

Coffee & Conversation: An
Early Bird Session on the
Workforce Innovation &
Opportunity Act (WIOA)

Who?

Per Title in the Act

- There are FOUR core partners
 - Workforce Investment Activities and Providers (Title I-B)
 - Adult Education and Literacy (Title II)
 - Employment Services under Wagner-Peyser Act (embedded in Title III)
 - State VR and SE programs (Title IV)

Title I: Adult, Dislocated Worker, and Youth Formula Programs

- Local workforce areas and One-Stops continue
- Adult, Dislocated Worker and Youth Programs continue
- Increased focus on out-of-school youth
- WIA core and intensive services to be combined as career services

Title II: Adult Education and Literacy Programs

- **Purpose:** *To assist adults to become literate and attain the skills to succeed in employment and economic self-sufficiency*
- **Target Population:** Individuals 16 years or older, not enrolled in school, and 1) Basic skills deficient, 2) Lack a secondary diploma, or 3) English language learner
- **WIOA Key Changes:** 1) Coordination of core programs and common performance measures, 2) Emphasis on integrated education and career pathways, 3) Required State Leadership activities

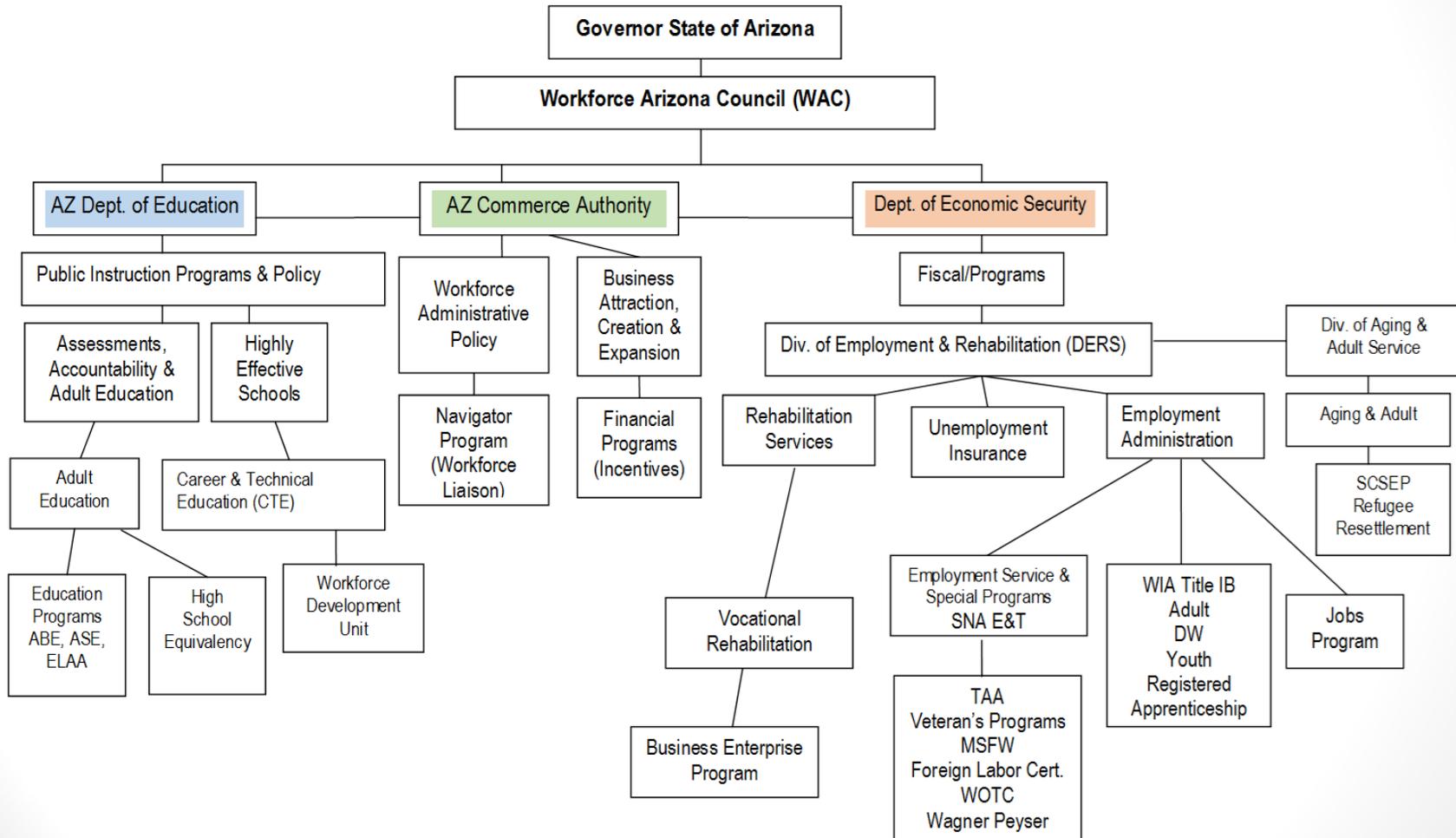
Title III: Wagener-Peyser Employment Services

