

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) YOUTH PROGRAMMING

Minnesota's Regional Youth Practitioners' Meeting
November 17, 2015



Today's session

- Overview of Workforce Innovation and Opportunity Act (WIOA) Title I Youth Formula Program
- Career Pathways and Partnerships
- Questions and Answers
- Resources



Presenter

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Workforce Innovation and Opportunity Act (WIOA) Youth Formula Program



Eligibility

- **Out-of-school:** aged 16-24, not attending any school, and meet one or more additional conditions, which could include:
 - School dropout; within age of compulsory attendance but has not attended for at least the most recent complete school year calendar quarter; holds a secondary school diploma or recognized equivalent and is low-income and is basic skills deficient or an English language learner; subject to the juvenile or adult justice system; homeless, runaway, in foster care or aged out of the foster care system, eligible for assistance under Section 477, Social Security Act, or in out-of-home placement; pregnant or parenting; an individual with a disability; low income person who requires additional assistance to enter or complete an educational program or to secure and hold employment
- **In-school:** aged 14-21, attending school, low income, and meet one or more additional conditions, which could include:
 - Basic skills deficient; English language learner; an offender; homeless, runaway, in foster care or aged out of the foster care system; pregnant or parenting; an individual with a disability; person who requires additional assistance to enter or complete an educational program or to secure and hold employment

OSY Eligibility and Income

- **Low income is not required for all OSY**
- **Low income is only required if use “condition” III or VIII**
 - **III.** Recipient of a secondary school diploma or its recognized equivalent who is low-income and either basic skills deficient or an English language learner
 - **VIII.** Low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment

OSY Eligibility Requirements Additional Conditions (Must Meet 1)

- School dropout
- Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter
- Recipient of a secondary school diploma or its recognized equivalent who is low-income and either basic skills deficient or an English language learner
- Subject to the juvenile or adult justice system
- A homeless individual defined in sec. 41403(6), Violence Against Women Act (42 U.S.C. 14043e-2(6)), a homeless child or youth, a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under section 477, Social Security Act (42 U.S.C. 677), or in an out-of-home placement
- Pregnant or parenting
- An individual with a disability
- Low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment

5 New Program Elements

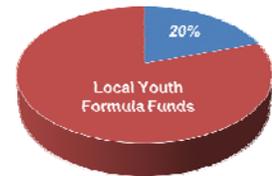
- Financial literacy
- Entrepreneurial skills training
- Services that provide labor market and employment information in the local area
- Activities that help youth transition to postsecondary education and training
- Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster

75% Out-of-School Youth

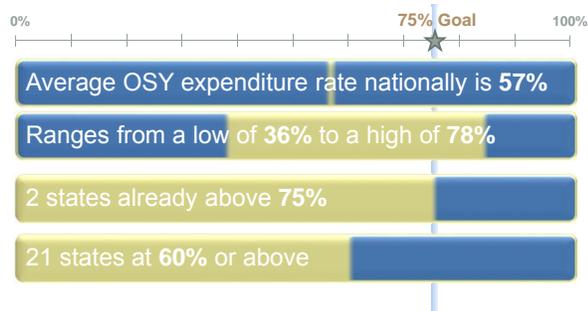
- States and local areas “must work towards spending 75% of PY 2015 funds on OSY”
- If a state/local area cannot meet 75% OSY expenditures with PY ‘15 funds, they must:
 - Demonstrate increased OSY expenditures compared to previous year
 - Show increase of at least 10 percentage points and no lower than a 50% OSY expenditure rate
 - Be prepared to describe how they will achieve the 75% OSY expenditure rate with PY 2016 funds.

