The Workforce Innovation and Opportunity Act - 2014

• The first legislative reform of the public workforce system in more than 15 years.

• Reauthorizes the programs through 2020.
WIOA-2014

- Presented by bipartisan, bicameral group May 27.
- Passed by the Senate June 25, 95-3.
- Passed by House of Representatives July 9, 415-6.
- Signed into law by the President July 22.
WIOA-2014

• In general the bill focuses on:
  o Streamlining programs, reporting and administration.
  o Creates common performance measures across “core” programs.
  o Mandates a single, unified plan for “core” programs.

• “Core” Programs are:
  o Adult, Dislocated Worker and Youth programs.
  o Adult Basic Education.
  o Wagner-Peyser.
  o Vocational Rehabilitation.
WIOA-2014

- Workforce Investment Boards:
  - Generally maintains current structure
    - Requires business majority
    - Total number of members is reduced (potentially down to as few as 19)
  - Emphasizes role in coordinating and aligning programs to meet local worker and employer needs.
WIOA-2014

- Requires single, unified State plan covering all core programs
  - Plan to describe overall strategy and how will meet needs of workers, job seekers and employers.
  - Requires identification of “economic regions” within the state.

- Local plan must be aligned to this strategy
  - How services will align with the regional labor market
  - If in “economic region” must include how planning and services are coordinated.
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• Creates single set of common measures across all core programs
  o For adults:
    • Entered employment (employed 2\textsuperscript{nd} qtr after exit)
    • Retained employment (still employed 4\textsuperscript{th} qtr after exit)
    • Median earnings 2\textsuperscript{nd} qtr after exit
    • Obtain a credential during or within 1 year after exit
    • While participating in education or training make “measurable skill gains”
  o For employers:
    • TBD- primary indicator of effectiveness serving employers
WIOA-2014

• Other changes:
  o Greater focus on out of school youth (75% vs. 30%)
  o Eliminates “sequence of services”
  o Reinstates hold harmless for DWP
  o Allows 100% transfer between Adult and DWP
  o Greater focus on services to individuals with disabilities
  o “Core programs” to jointly fund infrastructure
WIOA-2014

• Key dates for implementation:
  o January 18, 2015
    • DOL, DHHS and ED must publish proposed rules
  o July 1, 2015
    • New provisions take effect (current plans apply for 1st year)
  o January 22, 2016
    • DOL, DHHS and ED must publish final rules
  o March 3, 2016
    • State unified plans must be submitted
  o July 1, 2016
    • Joint infrastructure cost requirements take effect