- Services increase employment opportunities, employment retention, earnings, and enhance occupational skill attainment of participants, as well as assisting employers in finding qualified workers.
- For Job Seekers:
 - Job Search Assistance
 - Workshops
 - 1:1 employment assessments
 - Job referral and placement assistance
- For Employers:
 - Job Orders
 - Applicant screening
 - Recruitment
 - Customized services

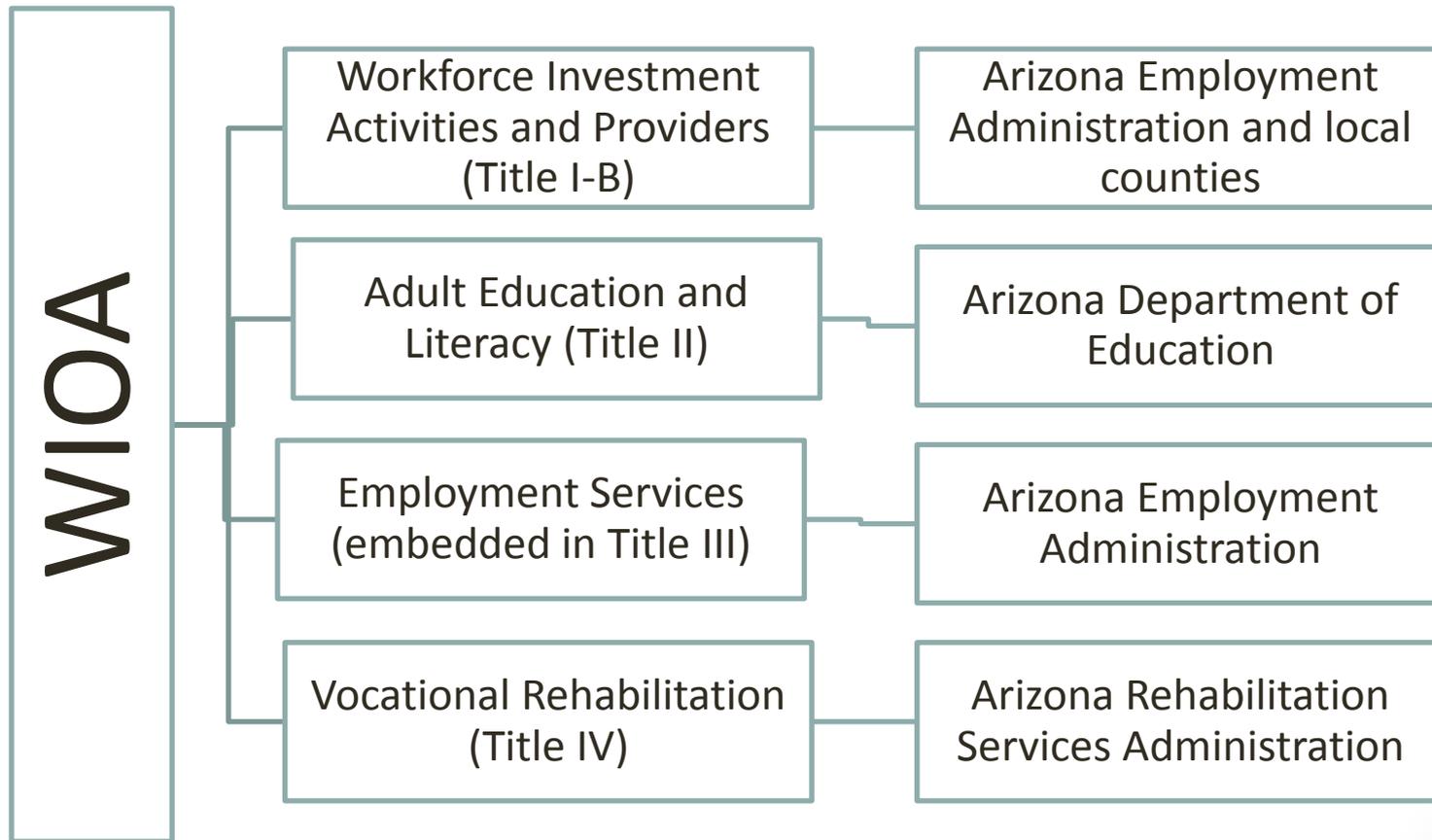
Title IV: State VR and SE programs

- **Mission:** Arizona Rehabilitation Services Administration works with persons with disabilities to achieve their goals for employment and independence.
- **Eligibility Criteria:** Individuals must have 1) Documented physical, mental, or sensory impairment, 2) The impairment creates a substantial impediment to employment, 3) The person requires VR services in order to achieve an employment outcome, and 4) The person is able to benefit from VR services in the form of an employment outcome.
- **WIOA Key Changes:** 1) Increases emphasis on transition services, 2) 90 day Individual Plan of Employment (IPE) development, 3) 15% set aside budget for “PETS” to be provided to in-school youth, 4) 50% budget set aside for *Supported Employment* for PETS population, 5) Up to 4 years of Supported Employment Services (for Title 19/ALTCS and NON-Title 19/ALTCS, 6) Stronger relationship with One Stops and Workforce Investment Boards, 7) Stronger relationship with Division of Developmental Disabilities, 8) VR offices have dedicated staff to coordinate with local high schools to provide PETS to students and establish a referral system.

State Agency Level



Local Provider Level



When?

- Signed into law July 22, 2014
- Effective date July 1, 2015
 - Supersedes the Workforce Investment Act of 1998
 - Amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973
- Planning: July 2014 - June 30, 2015
- Transition Year: July 1, 2015–June 30, 2016
- Unified State Plan: Due March 2016
