



WIOA Getting Down to Business

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What are the services?



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Transitioning to Career Services

- All career services must be available in one-stop centers on 7/1/15
- There is no requirement that services happen in a specific sequence and any
- Forms and collateral materials reflecting a sequence of service requirement must be updated by 7/1/15
- Until reporting systems are in place
 - basic career services are to be reported as core services
 - individualized career services are to be reported as intensive services

BASIC CAREER SERVICES



Available to Everyone

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Career Services Per USDOL

§678.430 WIOA 134(c) (2)

- Eligibility determination for the adult, dislocated worker, and youth programs
- Outreach and intake
- Worker Profiling & Reemployment Services for those about to lose UI benefits
- Orientation to information and services available through the one-stop
- Initial assessment of literacy, numeracy, and English proficiency, aptitudes, abilities skills gaps and support services needs

Career Services

- Labor Exchange Services
 - Job search
 - Placement
 - career counseling – when needed
 - Information on in-demand industry sectors and occupations
 - Information on nontraditional employment
- Referral & coordination of activities
 - to other programs within the one-stop system and
 - other workforce development programs;
- Labor market statistics - local, regional, and national
- Job vacancy listings

Career Services

- Information on skills necessary to get a job in a demand occupations
- Information on skill requirements, and opportunities for advancement
- Performance and cost information for training by program and providers
- Information about local area performance
- Performance information for the local one-stop system
- Information on support services and referral to child care, child support, Medicaid, CHIP, SNAP, EITC, TANF, transportation

Career Services

- Help filing UC claims

- By on-site by staff trained in UI claims, filing

- UI, Wagner-Peyser, or other OS partner staff trained to provide this type of assistance and service.
 - Only merit staff, in the OS centers or remotely can answer questions, provide advice, or make decisions affecting claimants' UI eligibility
 - other one-stop staff may assist in claims taking by rote acceptance of information
 - Providing meaningful assistance may be paid for by the State's UI program, the WIOA Adult or Dislocated Worker programs, Wagner-Peyser, or some combination of these

Career Services

- Assistance in establishing eligibility for financial aid for training and education programs not provided under WIOA.

Career Services by Wagner-Peyser Staff

- Labor exchange services the primary services provided by WP staff are Basic Career Services
- All basic career services must be made available by WP staff in coordination with other one-stop center partners.
- WP staff may make individualized career services available for individuals with barriers to employment

INDIVIDUALIZED SERVICES



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Priority Populations under WIOA

- WIOA focuses on serving
 - individuals with barriers to employment WIOA §3(24)
 - on a priority basis.



Priority for Adult Funds 134(c)(3)(E)

- OS staff must give priority to
 - recipients of public assistance
 - other low-income individuals, and
 - individuals who are basic skills deficient
 - Regardless of whether funds are limited or not as was the case under WIA
 - WIOA expanded the priority to include
 - individuals who are basic skills deficient per WIOA § 3(5).
 - Veterans and eligible

Priority Order

- Veterans and eligible spouses have statutory priority
- Veterans and eligible spouses receiving public assistance
- Other low-income individuals
- Individuals who are basic skills deficient
- individuals who are not veterans or eligible spouses but are in groups given a priority for WIOA adult program
- Veterans and eligible spouses who are not included in WIOA's priority groups.
- Non-covered persons outside the groups given priority under WIOA.

Priority Policy

- Local areas must establish written policies and procedures to ensure priority for the military and their spouses
 - For participants served in the WIOA Adult beginning July 1,2015.
 - Through monitoring and oversight States should ensure all local areas have developed and implemented such policies.

Military Pay Disregard

- Military pay or allowances
 - By any person who served on active duty, and
 - Certain other specified benefits
- Are disregarded for veterans and other individuals when determining eligibility



Dislocated Workers - Military

- Separating Service Members & their Spouses
 - Need **a notice of separation**
 - DD-214 from the Department of Defense, or
 - A document showing separation qualifying as a notice of termination or layoff
 - Eligible for or exhausted unemployment compensation
 - On a terminal leave but still considered on Active Duty may receive career services if
 - they have an imminent separation date.
 - Separation is not dishonorable
 - Unlikely to return to his or her previous industry or occupation.

