Workforce Innovation and Opportunity Act (WIOA)  
Sector Strategies and Employer Engagement

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<td><strong>Sector Strategies</strong></td>
<td><strong>Promotes alignment of workforce development programs with regional economic development strategies to meet the needs of local and regional employers.</strong></td>
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<td><em>No language</em></td>
<td><em>States identify economic regions</em></td>
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<td><em>Local areas coordinate planning and service delivery</em></td>
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<td><em>State/local boards respond to workforce needs of employers</em></td>
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<td><em>State/local boards promote industry and sector partnerships</em></td>
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**Employer Engagement and Job-Driven Training**  
*Contributes to economic growth and business expansion by ensuring the workforce system is job-driven – matching employers with skilled individuals.*

- **On-the-Job Training (OJT):** 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.
  - Employer could be reimbursed up to 50% of a participant’s wage rate for a negotiated time period.
  - Incumbent worker training not allowed.

- **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.
    - 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.
    - Up to 10% Pay for performance of training services with
      - 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

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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.

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