City of Los Angeles
Workforce Investment Board
Workforce Innovation &
Opportunity Act
(WIOA) Overview

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California Workforce Association
How does the $$ flow

U.S. DOL Agency → California → Labor

State of California Labor and Workforce Development Agency

CWIB/EDD

Local Electeds

WIB/LEO Agreement → Admin Entity → Local Workforce Board

City of Los Angeles
Local Workforce Investment Board Structure

**WIA**
- Business majority including Chair (51%)
- Labor (20%)
- Educational entities
- Community based organizations
- One-stop partners
- Economic and Community Development

**WIOA**
- Business majority including Chair (51%)
- (20%) Labor, Apprentice, CBOs, Youth Serving
- Adult Education and Literacy
- Higher Education
- Government and Economic Development
- Wagner-Peyser
- Vocational Rehabilitation
Local Workforce Board Functions

**WIA**
- Develop and submit local plan
- Designate or certify one-stop operators
- Identify eligible providers of youth services and training services
- Develop a budget, provide oversight
- Negotiate and reach agreement on local performance measures
- Assist governor in developing state-wide employment statistics
- Coordinate WIA activities with economic development
- Promote active participation of private sector employers

**WIOA**
- Maintains existing functions
- Employer engagement
- Leveraging non-federal resources
- Leads efforts to develop career pathways
- Promote other proven and promising practices
Functions of a Local Board: WIOA

- Development of a Local Plan
- Workforce Research and Labor Market Analysis
- Convening, Brokering, and Leveraging
- Lead and engage with a diverse range of employers
- Career Pathways development
- Identify and disseminate proven and promising practices
- Develop technology strategies
- Program oversight
Functions of a Local Board WIOA (con’t)

• Negotiation of local performance measures
• Selection of one-stop partners and youth providers
• Identification of eligible providers of training and of career services
• Coordination with education providers
• Budget and Administration
• Accessibility for individuals with disabilities
Characteristics of High Performing WIBs

Measuring Success
• Success of the Board
• Success of the Delivery System
• Community and Economic Growth

Managing the Work of the Board
• Board as a Business
• Responsibility for its Own Membership
• Structure: Effective, Efficient and Strategic
• Hires and Grows the Right Staff
• Clear Focus on Board Level Work
Characteristics of High Performing WIBs

**Working Strategically**
- Data Driven
- Sector/Business Driven
- Plans Strategically
- Focuses on the “Big Issues”
- Turns Plans into Actions

**Developing and Managing Fiscal Resources**
- Exercises Fiduciary Stewardship
- Grows the Business
- Budgets Strategically
WIOA Overview

• Maintains existing structure of the law, four titles (occupational training, Adult Basic Education, Wagner-Peyser, and voc-rehab)
• Maintains funding structure, does not create a block grant or otherwise consolidate existing funding streams.
Key Infrastructure Changes

- WIBs: Maintains existing structure, with business majority and chair. Reduces required members
- State and local plans: Requires new, unified state plan for all “core” programs, option for Combined Plan with more partners. Local plans must be aligned with state plan
- American Job Centers: Must assess effectiveness, accessibility, and continuous improvement every three years
Local Areas and Regionalism

WIOA

- Promotes local alignment with labor markets and economic development activities.
- Supports regional strategic planning – single comprehensive planning and reducing administrative costs
- Bill allows for initial and subsequent designations based on performance, fiscal integrity and participation in "regional coordination activities"

State Initiatives

- Regional Coordination/Slingshot
- Integrated Service Design
- Regional Employer Engagement - Sectors
Local Areas Designation

• Initial Designation – During the first two program years, the governor shall approve requests from any area that was designated under WIA for the preceding two years, and who performed successfully and sustained fiscal integrity
  ** DRAFT Directive from CA out...CWA has commented

• Subsequent Designation – Governor shall approve a request if such an area:
  • Performed successfully
  • Sustained fiscal integrity
  • Successfully involved in regional planning
Regional Planning