Military spouses

- Who have lost employment
- As a direct result of a relocation to accommodate a permanent change in duty station of the spouse or
- Are a dependent spouse of
 - a member of the Armed Forces on active duty
 - whose family income is significantly reduced, per state or local policy because of deployment, a call or order to active duty, or
 - a permanent change of station, or
 - the service-connected death or disability of the service member.
- unemployed or underemployed & having difficulty obtaining or upgrading employment (WIOA §3(15)(E) and 3(16)(A) and (B)).

Coordinating with TAA

- Dual / co-enrollment, of TAA workers in WIOA is encouraged
- Strict deadlines apply to TAA-certified workers.
- Most workers threatened with layoff or separated due to increased imports or a shift in production are DW eligible
 - They should enter the one-stop system immediately following the announcement of a layoff.
 - They should be assisted in filing a petition for TAA certification.
 - Immediate assessment improves TAA participation rates and allows time to consider all of their options before becoming eligible for TAA.
- Dual enrollment & when TAA eligibility is established coordinate
 - One assessment
 - Use OS adult and DW systems to avoid duplication
 - No duplicative TAA/WIOA job search benefits

TAA and WIOA DW

- Co-enrollment also makes additional \$ available for OJT.
 - WIOA allows up to 75 % reimbursement
 - TAA allows 50 % reimbursement
 - For a co-enrolled TAA participant
 - TAA may reimburse employers up to 50% and
 - WIOA may reimburse an additional 25% to bring the total reimbursement to employers up to 75%

Rapid Response

- The strategies and activities necessary
 - To plan for and
 - Respond quickly
 - Following an announcement of a closure or layoff or natural or other disaster
 - Resulting in mass job loss.
- Rapid Response services enable dislocated workers to transition to new employment as quickly as possible.



WHO IS ELIGIBLE FOR ONE ON ONE?

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The Unemployed



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The Underemployed

- Employed part-time seeking full-time employment;
- Employed in a position inadequate with respect to their skills and training;
- Employed but meet the definition of low-income §3(36);
- Employed, but whose earnings are not sufficient compared to their previous job's earnings per State and/or local policy.

Priorities

- Underemployed and low-income
 - Receive career and training services as Adults
 - On a priority basis
- Underemployed & a barrier to employment 3(24)
 - Receive career services as Adults
- Underemployed determined by State and/or local policies as eligible dislocated workers are also eligible for career and training services
 - States and local areas are encouraged to develop policies and procedures for determining underemployed for adult and dislocated workers.



INDIVIDUALIZED CAREER SERVICES

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Career Services

- One on one career services – must be available in all one stop centers
 - When needed to assist in obtaining or retaining a job including:
 - Comprehensive assessments of adults and DW – partner assessments may be used
 - Diagnostic testing and other assessments
 - In-depth interviews and evaluation to identify
 - Employment barriers and goals
 - Achievement objectives
 - The combination of services
 - The list of, and information about, eligible training providers;
 - Development of an individual employment plan
 - Group counseling
 - Individual counseling
 - Career planning and case management

One on One Career Services

- Short-term pre-vocational services
 - Learning skills
 - Communication skills
 - Interviewing skills
 - Punctuality
 - Personal maintenance skills
 - Professional conduct services to prepare for a job or training
 - Pre-apprenticeship programs may be considered short-term pre-vocational services
- Internships and work experience linked to careers

One on One Career Services

- Workforce preparation activities so an individual Can acquire the combination of
 - Basic academic skills
 - Critical thinking skills
 - Digital literacy skills
 - Self-management skills
 - Competencies in utilizing resources
 - Using information
 - Working with others
 - Understanding systems
 - Obtaining skills necessary for transition into and completion of postsecondary education, or training, or employment

One on One

- Financial literacy services
- Out-of-area job search and relocation assistance
- English language acquisition and integrated education and training program
- Follow-up
 - Workplace counseling for adults / DW
 - Placed in unsubsidized employment
 - For 12 months after the first day on the job

Who Gets Training

- No sequence of service requirements
- OS staff may assign training after an interview, evaluation or assessment, and career planning
 - If they are unlikely or unable to obtain or retain employment leading to economic self-sufficiency or
 - If they are unlikely or unable to earn wages comparable to or higher than wages from previous employment through career services alone
 - They have the skills and qualifications to be successful in training

Training

- Must be provided either
 - through an Individual Training Account (ITA) or
 - through a training contract
 - If the local board determines that there are an insufficient number of eligible providers of training services to use ITAs



Exceptions to ITAs

- On-the-job training, including placing participants in a Registered Apprenticeship program
- Customized training
- Incumbent worker training
- Transitional jobs;
- A local training program of demonstrated effectiveness provided by a CBO or other private organization;
- Per local board policy it is determined training would best be provided by an institution of higher education for multiple persons for in demand jobs, sectors or occupations;

ITA Exceptions

- Per local board determination a pay-for-performance contract for training services
 - Limited to 10% of local funds
 - There must be a hold out
 - Bonus must be reinvested in the program
- A combination of ITAs and contracts
 - To support placing participants in programs like Registered Apprenticeship or similar training.

