

**What Will WIOA Mean for the Day-to-Day
Operations of Your One-Stop Center?**

Webinar: September 9 and 10, 2014

**Side-by-Side Comparison of WIA and WIOA
One-Stop Center Requirements
(With Potential Implications)**

Attachment 1:

Comparison of One-Stop Center Services Required in WIOA and WIA (pages 2 - 8)

Attachment 2:

Comparison of Title I Adult Service Eligibility Required in WIOA and WIA (pages 9 - 12)

Attachment 3:

Comparison of Performance Required in WIOA and WIA (pages 13 - 15)

Attachment 1: Comparison of One-Stop Center Services Required in WIOA and WIA

Services		
WIOA	WIA	Comments/Implications
<p><u>Career Services</u></p> <p><u>At a minimum:</u></p> <p>Determinations of whether individuals are eligible to receive assistance under this subtitle</p> <p>Outreach, intake (which may include worker profiling), and orientation to information and services available through the one-stop delivery system</p> <p>Initial assessment of skill levels (including literacy, numeracy, and English language proficiency), aptitudes, abilities (including skills gaps), and supportive service needs;</p> <p>Labor exchange services— - job search and placement assistance and, in appropriate cases, career counseling, including—provision of information on in-demand industry sectors and occupations; and provision of information on non-traditional employment; - appropriate recruitment and other business services on behalf of employers, including small employers, in the local area, which services may include services described in this subsection, such as providing information and referral to specialized business services not traditionally offered through the one-stop delivery system</p>	<p><u>Core Services</u></p> <p><u>At a minimum:</u></p> <p>Determinations of whether individuals are eligible to receive assistance under this subtitle</p> <p>Outreach, intake (which may include worker profiling), and orientation information and services available through the one-stop delivery system</p> <p>Initial assessment of skill levels, aptitudes, abilities, and supportive service needs</p> <p>Job search and placement assistance, and where appropriate, career counseling</p>	<p>Same</p> <p>Same</p> <p>More detail on what initial assessment includes</p> <p>Adds information on in-demand sectors and occupations and nontraditional employment</p> <p>Makes Business/Employer Services a Career Service--- WIA only has participant core services</p> <p>New service requirement</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
<p>Provision of referrals to and coordination of activities with other programs and services, including programs and services within one-stop delivery system and, in appropriate cases, other workforce programs;</p> <p>Provision of workforce and labor market employment statistics information, including provision of accurate information relating to local, regional, and national labor market areas, including—</p> <ul style="list-style-type: none"> - Job vacancy listings in such labor market areas; - Information on job skills necessary to obtain the jobs described in subclause (I); and - Information relating to local occupations in demand and the earnings, skill requirements, opportunities for advancement for such occupations; 	<p>Provision of employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas, including---</p> <ul style="list-style-type: none"> - Job vacancy listings in such labor market areas; - Information on job skills necessary to obtain the jobs described in clause (i); and - Information relating to local occupations in demand and the earnings and skill requirements for such occupations 	<p>New requirement</p> <p>Adds information on "Opportunities for advancement"</p>
<p>Provision of performance information and program cost information on eligible providers of training services as described in section 122, provided by program, and eligible providers of youth workforce investment activities described in section 123, providers of adult education described in title II, providers of career and technical education activities at the postsecondary level, and career and technical education activities available to school dropouts, under the Carl D. Perkins Career and Technical Education Act of 2006, and providers of vocational rehabilitation services</p>	<p>Provision of performance information and program cost information on eligible providers of training services as described in section 122, provided by program, and eligible providers of youth activities described in section 123, providers of adult education described in title II, providers of postsecondary vocational education activities and vocational education activities available to school dropouts under the Carl D. Perkins Vocational and Applied Technology Education Act (20 U.S.C. 2301 et seq.), and providers of vocational rehabilitation program</p>	<p>Same</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
<p>described in title I of the Rehabilitation Act of 1973 Provision of information, in formats that are usable by and understandable to one-stop center customers, regarding how the local area is performing on the local performance accountability measures described in section 116(c) and any additional performance information with respect to the one-stop delivery system in local area;</p> <p>Provision of information, in formats that are usable by and understandable to one-stop center customers, relating to the availability of supportive services or assistance, including:</p> <p>child care, child support, medical or child health assistance under title XIX or XXI of the Social Security Act (42 U.S.C. 1396 et seq. and 22 1397aa et seq.), benefits under the supplemental nutrition assistance program established under the Food and Nutrition Act of 25 2008 (7 U.S.C. 2011 et seq.), assistance through the earned income tax credit under section 32 of the Internal Revenue Code of 1986, and assistance under a State program for temporary assistance for needy families funded under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.) and other supportive services and transportation provided through funds made available under such part, available in</p>	<p>activities described in title I of the Rehabilitation Act of 1973 Provision of information regarding how the local area is performing on the local performance measures and any additional performance information with respect to the one-stop delivery system in the local area</p> <p>Provision of accurate information relating to the availability of supportive services, including child care and transportation, available in the local area, and referral to such services, as appropriate</p>	<p>Adds “information in formats usable and understandable by one-stop center customers”</p> <p>Adds the specific programs where information must be provided</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
