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THREE RIVERS WORKFORCE INVESTMENT BOARD



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Workforce Innovation and Opportunity Act (WIOA)

Cynthia Shields

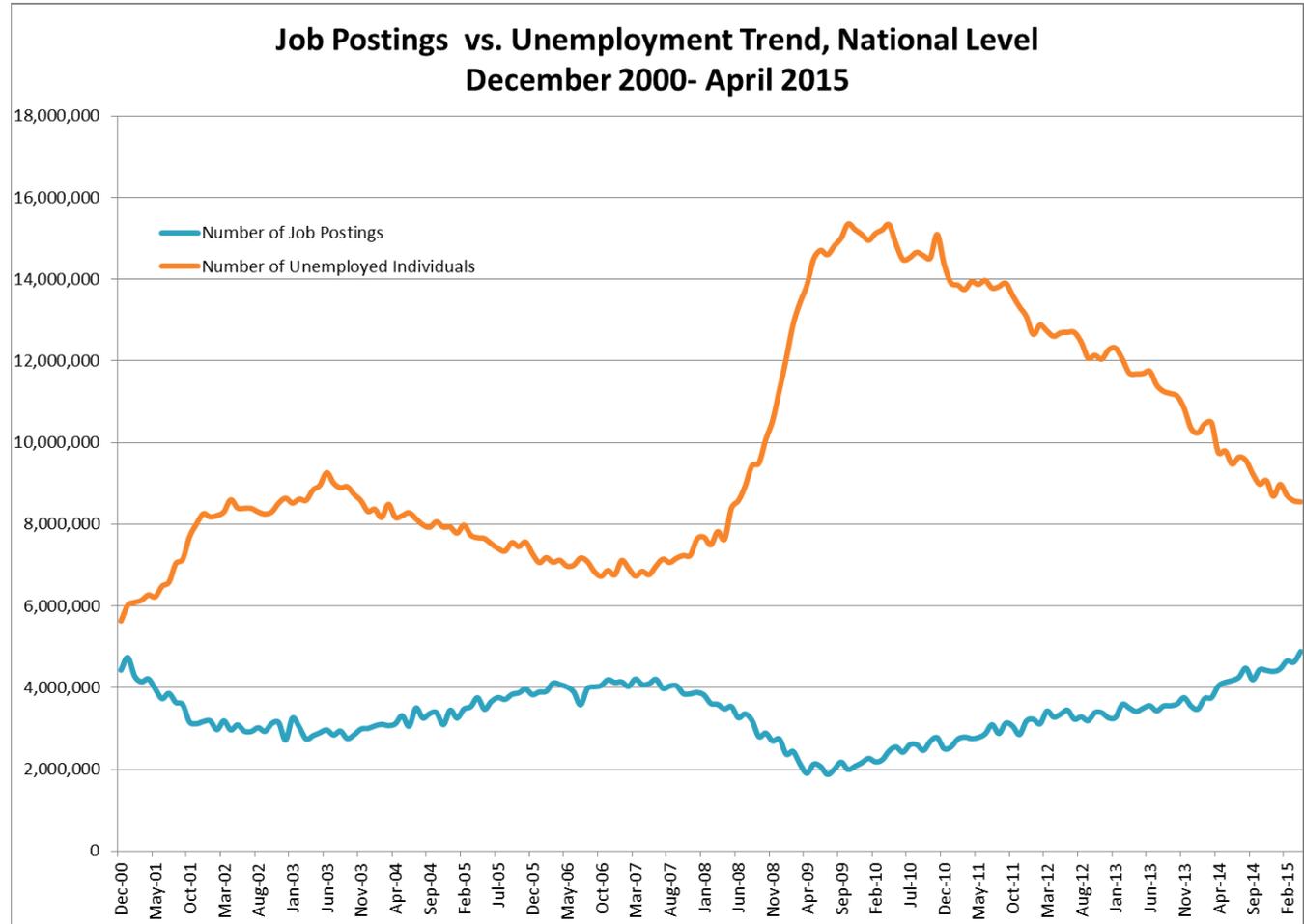
September 29, 2016



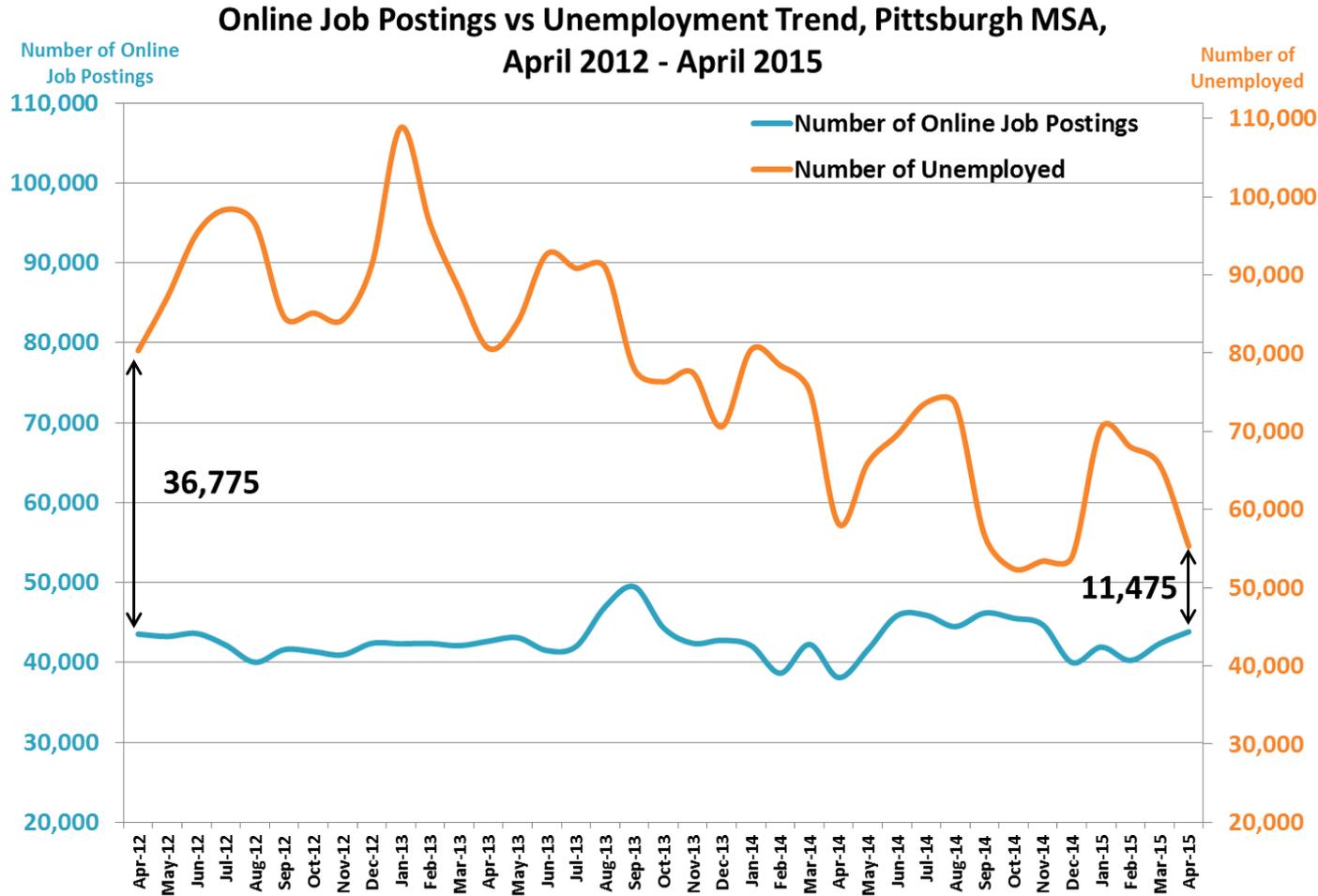
National Picture

There are 1.7 unemployed individuals for every job posting

There are 3 million fewer full time employees in the US today than in December 2007



Local Picture: Supply – Demand (Im)balance