Training

- Selection of training services should
 - maximizes customer choice
 - Include the performance of the training providers,
 - Coordinated with other sources of assistance (WIOA 134(c)(3)).
- Training must be in-demand occupations in
 - the local area or
 - planning region or
 - in a geographic area in which the adult or dislocated worker is willing to commute or relocate.

Follow-up Services

- Must be provided as appropriate for
 - For participants placed in unsubsidized employment
 - For up to 12 months after the first day of employment.
 - Counseling about the work place is a type of follow-up service.
 - Follow-up doesn't extend the date of exit in performance reporting.

Support

- Local Boards must develop written policies
 - To ensure coordination with other entities
 - To ensure the highest quality, most comprehensive services
 - To prevent duplication of resources and services
 - To establish limits on the amount and duration
 - Only when support is not available through other agencies]
 - Only when support is necessary to participate in Title I activities.

Supportive Services

- Transportation;
- Child Care;
- Dependent Care;
- Housing
- Needs-Related Payments only to participants enrolled in training
- Refer to WIOA §§134(d)(3)(B) and 134(c)(3)



EMPLOYER SERVICES

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Business services

- On the job training
- Incumbent worker training
- Job Recruitment Fairs
- Lay off aversion
- Registered Apprenticeship
- Rapid response in the case of layoffs or closings
- Disaster job assistance
- Developing relationships and networks with large and small employers and intermediaries
- Developing, convening or implement industry or sector partnerships
- Recruitment
- information and referrals to specialized business services traditionally not offered in the one-stop

Business Services

- Human resource consulting services
 - Writing/reviewing job descriptions & employee handbooks
 - Developing performance evaluation and personnel policies
 - Creating orientation sessions for new workers
 - Honing job interview techniques
 - Analyzing employee turnover
 - Explaining labor laws to help employers comply with wage/hour and safety/health regulations
 - Customized Labor Market Information for specific employers, sectors, industries or clusters

Business Services

- Developing Industry partnerships, regional skills alliances, industry skill panels, and sectoral skills partnerships
- Customized assistance, and in development of a registered apprenticeship program
- Working with employers on innovative initiatives as needed such as
 - Career pathways
 - Skills upgrading
 - Skill standard development
 - Certification for post-secondary credentials
- Marketing business services to employers
- Assisting employers with local, State, and Federal tax credits.



Work Based Activities

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On-the-Job Training §680.700 WIOA 3(44)

- OJT is provided
 - Under a contract with an employer
 - Can be public, private non-profit, or private sector
 - For occupational training
 - In exchange for 50% wage reimbursement,
 - For the extraordinary costs
 - Of providing the training and supervision
 - In limited circumstances, wage reimbursement may be up to 75 %

Bad Employers WIOA §194(4)

- Do not re-contract with employers who have not
 - Retained OJT participants
 - Provided them with long-term employment
 - Treated OJT participants as regular employees at the same level and to the same extent as other employees working a similar time and doing the same work with the same
 - wages
 - employment benefits (including health benefits) and
 - working conditions.

Duration of OJT Contracts

- Limited to
 - The participant's individual employment plan. (WIOA § 3(44)(C))
 - the time needed for a participant to become proficient in the occupation being trained for
 - Consider
 - The skill requirements of the occupation
 - The academic and occupational skill level of the participant
 - The participant's prior work experience

OJT for employed workers §680.710

- When the employee
 - is not earning a self-sufficient wage pursuant to Local Board policy
 - The requirements in § 680.700 are met; and
 - The OJT relates to
 - The introduction of new technologies
 - The introduction to new production or service procedures
 - Upgrading to new jobs that require additional skills, workplace literacy, or
 - Other appropriate purposes identified by the Local Board.

OJT Payments to Employers § 680.720

- OJT payments are considered compensation for
 - the extraordinary costs associated with training participants and
 - potentially lower productivity of participants while in the OJT.
- Employer reimbursements are limited to 50% of the participant wage rate except where a board has approved up to 75 %
- Employers are not required to document such extraordinary costs.

