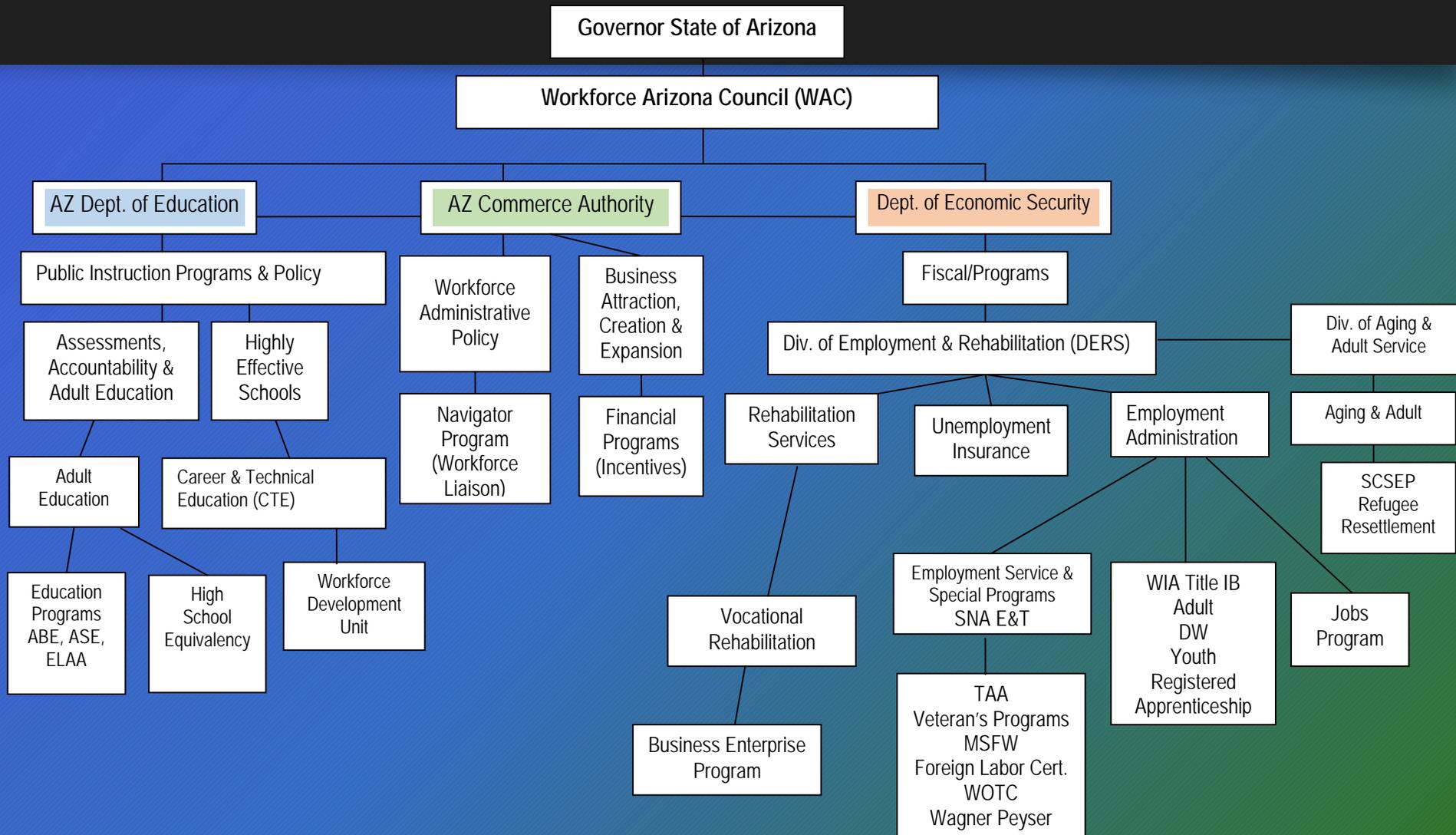
Date	Activity
July 22, 2014	• Workforce innovation and Opportunity Act signed into law
August 21, 2014	• Local Workforce Area Directors meet to outline preliminary WIOA questions/concerns
September 9, 2014 - present	• Arizona WIOA Implementation Planning Team meeting/web conference calls conducted every two weeks and scheduled through June 30, 2015)
September 22, 2014 - present	• U.S. Department of Labor (USDOL) Region 6 conducts first “WIOA Check-in” call with States. Calls area conducted every two weeks
October 28, 2014	• USDOL issues Training and Employment Guidance Letter (TEGL) No. 12-14
January 22, 2015	• “WIOA - Workforce Innovation and Opportunity Act Arizona Implementation Status Report: September – December 2014” posted on WIOA resource page
February 19, 2015	• USDOL issues TEGL 19-14 “Vision for the Workforce System and Initial Implementation of WIOA”

Key Dates / Activities (continued)

