



# **SESSION I: OVERVIEW OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

**OFFICE OF CAREER, TECHNICAL AND ADULT  
EDUCATION**

**AUGUST 7, 2014**

# TOPICS FOR DISCUSSION

- Background
- Structure of WIOA – Overview of Titles I through V
- Effective Dates of Implementation
- Additional Resources



# BACKGROUND

- The Workforce Innovation and Opportunity Act (WIOA), signed into law by the President on July 22, 2014 (P.L. 113-128), was a bipartisan, bicameral effort to revise and reauthorize the Workforce Investment Act of 1998 after more than a decade.
- The new law is critically important in helping to transform the nation's workforce system and demonstrates the commitment to investing in a skilled workforce.



# BACKGROUND (CONT.)

- **Key Principles of WIOA:**

- ❑ Encourages strategic alignment and coordination among the primary federal programs that support employment services, workforce development, adult education, and vocational rehabilitation services
- ❑ Seeks to ensure that job seekers receive training services that align with workforce needs
- ❑ Emphasis on accountability and common measures to support continuous system-wide improvements
- ❑ Fosters innovation and supports activities based on evidence-based, rigorous research and promising practices



# STRUCTURE OF WIOA

- Title I – Workforce Development Activities
- Title II – Adult Education and Literacy
- Title III – Amendments to the Wagner-Peyser Act
- Title IV – Amendments to the Rehabilitation Act of 1973
- Title V – General Provisions



# TITLE I – WORKFORCE DEVELOPMENT ACTIVITIES

## Two subtitles

- **Subtitle A: System Alignment**

- Promotes integration of the core programs into the workforce development system.
  - Core programs consist of: (1) the Adult, Dislocated Worker and Youth formula programs; (2) the Adult Education and Literacy program; (3) the Wagner-Peyser Act employment services program; (4) the programs under Title I of the Vocational Rehabilitation Act.
  - States required to coordinate core programs and submit a unified or combined State plan strategy.
  - Establishes common performance indicators that apply across the core programs.
  - Streamlines State workforce investment boards and strengthens board functions.
  - Establishes local boards and local plans.



# TITLE I – WORKFORCE DEVELOPMENT ACTIVITIES (CONT.)

- **Subtitle B: Workforce Activities and Providers**

- Establishes the roles and responsibilities of the One-Stop delivery system and partner programs.
  - Partner programs include the core programs, postsecondary career and technical education, TANF, and others as required partners.
  - Promotes investments from partner programs by requiring contributions to one-stop infrastructure and other costs, provides access through the one-stop system to the programs, and provides representation on local boards.
  - Reauthorizes Adult and Dislocated Worker and Youth activities, Job Corps and other national programs.



# TITLE II – ADULT EDUCATION AND LITERACY

- **Key AEFLA Amendments:**

- Expands the purpose related to immigrants and ELLs; and transitions to postsecondary education through career pathways
- Codifies the English Literacy/Civics program
- Establishes 3 new activities: integrated education and training, workforce preparation, and integrated EL and civics education
- Encourages activities that support alignment of core programs and implementation of the unified plan
- Establishes rigorous evaluation requirements



# TITLE III – AMENDMENTS TO WAGNER-PEYSER

- Purpose of Wagner-Peyser/Employment Service is to provide integrated high-quality services for workers, job seekers, and businesses through the one-stop delivery system.
- **Key Amendments include:**
  - ❑ WIOA enhances services for job seekers and employers by requiring co-location of the Wagner-Peyser Employment Service in the one-stop system
  - ❑ Improves access to job training and employment services for unemployment insurance claimants through eligibility assessments and provision of referrals



# TITLE IV – AMENDMENTS TO THE REHABILITATION ACT

- Supports state vocational rehabilitation agencies in providing employment-related services for individuals with disabilities
- **Key Amendments include:**
  - Makes significant investments in activities serving individuals with disabilities, particularly youth with disabilities, to transition from education to employment in high-demand jobs and careers
  - Supports employer engagement and promotes opportunities for individuals with disabilities to participate in work-based learning experiences
  - Ensures individuals acquire the skills and training needed to enter competitive integrated employment
  - Transfers certain programs from ED to HHS



# EFFECTIVE DATES OF IMPLEMENTATION

- **January 20, 2015**: Department to publish NPRM to implement WIOA (180 days after enactment)
- **July 1, 2015**: Provisions take effect, unless otherwise noted in the Act (1<sup>st</sup> full program year after enactment)
- **January 22, 2016**: Department to publish Final Rules to implement WIOA (18 months after enactment)
- **March 3, 2016**: Deadline for States to submit Unified State Plan (120 days before 2nd full PY)
- **July 1, 2016**: Unified State Plan, performance accountability provisions, and One-Stop infrastructure cost requirements take effect



# TITLE V – GENERAL PROVISIONS

## ■ Transition provisions

- Secretaries have flexibility in determining the appropriate actions for orderly transition.
- Current performance accountability system remains in effect for PY 2015.
- ED, in coordination with DOL, will issue further guidance on the timeframes for implementation.



# ADDITIONAL RESOURCES

- **DAEL's WIOA Reauthorization Information:**
  - [www.ed.gov/aefta](http://www.ed.gov/aefta)
  - For questions, please email: [AskAEFLA@ed.gov](mailto:AskAEFLA@ed.gov)
- **Rehabilitation Services Administration Information (Title IV amendments):**
  - [www.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html](http://www.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html)
- **DOL Employment and Training Administration Information (Title I):**
  - [www.doleta.gov/WIOA](http://www.doleta.gov/WIOA)
  - For questions, please email: [DOL.WIOA@dol.gov](mailto:DOL.WIOA@dol.gov)



