

Workforce Innovation and Opportunity Act (WIOA) Reform Highlights

The Workforce Innovation and Opportunity Act (WIOA) was signed by President Obama on July 22, 2014 after passing Congress with broad bipartisan support. WIOA reauthorizes and amends the Workforce Investment Act (1998) through important workforce system reforms.

1. Aligns Federal investments with State level strategic planning cross “core” programs. Including:
 - a. Title 1 Adult, Dislocated Worker, and Youth programs and the Wagner-Peyser Employment Service under the Department of Labor; and
 - b. Adult Education and Literacy programs and Title 1 of the Rehabilitation Act programs under the Department of Education.
2. Strengthens the governing bodies that establish state, regional, and local workforce investment priorities.
 - a. Adds functions to develop strategies to meet worker and employer needs.
3. Emphasizes engaging employers to align training with needed skills and match employers with qualified workers.
 - a. Adds flexibility at the local level to provide incumbent worker training and transitional jobs as allowable activities and promotes work-based training.
 - b. Also emphasizes training that leads to industry-recognized post-secondary credentials.
4. Aligns the performance indicators for core programs and adds new ones related to services to employers and postsecondary credential attainment.
 - a. Performance goals must reflect economic conditions and participant characteristics.
 - b. Makes available data on training providers’ performance outcomes and requires third party evaluations of programs.
5. Requires States to identify economic regions and local areas to coordinate planning and service delivery regionally.
6. Promotes career pathways and sector partnerships to increase employment in in-demand industries and occupations.
 - a. Allows 100% funds transfer between Adult and Dislocated Worker programs.
 - b. Adds basic skills deficient as a priority category for Adult services.
 - c. Focuses Youth services on out-of-school youth (75% Out-of-School Youth funds and 25% In-School Youth funds).
 - d. Strengthens services for unemployment insurance claimants.
 - e. Merges WIA core and intensive services into “Career Services”---meaning there is no required sequence of services.

Source: http://wdr.doleta.gov/directives/attach/TEN/WIOA_Factsheet_Acc.pdf

Source: <http://www.doleta.gov/wioa/pdf/WIOA-Key-Implementation-Dates.pdf>

- f. Allows Governors to reserve up to 15% of formula funds for activities such as innovative programs.
7. Increases individuals with disabilities’ access to high-quality workforce services to prepare them for competitive integrated employment.
- a. Requires better employer engagement and promotes physical and programmatic accessibility.
 - b. Youth with disabilities receive extensive pre-employment transition services.
 - c. Creates an Advisory Committee on strategies to increase competitive integrated employment for individuals with disabilities.
8. Requires co-location of Wagner-Peyser Employment Services in American Jobs Centers and adds the Temporary Assistance for Needy Families program as a mandatory partner.
- a. Sec. of Labor will establish a common identifier for the workforce system to help workers and employers find available services.
 - b. Allows local areas to award pay for performance contracts so providers get paid for results.

Workforce Innovation and Opportunity Act (WIOA) Important Dates

Spring 2015	<ul style="list-style-type: none"> • Department of Labor (DOL), Department of Education (Ed), and Department of Health and Human Services (HHS) must publish Notices of Proposed Rulemaking to Implement WIOA
July 1, 2015	<ul style="list-style-type: none"> • Most WIOA provisions take effect, 1st Program Year begins • WIA state and local plan provisions continue to apply for the first full Program Year • Current performance accountability system remains in effect for first full Program Year
July 22, 2015	<ul style="list-style-type: none"> • Template for performance reports by state, local, and Eligible Training Providers must be developed by Secretary of Labor and Secretary of Education • DOL, ED, and HHS must publish Final Rules to Implement WIOA
March 2, 2016	<ul style="list-style-type: none"> • Deadline for State Unified Plan submission • Levels for new performance indicators negotiated as part of approval for State Unified Plans
June 30, 2016	<ul style="list-style-type: none"> • DOL and ED must develop performance indicator relating to effectiveness in serving employers
July 1, 2016	<ul style="list-style-type: none"> • One-stop infrastructure cost requirements take effect • One-stop delivery identifier must be implemented
July 22, 2016	<ul style="list-style-type: none"> • 1st plan describing research studies and multistate project priorities for a 5 year period is due • Provisions relating to subminimum wages for individuals with disabilities take effect
July 22, 2018	<ul style="list-style-type: none"> • Independent evaluation of the programs and activities authorized in WIOA is completed (at least once every 4 years)

The Workforce Development Council of Seattle-King County (www.seakingwdc.org) is a nonprofit workforce “think tank” and grant-making organization that oversees employment-related programs for youth, the adult workforce and employers in King County, with the goal of a strong economy and self-sufficiency for every resident.

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