Work Experiences

- At least 20% of local Youth formula funds must be used for work activities such as:
 - Summer and year-round jobs
 - Pre-apprenticeship
 - On-the-job training
 - Internships



OSY Expenditure Rates in PY13



Importance of Partnerships

- WIOA broadens services and focuses on a more difficult to serve population – without providing much of an increase (if any) in funding
- Partnerships are therefore critical in implementing WIOA
 - WIOA Title II Adult Education
 - Vocational Rehabilitation
 - K-12 System
 - Human Service Agencies with TANF funds
 - Employers
 - WIOA Adult program

Shared Assessment Policies and Practices

WIOA Youth Performance Measures

- WIOA measures do not become effective until July 1, 2016
 - WIA measures still used for Program Year 2015
- 2nd Quarter Placement Rate: percentage of participants in employment, education, or training in the 2nd quarter after exit
- 4th Quarter Placement Rate: percentage of participants in employment, education, or training in the 4th quarter after exit
- 2nd Quarter Median Earnings: median earnings of participants in employment during 2nd quarter after exit

Shared Assessment

- Under WIOA, the core programs have shared performance measures. Proposed regulations also encourage core programs to use shared assessment tools.

WIOA Youth Performance Measures – Credential Measure

- Diploma/Credential Attainment Rate: percentage of participants who obtain a recognized postsecondary credential or a secondary school diploma or equivalent during the program or within 1 year after exit
 - Those who attain a secondary school diploma/equivalent must also be in employment or education or training leading to a credential within 1 year after exit in order to count as a success in the measure

WIOA Performance Measures - Measurable Skills Gain

- Measurable Skills Gain: percentage of participants during the program year who are in education or training leading to a credential or employment and who achieve a measurable skills gain toward such a credential or employment
- Notice of Proposed Rulemaking includes proposed different types of gain for the measure
- Working on defining who is included in the measure (i.e., who is in education or training leading to a credential or employment)

Areas of Collaboration

- Referrals and Recruitment
- Placement and Retention
- Leveraging of resources (staff time, physical space, curriculum development, employer engagement, and more!)
- Co-enrollment
- Integrated Education and Training (IET) in Title II
- Workforce preparation in Title II
- Career Pathways

WIOA Performance Measures – Employer Effectiveness

- Employer Effectiveness – indicators of effectiveness in serving employers
- Notice of Proposed Rulemaking includes proposed ways of measuring employer effectiveness
- One way includes retention in employment with the same employer

CAREER PATHWAYS

The WIOA Way of Doing Business



What's New!

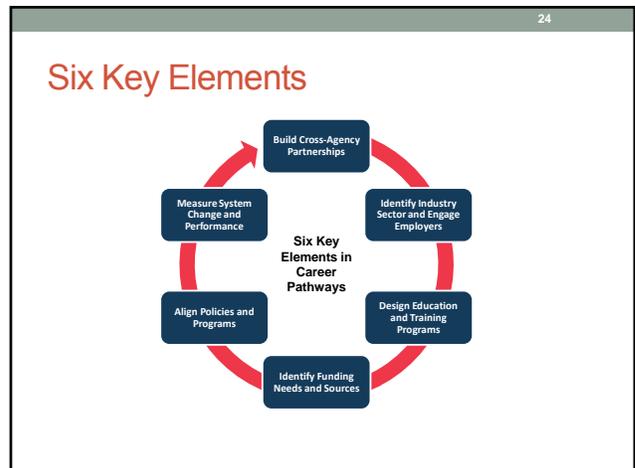
- WIOA References
- More Examples
- More How To's
- Enhanced Content

<https://www.workforce3one.org/view/2001523732879857569/info>

Career Pathways Defined in WIOA!

Career Pathways in WIOA – Defined as a combination of rigorous and high-quality education, training, and other services that...

- Align with the skill needs of **industries** in the economy
- Prepare an individual to be successful in **secondary or postsecondary education** options including **apprenticeship**
- Counseling** to support an individual in achieving the individual's **education and career goals**
- Education offered **concurrently with and in the same context as workforce preparation activities and training** for a specific **occupation or occupational cluster**
- Organizes education, training, and other services to meet the particular needs of an individual in a manner that **accelerates educational and career advancement**
- Enables an individual to **attain a secondary school diploma or its recognized equivalent, and at least recognized postsecondary credential**
- Helps an individual enter or advance within a **specific occupation or occupational cluster**



Pathways to Careers Initiative Hartford, CT

OPP Our Piece of the Pie.
Helping urban youth become economically independent adults



