WIOA and the Administration’s Job-Driven Training Agenda

NASDCTEc's Fall Meeting
October 21, 2014
Our Vision

We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.
Our Mission

• We **organize** broad-based coalitions seeking to raise the skills of America’s workers across a range of industries.

• We **advocate** for public policies that invest in what works, as informed by our members’ real-world expertise.

• And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.
New Focus on Skilled Workforce Issues

• Passage of Workforce Innovation and Opportunity Act (WIOA)*
• SNAP E&T in the Farm Bill
• Administration’s review of federal job training programs*
• Higher education and student loan debt
Workforce Innovation and Opportunity Act (WIOA)
How Did We Get Here

• WIOA is a compromise between the SKILLS Act and the HELP committee passed bill
• Very limited amendments and debate (“pre-conferenced”)
• Passed with overwhelming, bipartisan support in both the House (415-6) and Senate (95-3)
WIOA is a “May” not a “Shall”

• In order to pass, could not make huge changes to existing law
• Will not, by itself, drive systems change
• Creates lots of opportunities for change, but will need strong commitment from the field to capitalize on those opportunities
What’s Different: In General

• Maintains basic structure of current law
• Maintains formula funding, does not block grant or otherwise consolidate programs
• Local areas still foundation of WIOA
• Eliminates 15 programs, including WIA incentive grants, the WIF, and pilots and demos

www.nationalskillscoalition.org
What’s Different: State and Local WIBs

- Maintains structure of state and local WIBs continuing to require a business majority and chair. Number of required members is reduced
- LWIBs must include E&T providers, including ABE providers and higher-ed (including CCs). Must include economic and community development, Wagner-Peyser, and voc-rehab
- At least 20% of LWIBs must be “representatives of workforce”—must include labor and LMP apprenticeship program (or other apprenticeship if no LMP exists), may include CBOs and youth serving organizations
What’s Different: State and Local Plans

• Requires a single, unified State plan covering all core programs
• Shift to 4-year planning cycle
• State plan must describe the overall strategy for workforce development and how the strategy will meet identified skill needs for workers, job seekers and employers
• Option for combined state plan that goes beyond core programs
• Local plans must be aligned to strategy described in the State plan, and must describe how services provided at the local level will be aligned to regional labor market needs
What’s Different: Regional Plans

• States must identify regions for regional planning process
• Can be a single area, multiple areas, or interstate areas
• Must reflect economic development areas and labor market catch basins
What’s Different: Regional Plans

- Regional plans must: 1) establish regional service plans, including cooperative service delivery agreements; 2) develop and implement sector strategies; 3) collect and analyze regional LMI; 4) establish administrative cost agreements, including pooled admin funds; 5) coordinate transportation and other supportive services; 6) coordinate workforce services with regional economic development services and providers; and 7) determine how planning region will collectively establish performance measures.
What’s Different: Performance Measures

• Creates a single set of common measures across core programs, including: unsubsidized employment; median earnings; receipt of a secondary diploma or recognized postsecondary credential; measurable skills gains toward a credential or employment; and employer engagement

• If a state fails to meet the performance targets for any of the four titles for two consecutive years the state set-aside (15 percent funds) can be reduced by 5 percent
What’s Different: E&T Activities

- Eliminates “sequence of services,” and combines core and intensive services into a new “career services” category.

- **NOTE:** DOL eliminating waiver for ETP list, bill requires new consumer facing data

- New focus on best practices, including: career pathways; industry or sector partnership; and an increased focus on the attainment of industry-recognized certificates and credentials linked to in-demand occupations

- Use technology to maximize accessibility and effectiveness of workforce development system

www.nationalskillscoalition.org
What’s Different: Funding

• Includes specific funding levels. Funding levels in FY 2015 are consistent with current funding levels. Increased each year, and reach 2010 levels by FY 2017. These are just authorization levels, actual funding levels will continue to be determined through the appropriations.

