



## **White Paper**

### **Topic - Workforce Innovation and Opportunity Act (WIOA)**

**September 2015**

The [Workforce Innovation and Opportunity Act](#) (WIOA), signed by President Obama on July 22, 2014, is the first major reform to federal job training programs in more than 15 years. WIOA is designed to improve the coordination of employment and training services across federal agencies, strengthen collaboration with state and local partners, and provide Americans with increased access to training, education and other support to succeed in the job market and in their careers. Congress passed the Act by a wide bipartisan majority.

WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973. In general, the Act takes effect on July 1, 2015, the first full program year after enactment, unless otherwise noted. The U.S. Department of Labor (DOL) will issue further guidance on the timeframes for implementation of these changes and proposed regulations reflecting the changes in WIOA soon after enactment.

WIOA retains the nationwide system of one-stop centers, which directly provide an array of employment services and connect customers to work-related training and education. WIOA furthers a high quality one-stop center system by continuing to align investments in workforce, education, and economic development. The new law places greater emphasis on one-stops achieving results for jobseekers, workers, and businesses. Every year the key programs that form the pillars of WIOA help tens of millions of job seekers and workers to connect to good jobs and acquire the skills and credentials needed to obtain them. The enactment of WIOA provides opportunity for reforms to ensure the American Job Center system is job-driven—responding to the needs of employers and preparing workers for jobs that are available now and in the future.

### **Who Does WIOA Serve?**

Any job seeker and employer can receive services at the one-stop centers and through online services. There are various programs covered under the legislation. Some programs are aimed at targeted populations (ex. individuals with disabilities) or have eligibility guidelines (ex. age or income).

WIOA reinforces the partnerships and strategies necessary for one-stops to provide job seekers and workers with the high-quality career services, education and training, and supportive services they need to get good jobs and stay employed, and to help businesses find skilled workers and access other supports, including education and training for their current workforce.

## **Region 11 Central Iowa Workforce System**

The Central Iowa Workforce Investment Board (CIWIB) and the Region 11 CEO Board are the entities responsible for the setting the region's workforce strategy and overseeing the local system. Region 11 includes the counties of Boone, Dallas, Jasper, Madison, Marion, Polk, Story, and Warren.

Region 11 Mission – To build a quality workforce for today and tomorrow.

Region 11 Vision – Drive collaborative partnerships with business, job seekers, and providers to create a robust region in which:

- Every workforce member achieves a livable wage and sustainable career
- Work talent is connect to employer needs
- Impactful policy changes are made

The current services providers for Region 11 are Children and Families of Iowa (youth) and IES@DMACC (adult and dislocated workers).

### **How Does WIOA Impact the CIWIB, Region 11 CEO Board, and the Region 11 workforce system?**

WIOA has a significant impact on the local boards and the Region 11 workforce system. The total impact of the legislation cannot be fully determined as the final regulations haven't been issued yet. The target to release the final regulations is January 22, 2016.

There are changes to operational practices, system structure, local responsibilities, and strategic focus. The bullet points highlight a few of the changes brought about by WIOA.

- Change in CIWIB membership representatives and board structure
- Requires implementation of career pathways and sector partnerships
- New eligibility guidelines for youth/young adult participants.
- Transition from 30% of youth program expenses on out of school youth to 75%
- 20% of youth program expenses need to be spent on work experiences.
- Larger focus on targeted populations (ex. individuals with disabilities, ex-offenders)
- Changes to performance measures for youth, adult and dislocated worker programs.
- Consolidation of core and intensive services into "career services"

### **Who are the WIOA Partners?**

Required partners are defined in WIOA. However, this list is not all inclusive. There are many employers, local service providers and community based organizations that are considered partners in the Central Iowa region.

WIOA Defined Partners

- Title 1 Programs (Adult, Dislocated Workers, and Youth)
- [Wagner Peyser Employment Services](#)
- Temporary Assistance for Needy Families (TANF)
- Adult Education and Literacy programs
- Vocational Rehabilitation
- Welfare to Work

**Mission** – To build a quality workforce for today and tomorrow.

- Older Americans Act programs
- [Perkins](#) postsecondary vocational education activities
- Trade Adjustment Assistance and NAFTA\_TAA programs.
- Veterans Employment and Training
- [Community Service Block Grant](#) employment and training activities
- HUD employment and training activities
- Unemployment compensation programs
- [Second Chance Act](#) programs

## Next Steps

As the regulations are finalized and the implementation proceeds, the next steps for our region will continue to evolve. Here are some items that need more immediate attention due to state or federal requirements.

- Hold regional partnership meetings between Children and Families of Iowa, IES@DMACC, Iowa Workforce Development, Vocational Rehabilitation, and Adult Basic Education – *Began meeting 8-2015*
- Request a local area designation – *Completed 9-2015*
- Request certification for the region workforce investment board – *Completed 9-2015*
- Transition youth program expenses to 75% for out of school youth (ages 16-24) and 25% for in school youth (ages 14 - 21)
- After state guidelines are defined, determine any local requirements for eligible training providers.
- Write local plan for the region
- Renegotiate regional memorandum of understanding and cost sharing
- Complete process to determine the Region 11 one-stop operator

## Important Dates and Deadlines

In general, the Act takes effect on July 1, 2015, the first full program year after enactment, unless otherwise noted.

Statutory – Required Implementation Dates –

<http://www.doleta.gov/wioa/docs/WIOA-Key-Implementation-Dates.pdf>

Date	WIOA Actions Needed
9/4/2015	Submit to Governor requests for local area designation and board certification – COMPLETED
9/30/2015	Local board must be WIOA compliant
12/1/2015	Local board may set additional eligibility criteria, info requirements and minimum performance levels for local eligible training provider list
6/30/2016	Local board must demonstrate taking steps for one-stop competitive process
6/30/2016	One-stop centers must use American Job Center or “Proud partner of AJC Network” in its marketing
6/30/2016	Local Plan must be completed
6/30/2016	Region Memorandum of Understanding, including cost sharing, must be completed and signed
6/30/2017	One-stop operation from competitive process must be selected, in place, and operating

## **Online WIOA Resources**

WIOA Quick Links on Iowa Workforce Development page -

<https://www.iowaworkforcedevelopment.gov/workforce-innovation-and-opportunity-act>

Department of Labor WIOA Overview - <http://doleta.gov/wioa/Docs/WIOA-Overview.pdf>

Department of Labor WIOA Resource Page - <http://doleta.gov/wioa/>

Workforce3One WIOA Collection Site - <https://wioa.workforce3one.org/index.aspx>

National Association of Workforce Board WIOA - [http://www.nawb.org/wioa\\_resources.asp](http://www.nawb.org/wioa_resources.asp)

CLASP WIOA Resource Page - <http://www.clasp.org/issues/postsecondary/wioa-game-plan>

National Association of State Workforce Agencies WIOA Resource Center -

<http://www.naswa.org/resources/wioa/?action=home&id=46>

New Jersey WIOA page - <http://lwd.state.nj.us/wioa/>