

Workforce Innovation and Opportunity Act (WIOA)

Sector Strategies and Employer Engagement

Workforce Investment Act (1998)	Workforce Innovation and Opportunity Act (2014)
<p>Sector Strategies</p> <p><i>Promotes alignment of workforce development programs with regional economic development strategies to meet the needs of local and regional employers.</i></p>	
<p><i>No language</i></p>	<ul style="list-style-type: none"> • States identify economic regions • Local areas coordinate planning and service delivery • State/local boards respond to workforce needs of employers • State/local boards promote industry and sector partnerships
<p>Employer Engagement and Job-Driven Training</p> <p><i>Contributes to economic growth and business expansion by ensuring the workforce system is job-driven – matching employers with skilled individuals.</i></p>	
<ul style="list-style-type: none"> • On-the-Job Training (OJT) is provided to a paid participant while engaged in productive work in a job that provides knowledge and skills essential to the full and adequate performance of the job and is made available through an OJT program. <ul style="list-style-type: none"> ○ Employer could be reimbursed up to 50% of a participant’s wage rate for a negotiated time period. • Incumbent worker training not allowed. 	<ul style="list-style-type: none"> • OJT definition remains the same. • Registered Apprenticeship programs are included on the eligible training provider list. • Training that leads to industry recognized post-secondary credentials is emphasized. • Local areas can use funds for demonstrated strategies including incumbent worker training, Registered Apprenticeship, transitional jobs, on-the-job training, and customized training. <ul style="list-style-type: none"> ○ Incumbent worker training now allowed to be funded (20% limit) ○ Increased reimbursement rates for on-the-job and customized training (75% limit) • Local areas have additional procurement vehicles for training to increase customer choice and quality, including individual training accounts, pay for performance contracts, and direct contracts with higher education. <ul style="list-style-type: none"> ○ Up to 10% Pay for performance- of training services with <ul style="list-style-type: none"> ▪ Eligible service provider (CBO, college, etc) based on the achievement of specified levels of performance on the primary indicators of performance for target populations as identified by the local board

**Red indicates changes in WIA *Green indicates new language in WIOA *Black indicates language in WIA that remains in WIOA*

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.

The Workforce Development Council of Seattle-King County is an Equal Opportunity Employer and provider of employment and training services.

Auxiliary aids and services are available upon request to individuals with disabilities. Washington Telecommunications Relay System, 800.833.6384 or 7-1-1.