<p>the local area; and referral to the services or assistance described in subclause (I), as appropriate</p> <p>Provision of information and assistance regarding filing claims for unemployment compensation;</p> <p>Assistance in establishing eligibility for programs of financial aid assistance for training and education programs that are not funded under this Act;</p> <p>Followup services, including counseling regarding the workplace, for participants in workforce investment activities authorized under this subtitle who are placed in unsubsidized employment, for not less than 12 months after the first day of the employment, as appropriate</p>	<p>Provision of information regarding filing claims for unemployment compensation</p> <p>Assistance in establishing eligibility for-- (i) welfare-to-work activities authorized under section 403(a)(5) of the Social Security Act (as added by section 5001 of the Balanced Budget Act of 1997) available in the local area; and (ii) programs of financial aid assistance for training and education programs that are not funded under this Act and are available in the local area;</p> <p>Followup services, including counseling regarding the workplace, for participants in workforce investment activities authorized under this subtitle who are placed in unsubsidized employment, for not less than 12 months after the first day of the employment, as appropriate.</p>	<p>Adds “assistance in filing claims”</p> <p>Removes now defunct “Welfare-to-Work” Program from the 1990s</p> <p>Same</p>
<p><u><i>Career Services Continue:</i></u></p> <p>Services, if determined to be appropriate in order for an individual to obtain or retain employment, that consist of—</p> <p>- Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers,</p>	<p><u>Intensive Services</u></p> <p>May Include:</p> <p>Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may</p>	<p>WIOA: No “Intensive Services”; Just “Career Services”</p> <p>Will need to await regulations on how “determined to be appropriate” will be applied</p> <p>Same</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
<p>which may include diagnostic testing and use of other assessment tools; and in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals;</p>	<p>include diagnostic testing and use of other assessment tools; and in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals.</p>	
<p>- Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve the employment goals, including providing information on eligible providers of training services pursuant to paragraph (3)(F)(ii), and career pathways to attain career objectives;</p>	<p>Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve the employment goals</p>	<p>Adds information on eligible providers of training IEP now includes “career pathways to attain career objectives”</p>
<p>- Group counseling; - Individual Counseling - Career planning</p>	<p>Group counseling Individual counseling Career planning</p>	<p>Same</p>
<p>Short-term prevocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals or unsubsidized employment or training</p>	<p>Case management for participants seeking training services</p>	<p>Case management not included</p>
<p>Short-term prevocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals or unsubsidized employment or training</p>	<p>Short-term prevocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals for unsubsidized employment or training</p>	<p>Same</p>
<p>Internships and work experiences that are linked to careers</p>		<p>Internships new; WIA Regulations permit paid or unpaid Work Experience; now, Work Experience linked to Careers.</p>
<p>Out-of-area job search assistance and relocation assistance</p>		<p>WIA Regulations currently permit these</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
<p>Financial literacy services, such as the activities described in 129(b)(2)(D)</p> <p>English language acquisition and integrated education and training programs</p> <p>Workforce preparation activities</p>		<p>New: Appears in WIA Youth</p> <p>New: Link to Title II Adult Ed; Definitions in Adult Ed</p> <p>Definition in Adult Ed:</p> <p>“The term ‘workforce preparation activities’ means activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.”</p>
<p>Training Services</p> <p>Occupational skills training, including training for nontraditional employment;</p> <p>On-the-job training;</p> <p>Incumbent worker training in accordance with subsection (d)(4)</p> <p>Programs that combine workplace training with related instruction, which may include cooperative education programs</p> <p>Training programs operated by the private sector</p>	<p>Training Services</p> <p>Occupational skills training, including training for nontraditional employment</p> <p>On-the-job training</p> <p>Programs that combine workplace training with related instruction, which may include cooperative education programs</p> <p>Training programs operated by the private sector</p>	<p>Same</p> <p>Same</p> <p>New: Incumbent worker training</p> <p>Same</p> <p>Same</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
Skill upgrading and retraining	Skill upgrading and retraining	Same
Entrepreneurial training	Entrepreneurial training	Same
Transitional jobs in accordance with subsection (d)(5)		New: Transitional jobs
Job readiness training provided in combination with services described in any of clauses (i) through (viii);	Job readiness training	New: Job readiness now is only in combination with training
Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services described in any of clauses	Adult education and literacy activities provided in combination with services described in any of clauses	New: Specifies English language acquisition and integrated education and training programs; can be concurrent or in combination
Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.	Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.	Same

