WIOA 101:
What You Need to Know about the Workforce Innovation and Opportunity Act
Today’s Agenda

• Provide an overview of the Workforce Innovation and Opportunity Act (WIOA)

• Share a snapshot of how Latinos and English Language Learners are currently served by WIOA

• Highlight new directions in WIOA and potential opportunities for nonprofits and funders
What’s WIOA? A Refresher

• Workforce Innovation and Opportunity Act (WIOA)
• Passed in 2014 with overwhelming, bipartisan support in the House (415-6) and Senate (95-3)
• Reauthorizes prior Workforce Investment Act (WIA) legislation

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A Little Perspective

Modern federal workforce programs began as part of War on Poverty undertaken by President Lyndon Baines Johnson. They have included:

- Manpower Development and Training Act (1962-1973)
- Workforce Investment Act (1998-2014)
- Workforce Innovation and Opportunity Act (2014-present)

*CETA represents the "high-water mark" for federal investment, with funding of $18 billion (in today’s dollars) in 1979.*

*Source: Harry Holzer, Going, Going…Gone? The Evolution of Workforce Development Programs for the Poor Since the War on Poverty. Viewable at: http://npc.umich.edu/news/events/war-on-poverty-june-conference/holzer.pdf*
WIOA is a Substantial Federal Investment in Job Training & Education…

**Title I (workforce)**
- $2.62 billion in funding
- ~181,000 people served via job training*
- Millions more provided job-search assistance

**Title II (adult education)**
- $600 million in funding
- ~1.5 million people served via classes

* Includes both Adult and Dislocated Worker training participants.
...But Need is Far Greater than Capacity

- Results from OECD's international Survey of Adult Skills show that 36 million Americans ages 16-65 have low basic skills.

- One-third (12 million) are immigrants.

- Hispanic survey respondents are disproportionately likely to have low literacy, comprising 53% of respondents who scored below Level 1, and 28% of those at Level 1.
Title I: Workforce
Who is WIOA Intended to Serve?

**Title I (workforce)**

- Low-income individuals and those with barriers to employment
- “Dislocated” workers, such as:
  - People laid off and unlikely to return to the same industry
  - “Displaced homemakers” who have been previously full-time parents/caregivers supported by a spouse or other family member
- Youth (in-school and out-of-school)

*This is a non-exhaustive list.*
How WIOA Title I Funds Flow (simplified)

Federal Appropriations

$\to$

State

Department of Labor (or Workforce, etc.)

Local Workforce Development Boards (WDBs) \hspace{3cm} \rightarrow \hspace{3cm} \text{Subcontractors*}

*As appropriate.
How are Latinos Served by Title I?

Hispanic* individuals served by Title I:

• Adults: 117,000
  (14,000 received training)

• Dislocated workers: 85,000
  (12,000 received training)

• Youth: 30,000

*Our usage follows the federal terminology for this data.

Data source: WIASRD Data Book, PY2013-14

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How Do Immigrants Fit into Title I?

• Title I participants must be legally work-authorized

• Federal policy guidance affirms that Deferred Action for Childhood Arrivals (DACA) recipients are eligible for Title I services
A Lack of Data

- There is **no national data** on how many **immigrants** are served under Title I
- Data on Limited English Proficient (**LEP**) participants shows:
  - Just **1.5%** of Adult participants who received training services were LEP (4,000 people **nationwide**)
  - Just **1.6%** of Dislocated Workers who received training services were LEP (3,000 people **nationwide**)

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Title II: Adult Education
Who is WIOA Intended to Serve?

Title II (adult education)

• Individuals who lack a high school diploma or equivalent
• Individuals who have Limited English Proficiency

This is a non-exhaustive list.
How WIOA Title II Funds Flow (simplified)

Federal Appropriations

- State (Department of Education)
  - Community-Based Organizations* (CBOs)
  - School Districts*
  - Community Colleges*
  - Other Providers (e.g., libraries)*

*Some states.
How Are Latinos Served by WIOA Title II?