• State-wide set aside restored to 15 percent
What’s Different: One-Stops

• State boards must establish criteria for use by local boards to assess at least every 3 years the “effectiveness, physical and programmatic accessibility, and continuous improvement” of one-stop centers

• Local one-stop partners required to enter MOU for infrastructure funding; failure to do so triggers automatic funding mechanism at the state level (capped at 1.5 percent of admin costs)

• Post-secondary CTE programs receiving Perkins funding are subject to MOU and funding requirements
What’s Different: Youth

• 75 percent of funding must be spent on out-of-school youth
• 20 percent funding must be spent on work-based learning models (OJT, paid internships, apprenticeships, etc.)
• Expands age range to 24 (from 21)
• Simplifies eligibility (free or reduced lunch, or living in high-poverty area)
What’s Different: ABE/ESL

- Emphasizes career pathways, integrated education and training, and integrated ESL/civics education
- Much greater focus on employment-oriented services
- Maintains definition of allowable activity as sub post-secondary, but clarifies that nothing in title should be interpreted as restricting integrated models
Implementation Starts Now

- Agencies already developing regulations
- DOL, DOEd (and HHS to some extent) working jointly as much as possible
- 1-2 year transition period
- Advocacy work on implementation starts now
WIOA: Key Dates

- Jan 18, 2015: DOL, DOEd, and HHS must publish Notice of Proposed Rule Making
- January 22, 2016: DOL, DOEd, and HHS must publish final regs
- March 3, 2016: Unified state plans due
- June 30, 2016: Employer engagement measure due
- NOTE: If states are early implementers, state plans will be due by March 2015 for July 1 start date

www.nationalskillscoalition.org
“Job Driven Training” Action Plan

Ready to Work:
Job-Driven Training and American Opportunity

July 2014

www.nationalskillscoalition.org

NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.
Job Driven Training Principles

- Engage employers to better understand their skill needs, and connect training to jobs.
- Promote “earn and learn” strategies, such as on-the-job training (OJT), paid internships, pre-apprenticeships and Registered Apprenticeships.
- Use data to strengthen training programs. Help job seekers better understand pathways into local labor markets and what skills or credentials they will need to succeed, and to help training programs continuously improve.
- Measure what matters by focusing on employment and earnings outcomes.

www.nationalskillscoalition.org
Job Driven Training Principles

- **Develop career pathways** to promote seamless transitions across programs and institutions.

- **Build regional partnerships.** Maximize the use of limited resources by creating new or expanding existing partnerships between key workforce stakeholders.

- **Ensure all individuals can succeed in the labor market.** Increase access to job-driven training for all workers and job seekers, and provide critical supportive services, counseling, and career navigation to promote program completion and success in the labor market.
Job Driven Training: Show Me the Money

• Job driven training principles will underlie all federal discretionary job training grants (already nearly $1B in 2014, will be $1.4B across 25 grants in 2015)

• Administration also clear that principles will be incorporated in WIOA implementation
Significant Interest in Apprenticeships

- White House (especially office of Vice President) extremely interested in apprenticeship models
- New focus on connecting to pre-apprenticeship
- DOL created “Registered Apprentice-College Consortium”
- Want to expand apprenticeships into non-traditional fields (looking at IT and healthcare especially)
- Already announced $100M in new grants in FY 2015
Success: Be Careful What You Wish For

- Most policymakers agree that we need to do more to increase the skills of our workforce
- Will be an expectation of improvement under WIOA (and other federal investments); cannot continue to deliver same result overall
- Debate about effectiveness of workforce development system not going away
Additional Resources

• NSC side-by-side

• NSC WIOA resource page

• DOL WIOA resource page (Title I)

• OCTAE WIOA resource page (Title II)

• OSERS WIOA resource page (Title IV)

• White House “Ready to Work” page (Job Driven Training)
Stay Connected

• Visit us our website.
• Sign up for our member email list.
• Follow us on:

![Social media icons including Twitter, blog, Facebook, YouTube, and LinkedIn]

www.nationalskillscoalition.org
Contact

Rachel Gragg, Ph.D.
Federal Policy Director
rachelg@nationalskillscoalition.org
(202) 223-8991, ext. 102
On Twitter @RGraggNSC