Attachment 2: Comparison of Title I Adult Service Eligibility Required in WIOA and WIA

Service Eligibility		
WIOA	WIA	Comments/Implications
<p><u>No Change in Baseline Eligibility:</u></p> <ul style="list-style-type: none"> - Adult and Dislocated Worker Definitions the Same - Continue with Selective Service Requirements - Continue with Legal to Work Requirements 		
	<p><u>WIA Registration:</u></p> <p>Sec. 663.105 When must adults and dislocated workers be registered?</p> <p>(a) Registration is the process for collecting information to support a determination of eligibility. This information may be collected through methods that include electronic data transfer, personal interview, or an individual's application.</p> <p>(b) Adults and dislocated workers who receive services funded under title I other than self-service or informational activities must be registered and determined eligible.</p>	<p>Will need to await regulations to find out when customers are registered in WIOA Title I and included in the performance outcomes.</p> <p>WIOA: No mention of “self-service and information” or its use in determining whether or not to register a customer into WIOA Title I performance</p>
<p><u>Priority for Services</u></p> <p>With respect to funds allocated to a local area for adult employment and training activities, priority shall be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient for receipt of career services and training services. The local board and the Governor shall direct the one-stop operators in the local area with regard to making determinations related to such priority</p>	<p><u>Priority for Services</u></p> <p>In the event that funds allocated to a local area for adult employment and training activities are limited, priority shall be given to recipients of public assistance and other low-income individuals for intensive services and training services. The appropriate local board and the Governor shall direct the one-stop operators in the local area with regard to making determinations related to such priority</p>	<p>Removal of “if funds are limited for employment and training” activities; “priority” applied for career and training services</p> <p>Adds “basic skills deficient” to priorities of public assistance and low income</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
	<p><u>Eligibility: Intensive Services</u></p> <p>Sec. 663.160 Are there particular core services an individual must receive before receiving intensive services under WIA section 134(d)(3)?</p> <p>(a) Yes, at a minimum, an individual must receive at least one core service, such as an initial assessment or job search and placement assistance, before receiving intensive services. The initial assessment provides preliminary information about the individual's skill levels, aptitudes, interests, and supportive services needs. The job search and placement assistance helps the individual determine whether he or she is unable to obtain employment, and thus requires more</p>	<p>WIOA Definition of “Basic Skills Deficient”:</p> <ul style="list-style-type: none"> - A youth, that the individual (<i>sic</i>) has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or - A youth or adult, that the individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual’s family, or in society. <p>Public Assistance = Cash Payments</p> <p>Expanded definition of “Low-Income”—same for all programs (including WIOA Youth)</p> <p>WIOA: No distinction between Core and Intensive Services Eligibility; Both are “Career Services”</p> <p>This is what is meant by no “sequence of service”.</p> <p>No distinct core or intensive services in WIOA:</p> <ul style="list-style-type: none"> - WIOA has no requirement for at least one core service