Date	Activity
March – June 2015	<ul style="list-style-type: none"> Planned “Road Shows” for Core Partner representatives to jointly present WIOA implementation plan to field staff statewide
April 16, 2015	<ul style="list-style-type: none"> Notice of Proposed Rulemaking (NPRM) by the Departments of Labor and Education issued; comment period 60 days (June 15, 2015)
July 1, 2015	<ul style="list-style-type: none"> WIOA provisions take effect, unless otherwise noted in the Act
July 22, 2015	<ul style="list-style-type: none"> Eligible Training Providers provisions to be implemented by Governors and boards
January 22, 2016	<ul style="list-style-type: none"> DOL, ED and HHS must publish Final Rules to implement WIOA
March 3, 2016	<ul style="list-style-type: none"> Deadline for Unified/Combined State Plan submission Levels for new performance indicators are negotiated as part of approval of State Plans
July 1, 2016	<ul style="list-style-type: none"> One-Stop Infrastructure cost requirements take effect Use of common One-Stop delivery identifier must be implemented

Workforce System at a Glance

Arizona's Workforce System Overview



Core Partners and Co-Location

- I. Adult, Dislocated Worker, and Youth Formula Programs (USDOL)
- II. Adult Education and Literacy Programs (USDOE)
- III. Wagner-Peyser Employment Services (USDOL)
- IV. Vocational Rehabilitation (USDOE)
 - USDOL – US Department of Labor
 - USDOE – US Department of Education

WIOA Key Issues

And Impact on Programs

Key Issues

Programs and Services

Local Areas and Regional Collaboration

Career Pathways

Common Performance Accountability

Staff Development

Title I: Adult, Dislocated Workers, Youth

- Local workforce areas and One-Stops continue
- Adult, Dislocated Worker and Youth Programs continue
- Increased focus on out-of-school youth
- WIA core and intensive services to be combined as career services

Title II: Arizona's Adult Education System

OCTAE
Workforce Investment Act, Title II

State of Arizona
A.R.S. 15-232, 15-233, 15-234, 15-702

Arizona Department of Education
Adult Education Services Division

25 Funded Adult Education Providers

of Enrolled Learners: 16,000+ # of Hours: 1,300,000+

Classes: ABE, ASE, ELAA, EL/Civics Delivery: F2F, DL, HL

HSE Testing &
Transcripts
Test currently used:
GED

Programs: Adult Education

- Adult Education means academic instruction and education services below the postsecondary level.
- Integration of civics education into English language acquisition programs.
- Emphasis on transition to postsecondary and career pathways.
- Increases collaboration and referrals among partner programs.

Title III: Wagner-Peyser Employment Services

- The Wagner-Peyser Employment Service (ES) Program was established to provide employment service to employers and workforce information services to job seekers. These services increase employment opportunities, employment retention, earnings, and enhance occupational skill attainment of participants, as well as assisting employers in finding qualified workers. Services offered:

For Employers

- Job orders
- Applicant screening
- Recruitment
- Customized services

For Job Seekers

- Job search assistance
- Workshops
- One-on-one employment assessments
- Job referral and placement assistance

Title IV: VR Client Participation Flow Chart



Key Issue:

Local Areas and Regional Collaboration

- Currently 12 local workforce areas, including Nineteen Tribal Nations.
- WIOA requires states to identify economic regions to coordinate planning and service delivery on a regional basis.
- Aligns workforce development programs with regional economic development strategies.
- Focus on coordinated planning and service delivery strategies for local areas.

Key Issue: Career Pathways

- Align adult education, job training, counseling and support services
- Co-enrollment and referrals
- Skills development
 - Pre-apprenticeship, Registered Apprenticeship, On-the-job-training
- Increase utilization of labor market information (LMI)
- Strengthen linkages to business community
- Analysis of employer needs in the region
- Increased emphasis on credentials
- Increased access to education, services, and supports for individuals with disabilities

Key Issue:

Common Performance Accountability

- Establishes a common performance accountability system for core programs.
- Measures include:
 - Unsubsidized employment in 2nd quarter after exit
 - Unsubsidized employment in 4th quarter after exit
 - Median Earnings (2nd quarter after exit)
 - Credential rate (within one year after exit)
 - Skills gain
 - Effectiveness in serving employers (new)
- **Key implementation issue: Data sharing and common reporting.**

Key Issue:

Staff Development – Core Competencies

- Career Exploration
- Communication
- Community Resources / Partner Program Knowledge
- WIOA Laws and Regulations for Core Programs
- Teamwork
- Customer Service and Professionalism

Next Steps and Resources

Next Steps

- Continue implementation of WIOA provisions through ongoing review of our top priorities to include key dates, metrics, key decisions and decision makers.
- Review existing policies and develop recommendations for changes.
- Gather public comments on draft Federal regulations.
- Provide overview of WIOA requirements and core partners to staff at the local level.
- Schedule focus groups in local workforce areas to gather input for state plan.
- Prepare for composition of Unified/Combined State Plan.

Questions?

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Resources

- **DES WIOA Resource Page:**

<https://www.azdes.gov/main.aspx?menu=322&id=14583>

- **U.S. Department of Labor WIOA Resource Page:**

<http://www.doleta.gov/WIOA/>

- **U.S. Department of Education Rehabilitation Services Administration WIOA Resource Page:**

<http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html>

- **U.S. Department of Education Office of Career, Technical and Adult Education WIOA Resource Page:**

<http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>