Questions from MN

1. How long will WSAs need to track Literacy/Numeracy gains according to the current (e.g. WIA) methodology?
2. Can WSAs enroll participants prior to a signed ISS?
3. Who will be in the credential attainment measurement numerator and denominator for WIOA Youth?
4. When will WSAs start using new WIOA measurements?
5. For Final Regulations, are the Federal Partners considering changing the definition of Out of School Youth to include those in college?
6. What changes can we expect to see in the Procurement Requirements for WIOA Youth and when would they be effective?
7. If a participant is enrolled in multiple WIOA funding streams (for example: a 23-year-old OSY is co-enrolled in WIOA Title I Youth, Adult and ABE), to what extent (if any) will outcomes be reported across each title and/or program within that title?

Resources that
may be of use to you all!

Questions from MN – cont'd

8. For younger, ISY co-enrolled in WIOA Youth and WIOA Vocational Rehabilitation, how will performance be measured? Will these records be combined in the Participant Individual Record Layout at the state level, or will WIOA Youth and WIOA Vocational Rehabilitation report separately?
9. Under WIOA Youth, do participants have to use an approved vendor from the Employment Training Provider List in order to have their credential count (in other words, is youth = to adult/DW now)?
10. Will widely recognized credentials like the National Retail Federation Customer Service certificate count under WIOA? What should service providers be doing NOW in order to minimize wasting resources having participants pursue credentials allowed under WIA, but not necessarily allowed under WIOA?
11. Will there be additional funds available for P3 in the future? What waivers are being granted under P3 for the pilot sites?
12. In the development of WIOA performance measures (especially customer satisfaction, for example) what input to date has been received from the private sector?

WIOA Youth Guidance

All WIOA materials can be found at www.doleta.gov/wioa
TEGL 23-14 published on March 26, 2015

Includes the following:

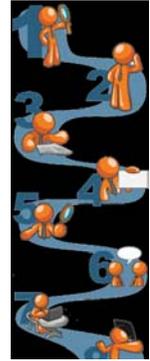
- OSY Expenditure Requirement
- Youth Committees
- Transitioning ISY
- Additional WIOA Youth Changes
- Transitioning Youth Service Provider Contracts
- Examples of Local Areas Successfully Serving OSY
- Resources

WIOA Resources

- ETA is hosting year-long webinar series called “Enough is Known for Action” focused on key WIOA priorities including serving OSY, serving ISY, work experience, credentials, career pathways, rural areas, TANF and System Involved Populations.
- The full series is available at:
<https://www.workforce3one.org/view/4001516629875798833/info>.
- And lots more TA to come!

What’s My Next Move?

- A guide to exploring careers using online document, but wait...
- Working on an app now based on results of youth foster groups!
- We talked to them to figure out their needs!



http://www.careeronestop.org/TridionMedia/WMMN%20FINAL%20JAN%2007%202013_tcm24-13704.pdf

Best of Youth Services

- Workforce Systems Strategies:
❖ <http://strategies.workforce3one.org/>
- What Works Clearinghouse (Department of Education)
❖ <http://ies.ed.gov/ncee/wwc/>
- CLEAR (Clearinghouse for Labor Evaluation and Research)
❖ <http://clear.dol.gov/>
- Youth Evaluations – Building the Evidence Base
❖ Random assignment evaluations ongoing with YouthBuild, Youth Career Connect, and Reintegration of Ex-Offenders

Grads of life Campaign

<http://gradsoflife.org/>

- Tools:
- Internship guide
 - Mentoring guide
 - School to work guide
 - Hiring guide
- Partnership directory:
- Employers can find you locally



Join the *Grads of Life* Partner Directory!

GradsOfLife.org, an employer-focused website, provides compelling evidence, tools, and partners employers need to develop, mentor, train, and hire opportunity youth.



Apply today to be featured in the partner directory so employers in your area can reach out and work with you to create employment opportunities for young adults.

Apply here:

<http://gradsoflife.org/get-involved/partner-application/>

Thank you!

Questions and Answers