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
	<p>intensive services to obtain employment. The decision on which core services to provide, and the timing of their delivery, may be made on a case-by-case basis at the local level depending upon the needs of the participant.</p> <p>(b) A determination of the need for intensive services under Sec. 663.220, as established by the initial assessment or the individual's inability to obtain employment through the core services provided, must be contained in the participant's case file.</p> <p>Sec. 663.220 Who may receive intensive services?</p> <p>There are 2 categories of adults and dislocated workers who may receive intensive services:</p> <p>(a) Adults and dislocated workers who are unemployed, have received at least one core service and are unable to obtain employment through core services, and are determined by a One-Stop operator to be in need of more intensive services to obtain employment; and</p> <p>(b) Adults and dislocated workers who are employed, have received at least one core service, and are determined by a One-Stop operator to be in need of intensive services to obtain or retain employment that leads to self-sufficiency, as described in Sec. 663.230.</p>	<p>- No requirement to be determined to “Need Intensive Services”</p> <p>Removes distinction between employed and unemployed</p>
<u>Eligibility: Training Services</u>	<p><u>Eligibility: Training Services</u></p> <p>Met the eligibility requirements for intensive services and who are unable to</p>	<p>WIOA has no “Intensive services”</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
<p>Who, after an interview, evaluation, or assessment, and career planning, have been determined by a one-stop operator or one-stop partner, as appropriate, to—be unlikely or unable to obtain or retain employment, that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment, through the career services</p>	<p>obtain or retain employment through such services</p> <p>Who after an interview, evaluation, or assessment, and case management, have been determined by a one-stop operator or one-stop partner, as appropriate, to</p>	<p>New: Not just unable, but may be unlikely to “obtain or retain employment”</p> <p>Unable to obtain or retain employment through “Career Services” (Is this a Sequence of Service?)</p>
<p>Be in need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment; and</p>	<p>Be in need of training services and to</p>	<p>New: Employment that “leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment”</p>
<p>Have the skills and qualifications to successfully participate in the selected program of training services;</p>	<p>Have the skills and qualifications to successfully participate in the selected program of training services;</p>	<p>Same</p>
<p>Who select programs of training services that are directly linked to the employment opportunities in the local area or the planning region, or in another area to which the adults or dislocated workers are willing to commute or relocate;</p>	<p>Who select programs of training services that are directly linked to the employment opportunities in the local area involved or in another area in which the adults or dislocated workers receiving such services are willing to relocate;</p>	<p>Same</p>
<p>Who are determined to be eligible in accordance with the priority system in effect under subparagraph 19 (E).</p>	<p>Who are determined to be eligible in accordance with the priority system, if any</p>	<p>No “if funds limited”; priority system is always in affect</p>

Attachment 3: Comparison of Performance Required in WIOA and WIA

Performance		
WIOA	WIA	Comments/Implications
<p>Measures for Core Programs:</p> <p>(I) the percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program;</p> <p>(II) the percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program;</p> <p>(III) the median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program;</p>	<p>Common Measures Waiver:</p> <p>Entered Employment: Of those who are not employed at the date of participation: # of adult participants who are employed in the first quarter after the exit quarter <i>divided by</i> # of adult participants who exist during the quarter</p> <p>Employment Retention: Of those who are employed in the first quarter after the exit quarter: # of adult participants who are employed in both the second and third quarters after the exit quarter <i>divided by</i> # of adult participants who exit during the quarter</p> <p>Average Earnings: Of those adult participants who are employed in the first, second, and third quarters after the exit quarter: <i>divided by</i> Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter</p>	<p>WIOA Core Programs: WIA Adult/DW; Adult Ed; Wagner-Peyser; Voc Rehab</p> <p>Removes condition of “not employed at date of participation”</p> <p>Not first quarter, but second quarter</p> <p>Not second and third quarters, but fourth quarter</p> <p>Not “average earnings”, but “median” earnings</p> <p>Not quarters two and three, but second quarter</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
<p>(IV) the percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent during participation in or within 1 year after exit from the program;</p> <p>(V) the percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment; and</p> <p>(VI) the indicators of effectiveness in serving employers</p>	<p>Customer satisfaction indicators</p>	<p>WIA has credential measure, but is waived under common measures</p> <p>Encourage link to T-II Adult Ed Partner and Training Services</p> <p>Encourage link to T-II Adult Ed Partner and Training Services</p> <p>“Measurable skill gains”? (Not just WIA Youth)</p> <p>WIOA: No customer satisfaction indicators</p> <p>New: “To be developed”</p>
<p>Credential Indicator</p> <p>“Program participants who obtain a secondary school diploma or its recognized equivalent shall be included in the percentage counted as meeting the criterion under such clause only if such participants, in addition to obtaining such diploma or its recognized equivalent, have obtained or retained employment or are in an education or training program leading to a recognized postsecondary credential within 1 year after exit from the program.”</p>		<p>Only count high school or GED credential, if a job or training program within 1 year of exit to be included</p>

<u>WIOA</u>	<u>WIA</u>	<u>Comments/Implications</u>
<p>Indicator for Services to Employers</p> <p>“Prior to the commencement of the second full program year after the date of enactment of this Act, the Secretary of Labor and the Secretary of Education, after consultation with the representatives described in paragraph (4)(B), shall jointly develop and establish, for purposes of this subparagraph, 1 or more primary indicators of performance that indicate the effectiveness of the core programs in serving employers.”</p>	<p><i>(No “Employer Metric”; Just Employer Customer Satisfaction Indicator)</i></p>	<p>New effectiveness in “serving employers” metric by July 1, 2016</p>