Latinos served by Title II:

- Adult Basic Education (grade level 1-8): 176,000 (26% of total ABE students)
- Adult Secondary Education (grade level 9-12): 58,000 (31% of total ASE students)
- English Language: 428,000 (64% of total EL students)

How Do Immigrants Fit into Title II?

- Title II - Adult Education
  (silent on immigration status)
  - Adult Basic Education
  - Adult Secondary Education
  - English Language/Civics

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A Lack of Data (continued)

- There is *no national data* on how many *immigrants* are served under Title II

- Data on participants who were *educated outside the US* shows 551,000 people served fall into this category (36% of *total participants*)
A Changing Landscape

• The implementation of WIOA has created **new opportunities** for advocates to improve services to Latino and immigrant participants

• In order to **capitalize** on these opportunities, it helps to know key aspects of the law

*Up next: What’s new in WIOA*
Where Are We Heading?
New Emphasis: Barriers to Employment

- WIOA mandates that state plans address how individuals with barriers to employment will be served.
- “Barriers” are defined as including limited English skills, among others.
New Emphasis: Sector Partnerships

- Can use WIOA statewide set-aside funds to develop or expand sector partnerships
- Local workforce boards must “develop, convene, or implement” sector partnerships

See examples: www.nfwsolutions.org/find-workforce-partnership
New Emphasis: Career Pathways

- **State board must develop strategies** to support the use of career pathways
- **Local board must** lead efforts to develop and **implement** career pathways and include descriptions in local plans
- Statewide set-aside funds may be used to develop career pathways programs
New: WIOA Codifies Career Pathways

The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

(A) aligns with the skill needs of industries in the economy of the State or regional economy involved;

(B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships;

(C) includes counseling to support an individual in achieving the individual’s education and career goals;

(D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

(E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

(F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and

(G) helps an individual enter or advance within a specific occupation or occupational cluster.
New Emphasis: Integrated Education & Training (IET) Programs

• Opportunity to launch new or expand existing IET programs

• Interviews with California IET practitioners: www.calpro-online.org/onlinevideolibrary/iet.asp

• Examples of nonprofit/community college partnerships to serve immigrant workers: www.ncwe.org/?page=BCPIW

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New Emphasis: Out-of-School Youth

- WIOA expands percentage devoted to “Out of School Youth” (OSY) to 75% of total youth funds
- OSY = neither in school nor working
- OSY age range expanded to 16-24

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New Emphasis: Performance Measures

WIOA creates a single set of common performance measures across core programs, including:

• Unsubsidized employment;
• Median earnings;
• Receipt of a secondary diploma or recognized postsecondary credential;
• Measurable skill gains toward a credential or employment; and
• Employer engagement
WIOA Planning

• States must submit a “Unified Plan” coordinating across all of WIOA’s titles.
• These 4-year plans must be modified at the 2-year mark (Spring 2018)
• Each local area must also develop its own WIOA plan, in alignment with the state’s plan.

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Keep in Mind:
At the (Local) Planning Table

• Ensure that plans fully **document** immigrant demographics and needs

• **Analyze** local demographics in comparison to prior WIOA participants

• Suggest tested **models** for providing WIOA services to eligible Latinos and/or ELLs

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Where is your potential leverage?

- **With state officials:** encourage release of policy guidance outlining models for serving immigrants/ELLs
- **With local officials:** identify opportunities for immigrant service providers to collaborate or subcontract
- **With nonprofits:** provide planning/capacity building resources so they can get a seat at the workforce table by bringing solutions to shared policy mandates
Learn More

• National Skills Coalition WIOA resources: www.nationalskillscoalition.org/state-policy/workforce-innovation-opportunity-act-implementation

• National Skills Coalition Immigration resources: www.nationalskillscoalition.org/federal-policy/immigration
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