 - All core partners involved and submit a portion to a single document which is approved by the governor
- Full WIOA Implementation: July 1, 2016

Who is Impacted by WIOA that Works with Youth and Youth Adults in Transition?

- Could potential effect anyone providing services to youth and young adults, including:
 - Rehabilitation Services Administration (RSA)/Vocational Rehabilitation (VR),
 - Division of Developmental Disabilities (DDD), Independent Living Centers,
 - Arizona Department of Education (ADE): Adult Education, Exceptional Student Services, Career and Technical Education,
 - Local Education Agencies (High Schools)
 - Local Workforce Development Centers
 - Others

Who are the Youth and Young Adults?

WIOA youth funds are targeted at young people who are both in and out-of-school, to assist them in their career and educational development:

- **In-school youth services:**

- Age 14-21 and attending school; (young people with disabilities can be under 14)
- Low income individual
- Fall within one or more of the following categories
 1. Individual with a disability
 2. Basic schools deficient
 3. English language learner
 4. Offender
 5. Homeless, runaway, or foster child
 6. Pregnant or parenting
 7. An individual who requires additional complete an educational program or to secure or hold employment

Who are the Youth and Young Adults?

- **Out-of-School Youth Services:**
 - Ages 16 to 24 and not attending school
 - Fall within one or more of the following categories:
 1. Individual with a disability
 2. School dropout
 3. Not attended school for at least the most recent complete school year calendar quarter.
 4. A high school graduate who is: basic skills deficient; or an English language learner.
 5. Offender
 6. Homeless, runaway, or foster child
 7. Pregnant or parenting
 8. A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment

Now Let's Start a Conversation!

Regarding transition specifically...

- What are some of the Proposed Regulations?
- What is already being done?
- How can we work together to create new opportunities?