- Regional planning must result in:
  - A regional plan
  - Regional service strategies using cooperative service agreements
  - Development and implementation of sector initiatives
  - Collection of regional market data
  - Establishment of administrative cost arrangements – pooling of funds
  - Coordination of support services
  - Coordination of services with economic development and providers
  - Collectively negotiate and reach agreement on local levels of performance
Performance Measures

WIOA

• Creates a single set of common measures for adults across all core programs authorized under the bill, including both occupational training and adult education programs.
• Similar set of common measures across all youth-serving programs.
• Adds business metrics - ROI
• Governor can add additional measures

State Initiatives

• High Performing Boards
• AB2148 Mullin – Annual Workforce Metrics Dashboard
Performance Measures

Adult and DW
- Unsubsidized Employment (placement)
- Retention after 2nd and 4th Quarter
- Median earnings at 2nd Quarter
- Receipt of a secondary diploma or recognized postsecondary credential in or within 1 year of exit
- Measurable skills gains toward a credential or employment
- Employer engagement (still to be developed)
Performance Measures

Youth

Same as Adult and DW. However, includes percentage of participants in education, training or unsubsidized employment after 2\textsuperscript{nd} and 4\textsuperscript{th} Quarter after exit.
Statewide Initiative

WIOA
• Increases the Governor’s set aside to 15%
• Vocational Rehabilitation – 15% of State allotment goes to “pre-employment transition services”
• Adult Education/Title II – stresses workforce development services to entry level workers; integrates adult ed into workforce training
• New One-Stop Partners: TANF, Second Chance Programs

State
• Workforce Accelerator Grants
• Layoff Aversion strategies
• California Committee for Employment of People with Disabilities
Employment and Training Activities

WIOA
• Eliminates “sequence of services”
• Real-world training opportunities with flexibility
  • OJT, Incumbent Worker Training, Pay for Performance Contracts, Customized Training, Career Pathways and Sector Initiatives.
• Prioritization for work-based learning opportunities for Youth

State
• SB 734 – Training Requirements
• AB 554 – Apprenticeship
• Career Pathway Trust Grants
• Doing What Matters for Jobs and the Economy
Key Training and Education Provisions

- Eligible Training Provider List – Stays intact
  - An institution of higher ed providing recognized credential
  - Entity registered under the National Apprenticeship Act
  - Public/Private training providers offering occupational skills training

- Provisions for Initial Eligibility

- Must report performance and costs (only on WIOA participants)
  - WIOA performance + training related
  - Recognized postsecondary credentials received
  - Cost of attendance
  - Program completion rate
Training Services

- Occupational Skills training
- On-the-job (OJT) training
- Incumbent Worker Training (IWT)
- Workplace combined with classroom training
- Skills upgrade training
- Entrepreneurial training
- Transitional jobs training – with occupational
- Adult ed and literacy – with occupational
- Customized training in partnership with employers
Paying for Training

Individual Training Accounts (ITA)s can be used unless:
• OJT, customized training, incumbent worker or transitional
• Insufficient number of providers in local area
• Demonstrated effectiveness by CBO for folks with barriers
• Group contracts with institutions of higher education
• Pay-for-performance contracts
OJT, IWT, Transitional

- On-the-Job (OJT) Training can be reimbursed up to 75% of the cost
- 20% of local funds can be used for Incumbent Worker Training for layoff aversion
- Transitional Jobs or WEX can be done with 10% of local funds
  - Barriers to employment, combined with case management, establish work history and skills
Youth Services

WIOA

- Simplifies Determination of Income Eligibility for Out of School Youth
  - Includes Free or Reduced Lunch as part of the definition of “low-income individual”
  - Includes Special rule which allows eligibility to those youth living in high poverty areas.
- Expands the age range for Out-of-School Youth activities to 24
- Expands priority for Out-of-School Youth, with 75% of youth activities funds required to serve this population
- 20% of funds to be used on transitional jobs (work experience)

State

- Programs targeted to youth with barriers – AB2060 for example
- More transitional jobs programs
California Workforce Association Goals

1) WIOA Committee of the CWA Board – includes outside representation
2) Develop the state’s WIOA implementation timeline
3) Work with legislature on single implementation bill
4) Partner with local, State and Federal partners on listening sessions and input into the regulatory process
5) Develop and deliver technical assistance