

# 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:
  - Stream lining programs, reporting and administration.
  - Creates common performance measures across “core” programs.
  - Mandates a single, unified plan for “core” programs.
- “Core” Programs are:
  - Adult, Dislocated Worker and Youth programs.
  - Adult Basic Education.
  - Wagner-Peyser.
  - 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.

# WIOA-2014

- Creates single set of common measures across all core programs
  - For adults:
    - Entered employment (employed 2<sup>nd</sup> qtr after exit)
    - Retained employment (still employed 4<sup>th</sup> qtr after exit)
    - Median earnings 2<sup>nd</sup> qtr after exit
    - Obtain a credential during or within 1 year after exit
    - While participating in education or training make “measurable skill gains”
  - For employers:
    - TBD- primary indicator of effectiveness serving employers

# WIOA-2014

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

# WIOA-2014

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