75% OJT reimbursements § 680.730

- OJT reimbursements may be increased to 75%
 - By Governors for statewide employment and training activities described in § 682.210 to 75%
 - By Local Boards per § 680.320(a)(1) WIOA sec 134(c)(H)(ii) taking into consideratio

75% Wage Reimbursement Considerations

- The participant characteristics
 - Barriers to employment WIOA §3(24)
 - Length of unemployment
 - Skill levels
- Employer size, emphasis on small businesses
- The quality of the training
- Advancement opportunities
 - Is the OJT in a demand occupation with advancement opportunities
- The # of employees participating
- Wage and benefits of employees presently and after completion
- Relation of the training to the competitiveness of the participant. Pre and post training
- Governors and Local Boards must document the factors used when deciding to increase the wage reimbursement above 50%

OJT and Registered Apprenticeship §680.740

- Allowable for the on-the-job training portion of the registered apprenticeship program consistent with § 680.700.
- Depending on the length of the registered apprenticeship and State and local OJT policies, funds may cover some or all of the registered apprenticeship training.
- If the apprentice is unemployed at the time of participation, the OJT must be conducted as described in § 680.700.
- If the apprentice is employed at the time of participation, the OJT must be conducted as described in § 680.700

Combining ITA's and OJTS § 680.330

- For registered apprenticeship § 680.750
 - Per TEGE 3-15 OJT contracts can support some or all of the OJT portion



Registered Apprenticeship

- Every state has a USDOL Office of Apprenticeship or a State Apprenticeship Agency. <http://www.doleta.gov/oa/contactlist.cfm>
- A job-driven strategy for employers
- Funding WIOA § 122(a)(3)
 - Automatically on the Eligible Training Provider (ETP) List though ITAs
 - Employers can be on the ETP List too
 - By providing in-house instruction &/or OJT
 - By using a 2 or 4 year post-secondary school or on-line courses
The employer is the ETP and must identify their instructional provider
 - Community-based organizations
 - Administer the program
 - Work with employers, educational entities and the community to implement the apprenticeship program.

Registered Apprenticeship - Funding

- Joint Apprenticeship Training Programs
 - Employers and unions
 - There is a union run apprenticeship school
 - The union, is the ETP



Intermediaries or Industry Associations

- Can be program sponsors
 - They administer the apprenticeship program.
 - Provide curriculum development, classroom instruction and supportive services
 - They are the ETP and identify the instructional provider if it is not them
 - Can be an educational institution that works with employers who hire the apprentices and provides classroom or online instruction for the program

Reporting on Registered Apprenticeship

- Under WIA, data is reported using the WIASRD
- The WIASRD will continue until a new reporting is developed.
- TEGL 4-13, WIA Performance Reporting 8/13/13 revised the WIASRD so each training type uses a specific code
 - Registered Apprenticeship code value 09 & element # 1209.
 - Data reported thus far indicate only some states reporting this type of training
 - States are reminded to report this information using the WIASRD.

Customized Training §680.760

- Training that meets an employer's or group of employers' requirements where the employer commits
 - To hire the participant upon completion of training, &
 - To pay a good amount of the cost of training, per Local Board policy ref: WIOA § 3(14) or per Governor
 - Employer size
 - Number of employees participating in training
 - Participant wage and benefit levels at start and finish
 - Whether training will add to competitiveness participant
 - other employer-provided training and advancement opportunities

Customized training for employed workers §680.770

- Only for employees not earning a self-sufficient wage as determined by Local Board policy
- The requirements in § 680.760 apply
- The customized training meets § 680.710(c)
 - The introduction of new technologies
 - The introduction to new production or service procedures
 - Upgrading to new jobs requiring additional skills, workplace literacy, or
 - Other appropriate purposes identified by the Local Board.
- or other appropriate purposes identified by the Local Board.

State and local definition of incumbent worker

§ 680.780

■ States and local areas

- Must establish policies and definitions to determine incumbent worker eligibility WIOA § 134(d)(4).
- They do not have to meet the adult or DW eligibility

■ Incumbent workers must be

- Employed by the employer for at least 6 months
- Meet Fair Labor Standards Act requirements for employer-employee relationship
- Training must
 - Meet WIOA §134(d)(4) and § 680.790
 - Increase the competitiveness of the employee or employer.