WIOA Proposed Regulations

(Title IV)

- Pre-Employment Transition Services (PETS) to be provided to students with a disability.
- Imposes limitations on the use of subminimum wages
- Imposes limitations on contracting with employers who hold special wage certificates
- VR may serve eligible individuals with disabilities outside the Order of Selection if they have an immediate need for equipment or services to maintain employment
 - This must be stipulated indicated in the VR portion of the Unified State Plan
- Extends ability to provide supported employment services from 18 months to 24 months
- Heightens emphasis surrounding Assistive Technology

WIOA Proposed Regulations

(Title IV)

- VR personnel must have a 21st understanding of the evolving labor force and needs of individuals with a disability
- VR will provide benefits planning to individuals who receive Social Security benefits
- Reserve 15% set-aside to serve “students with a disability” as defined
 - Actual direct client service time is an allowable cost
 - Administrative costs are not allowable
- Students must be in school
- “May” be able to provide services to “potentially eligible” students

WIOA Proposed Regulations

(Title IV)

Required to provide:

- Job exploration counseling
- Work based learning experiences
- Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational program at institutions of higher education
- Workplace readiness training to develop social skills and independent living skills
- Instruction in self-advocacy
- Authorized to provide 9 other service strategies

What is RSA/VR Currently Doing?

- PETS:
 - Work Exploration/ Career Exploration, Rehabilitation Instruction Services (RIS), Work adjustment Training (WAT), On the Job Training (OJT), Blind Comprehensive Services (portions), Vocational Counseling and Guidance, TSW Programs (direct services), TBI Youth Program, Supported Education
- Attend Individual Education Plan (IEP) meetings to assist with transition planning early
- Provide outreach and establish relationships with local high schools
- Provide Information/presentation to school staff on RSA/VR services
- Develop a referral process with schools (TSW and Protocol)
- Participate in Arizona Department of Education (ADE) regional transition trainings and TBI trainings
- Participate in local job and career fairs
- RSA/VR Employment Encounters
- Provide workshops in job readiness skills and self-advocacy to students
- Transition School to Work (TSW) program development
- Employment First Initiative
- ASPIRE (SSI Recipients)

Ongoing Agency Collaboration Efforts that will Support WIOA Implementation

- Interagency Service Agreement (ISA) between RSA/DD/ADE
- Communities of Practice (National, State, local)
- RSA/ADE Data Sharing Agreement
- DD/VR “Mixers” (Fall 2015)
- Developing cross-training with ADE and DD for VR counselors, DD support coordinators, and teachers
- Employment First Initiative
- ASPIRE Grant Project

How Can We Work Together?

- Invite VR staff to participate in transition planning for students
- Help students connect with local One Stops for summer youth employment programs and vocational training programs
- Assist students in obtaining part-time or volunteer jobs in the community
- Adhere to statutes outlined in IDEA regarding transition services
- Coordinate with local VR offices
- Assist students with disabilities to achieve the highest level of independence possible and prepare them for integrated employment
- GET INVOLVED!
 - Join Employment First Initiative Efforts
 - Join WIOA youth work groups as they develop

Resources

- DES WIOA Resource Page

<https://www.azdes.gov/main.aspx?menu=322&id=14583>

- US Department of Labor

<http://www.doleta.gov/WIOA/>

- US Department of Education/RSA

<http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html>

- US Department of Education, Office of Career, Technical, and Adult Education

<http://www.2.ed.gov/about/office/list/ovae/pi/AdultEd/wioareauthorization.html>

Resources

**CONNECT WITH THE LEAD CENTER/Participate in WIOA
webinars www.leadcenter.org**

- Sign up for LEAD Center News: <http://eepurl.com/sQiHr>

Follow the LEAD Center on...

- Facebook: www.facebook.com/LEADCtr
- Twitter: @LEADCtr
- LinkedIn: linkedin.com/groups/LEAD-Center-4828089
- YouTube: <https://www.youtube.com/user/LEADCtr>

Resources

National Skills Coalition

- www.nationalskillscoalition.org/federal-policy/workforce-investment-act
- Institute for Community Inclusion, UMass Boston - www.communityinclusion.org
- State Employment Leadership Network
www.seln.org
- Arizona Job Connection
<https://www.azjobconnection.gov/ada/r/>

Contact Us

- Kristen Mackey- RSA Manager of Policy and Programs KMackey@azdes.gov
- Sara Sembiante- RSA Statewide Transition Coordinator Ssembiante@azdes.gov
- Kelly Crawford-ADE Education Program Specialist, Adult Education Kelly.Crawford@azed.gov