

Workforce Innovation and Opportunity Act (WIOA) Youth

Workforce Investment Act (1998)	Workforce Innovation and Opportunity Act (2014)
<p>Broadened In-School and Out-of-School Youth Eligibility</p> <p><i>Increases age of youth served and removes income eligibility for out-of-school youth. Also changes definition of low-income.</i></p>	
<p>Eligible Youth (In-School Youth and Out-of-School Youth)</p> <ul style="list-style-type: none"> • 14 to 21 years old • AND low-income • AND one or more Defined Barrier(s) (such as basic skills deficiency or school dropout) • In-School Youth must have attended school in the past month 	<p>Eligibility (WIOA Section 1239(a)(1); NPRM Section 38.230-680.310)</p> <p>Out-of-School Youth:</p> <ul style="list-style-type: none"> • 16 to 24 years old at enrollment • AND not attending any school (as defined by state law) • AND Defined Barrier(s) <p>Removes low-income** requirement for most out-of-school youth with a defined barrier.</p> <p>In-School Youth:</p> <ul style="list-style-type: none"> • 14 to 21 years old at time of enrollment • AND Attending School (as defined by state law) • AND Low-Income** • AND Defined Barrier(s) <p>Expands in-school youth eligibility to include low-income individuals (14-21) who are English language learners and those who have a disability.</p> <p>**Low-income means high-poverty area (contiguous Census tracts with a poverty rate of at least 30% or free/reduced lunch eligible. (comment requested on poverty threshold; NPRM Section 681.260)</p> <p>School- includes secondary and post-secondary, defined by state law. Does not consider adult basic education, YouthBuild, and Job Corps to be school.</p> <p>basic skills deficient- (NPRM Section 681.290)</p> <p>(A) individual with English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or</p> <p>(B) a youth or adult who is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society.</p>

Increased Focus on Out-of-School Youth (OSY)

Requires At Least 75% Out-of-School Youth Expenditure Rate.

Required **at least 30%** of funds to be spent on out-of-school youth (and the remainder of funds spent on in-school youth.)
(We currently spend 60% on out-of-school youth and 40% on in-school youth programs.)

Requires **at least 75%** of youth funds to be spent on out-of-school youth (and the remainder of funds spent on in-school youth.) ***(NPRM Section 681.410)***

****Only state and local spending on direct services count toward calculation.***

Youth programs are required one-stop partner and youth can be co-enrolled in Title II Adult Education programs (NPRM Section 681.700-681.710)

Additional Program Elements

Adds new program elements that focus on recognized credential attainment and career readiness.

10 Program Elements (Programs should provide...)

1. Tutoring, study skills training, and instruction, leading to completion of secondary school;
2. Alternative secondary school services;
3. Summer employment opportunities that are directly linked to academic and occupational learning;
4. Paid and unpaid work experiences;
5. Occupational skill training;
6. Leadership development opportunities;
7. Supportive services;
8. Adult mentoring for the period of participation and a subsequent period;
9. Follow-up services for not less than 1 year; and
10. Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate.

14 Program Elements (NPRM Section 681.460-681.640)

1. tutoring, study skills training, and **evidence-based** dropout prevention;
2. alternative secondary school services, **or dropout recovery services**;
3. paid and unpaid work experiences that incorporate academic and occupational education (**including summer employment opportunities**);
4. occupational skill training (**leading to recognized postsecondary credentials in in-demand industries and occupations; Comment request on using Individual Training Accounts for older OSY**);
5. leadership development opportunities;
6. supportive services;
7. adult mentoring;
8. follow-up services for not less than 1 year; (**comment request on reasonable requirements for follow-up services**)
9. comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral;

Five new additional program elements:

10. Financial Literacy;
11. Entrepreneurial Skills Training; (**comment request on developmentally appropriate types and methods of teaching entrepreneurial skills**)
12. Services that provide local labor market and employment information;
13. Activities that help youth transition to postsecondary education and training; and
14. Education offered concurrently with workforce preparation activities and training for a specific occupation or occupational cluster.

NPRMs add that local programs may leverage partner resources to provide some of the readily available program elements.

At least 20% of Funds Spent on Work Experience

Requires that at least 20% of funds be spent on paid and unpaid work experiences.

o requirement in WIA)

Requires that at least **20% of Youth formula** funds be spent on **paid and unpaid work experiences** that incorporate academic and occupational education for OSY and ISY.

Local youth programs must track and report total program funds spent on paid and unpaid work experience, including wages and staff costs for the development and management of work experiences. (NPRM Section 681.610)

New Performance Indicators (effective July 2016)

Aligns youth performance indicators with new Adult/Dislocated Worker indicators.

Youth Indicators:

% or participants who:

1. **(Basic Skill and Work Readiness)** Attainment of basic skills, and as appropriate work readiness or occupational skills; **(Literacy and numeracy gains)**
2. **(Secondary School Credentials)** Attainment of secondary school credentials; and
3. **(Placement and Retention)** placement and retention in postsecondary education or advanced training, or placement and retention in **military service**, employment, or qualified apprenticeships. **(measured in 1st quarter after exit)**

Participant: Individuals who has had eligibility assessment.

Exit: 90 days after the last day of service if no other services are planned

Primary Indicators across Core Programs (WIOA Sec. 116; NPRM Sections 677.150-677.240)

1. **(Placement**):** Percentage of participants** in **education, training, or employment** (*measured in 2nd quarter after exit***);
2. **(Retention**):** Percentage of participants** in **education, training, or employment** (*measured in 4th quarter after exit***);
3. **(Earnings)** Median earnings of participants** employed (*in 2nd quarter after exit***);
4. **(Credential Attainment)** Percentage of participants** who obtain a recognized postsecondary credential, secondary school diploma or equivalent*** *within 1 year after exit*** **(Secondary school counts only if employed or enrolled in education or training program leading to postsecondary credential)**;
5. **(Measurable Skills Gain)** Percentage of participants** who during a program year are in education that leads to a recognized postsecondary credential or employment and who are achieving measurable gains (**seeking comment: how to document**); and
6. **(Employer Engagement)** effectiveness in serving employers (**DOL considering: employee retention rates, rates of repeated employer use of programs, and share of all employers in a job market served**)
7. *NPRMs consider supplemental customer service indicator for tracking.*

Participant: Individual who has had an eligibility assessment and been delivered one of the 14 program elements. **Youth programs should serve participants for the amount of time necessary to ensure they are successfully prepared to enter post-secondary education and/or unsubsidized employment.**

Exit: 90 days after the last day of service if no other services are planned (**comment request on “common exit” approach that measures exit after a person receives service from any core program**)