Incumbent Worker Reports

- Employer share must be reported on the ETA-9130 quarterly financial report. Contracts with employers should require sufficient information is provided to include participants in reporting.
- Incumbent workers should be reported in the WIASRD under element # 911 until a new reporting layout is available.

Incumbent worker training §680.790

- Designed to meet the needs of an employer / group of employers
 - To retain a skilled workforce or
 - avert the need to lay off employees
 - by assisting the workers to get the skills necessary to retain employment.
 - To increase of employee skill levels so they can be promoted and create backfill opportunities (TEGL 3-15)
 - Conducted with a commitment by the employer to retain or avert the layoffs of the incumbent worker(s) trained.

Limitation on funds for incumbent worker training § 680.800

- 20% of the adult and dislocated worker allotment ref: § 680.790 WIOA §134(d)(4)(A)(i);
- States may use their
 - Statewide activities funds ref: WIOA § 134(a)(3)(A)(i)
 - Rapid Response funds ref: §§ 682.210(b) & 682.320(b)(3)
- States may make recommendations to the local boards for providing incumbent worker training that has a statewide impact TEGL 3-15

Employer / Incumbent worker eligibility

§ 680.810

- Local Boards must consider WIOA §134(d)(4)(A)(ii):
 - Participant characteristics
 - Relationship of training to the competitiveness of the participant & employer
 - Other state or local board considerations
 - Number of employees participating in training
 - Participant wage and benefit levels - pre & post training
 - Other employer-provided & advancement training opportunities
- Incumbent worker training can be used for upskilling apprentices working/training as a RA

Local Incumbent Worker cost sharing requirements

§ 680.820 WIOA secs. 134(d)(4)(C) & (D)(i)-(iii)

- Employers must pay the non-Federal share of the training
 - They must pay at least 10% for up to 50 employees
 - 25% for 51 – 100 employees
 - 50% for 101+ employees
- Payment methods
 - The non federal share may be employee wages while in training
 - cash
 - in kind – fairly evaluated Ref 2 CFR 200.306 & 2900.8

Amount of the Non-Federal Share

- The amount depends on the local board considering
 - the number of employees in the training
 - Participant characteristics
 - employee wage and benefits at start & end of training
 - how training affects the competitiveness of the employer/employee
 - the availability of other employer-provided training and advancement opportunities

Transitional Jobs

§680.830 WIOA §134(d)(5)

- New type of WIOA work-based training
- A time-limited work experience
- Subsidized
- In the public, private, or nonprofit sectors
- For individuals
 - barriers to employment
 - chronically unemployed or
 - have an inconsistent work history
- Combined with career and support services

Goal

- To establish
 - A work history for the individual that
 - Demonstrates success in the workplace, and
 - Develops skills leading to a job & retention
 - There is no assumption there will be retention
 - But good if it happens in their transitional job after the experience a successful experience and outcome..

Paying for transitional jobs § 680.840

- Capped at 10% of the local adult and DW allotments §680.810 WIOA134(d)(5)
- Transitional jobs must be combined with
 - comprehensive career services §680.150 and
 - support services § 680.900

Using Transitional Jobs

- Local areas must
 - Adopt policies that include
 - The amount of the reimbursements (wages?)
 - What support services are included
 - Limits on the duration of the transitional job
 - Identify employers that can provide quality experiences

Work Based Training and Unions §680.850

- Funds provided to employers for work-based training, must not be used to directly or indirectly assist, promote or deter union organizing.
WIOA §181(b)(7)

Customized Employer Services

- Can be for
 - **Employers**
 - **Employer associations,**
 - **Other organizations**
 - **On a fee-for-service basis**
 - **In addition to labor exchange services available to employers under Wagner-Peyser**
- They are determined by the local board

Internships/Work Experience for adults & DW

§680.170 WIOA §134(c)(2)(A)(xii)(VII),

- Internships & work experience are
 - Planned
 - structured learning experiences
 - takes place in a workplace
 - limited period of time
 - paid or unpaid, as appropriate
 - in the private for profit, public or the non-profit sector, or the
 - Labor standards apply if there is an employee/employer relationship, per Fair Labor Standards Act



YOUTH

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The 75% OSY Requirement

- The 75% calculation is determined after subtracting funds spent on administration
- For example
 - A local area receives \$1 million
 - Spends \$100,000 (10 percent) on administration
 - The remaining \$900,000 is subject to the minimum OSY expenditure rate of 75 % or \$675,000

Recruiting OSY

- Information sharing between schools
- Print and electronic media campaigns.
- School districts expos and reengagement fairs.
- Partnering with school districts, to access youth not attending or who have dropped out.
- TANF participants may be eligible as age now goes to 24

PROGRAM ELEMENTS

- Program services must support
 - Attainment of a HS diploma or its equivalent
 - Entry into postsecondary school
 - Career readiness
 - 14 required elements



5% Window and Compulsory Attendance

- The 5 % window is maintained for youth who are not low income but have a barrier
- In serving in-school youth programs must mandate school attendance

YOUTH PROGRAM DESIGN

Mandated Objective Assessment Elements

- academic levels
- skill levels
- service needs
- basic skills
- occupational skills
- prior work experience
- Employability interests & aptitudes
- Interest & aptitudes for nontraditional jobs
- Support service needs
- Developmental needs
- Identification of appropriate services
- Identifying career pathways

ASSESSMENTS

- Youth providers are not required to conduct new assessments if a recent assessment of the participant conducted pursuant to another education or training program is available

REQUIRED INDIVIDUAL SERVICE STRATEGY - ISS

- Must be directly linked to 1 or more performance indicators in section 116 (b) (2) (A) (ii)
- Must identify career pathways that include
 - Education and employment goals
 - Including nontraditional employment as appropriate
 - Achievement objectives
 - Appropriate services taking into account the assessment
- A new service strategy isn't required if there is recent service strategy developed under another education or training program;

ACTIVITIES AND RESULTS

- Activities leading to the attainment of a secondary school diploma or its credential
- Preparation for postsecondary education and training
- Linkages between academic instruction and occupational education that lead to the attainment of recognized postsecondary credentials
- Preparation for unsubsidized employment
- Connections to employers in in-demand industry sectors and occupations
- Local boards can implement the pay-for-performance contract strategy with 10 percent of their funds

PROGRAM ELEMENTS

- Program services provided must support
 - Attainment of a HS diploma or its equivalent
 - Entry into postsecondary education
 - Career readiness

ONE OR MORE REQUIRED PROGRAM ELEMENTS

- Tutoring
- Study skills training
- Instruction
- Evidence-based dropout prevention and recovery strategies leading to
 - Completion of a HS diploma or GED
 - A recognized certificate of attendance or similar document for individuals with disabilities
 - A recognized postsecondary credential
- Alternative secondary school services, or dropout recovery services

REQUIRED PROGRAM ELEMENTS

- Paid and unpaid work experience that have as component academic and occupational education, which may include
 - Summer employment and other employment opportunities available throughout the school year
 - pre-apprenticeship programs
 - internships and job shadowing
 - on-the-job training opportunities
- Special requirement
 - A minimum of 20 % of the funds allocated to the local area must be used to provide in and out-of-school youth with work experience activities

PROGRAM ELEMENTS

- Occupational skill training
 - Priority for training leading to postsecondary credentials aligned with in-demand jobs
- Education concurrent with & in context with workforce prep and training for a specific occupation
- Leadership development
 - Community service
 - Peer centered activities, responsibility, positive social and civic behaviors,
- supportive services
- Adult mentoring including during 12 months follow up
- 12 months of follow-up services
- Guidance and counseling, including drug and alcohol counseling and referral
- Financial literacy education
- Entrepreneurial skills training
- Labor market and employment information about in-demand jobs
 - career awareness
 - career counseling
 - career exploration services
- Activities that prepare youth for postsecondary education and training

Required 20% Work Experience Expenditure

- Includes wages & staffing costs to develop and manage work experiences.
- The 20% work experience expenditure rate is calculated for after subtracting funds spent on administration.
- It is not applied separately for ISY and OSY.
- Ex. A local area has a million \$ in youth funds
- They spent \$100,000 (10 %) on administration
- The minimum work experience expenditure is based on the remaining \$900,000 or \$180,000
- \$180,000 can be spent on ISY or OSY

In summary ...

- From the USDOL WIOA...
 - Aligns federal investments to support job seekers and employers
 - Strengthens the governing bodies that establish state, regional and local workforce investment priorities
 - Helps employers find workers with the necessary skills
 - Aligns goals and increases accountability and information for job seekers and the public
 - Fosters regional collaboration to meet the needs of regional economies
 - Targets workforce services to better serve job seekers
 - Improves services to individuals with disabilities