There is almost one open job for every unemployed person.

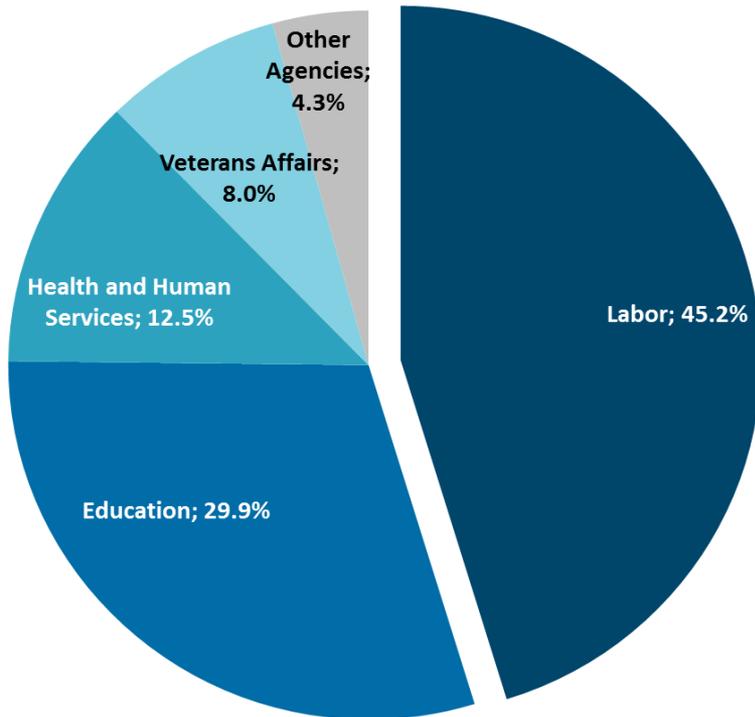
What are the barriers to employment?

How can we bridge the gap?



National System

Spending on Employment and Job Training Programs by Agency



- 10 Federal agencies fund job training
- 95% of Federal funds are in four programs:
 - **Workforce Investment Act (WIA)**
 - Temporary Assistance for Needy Families (TANF)
 - Veterans Vocational Rehabilitation and Employment
 - Career and Technical Education

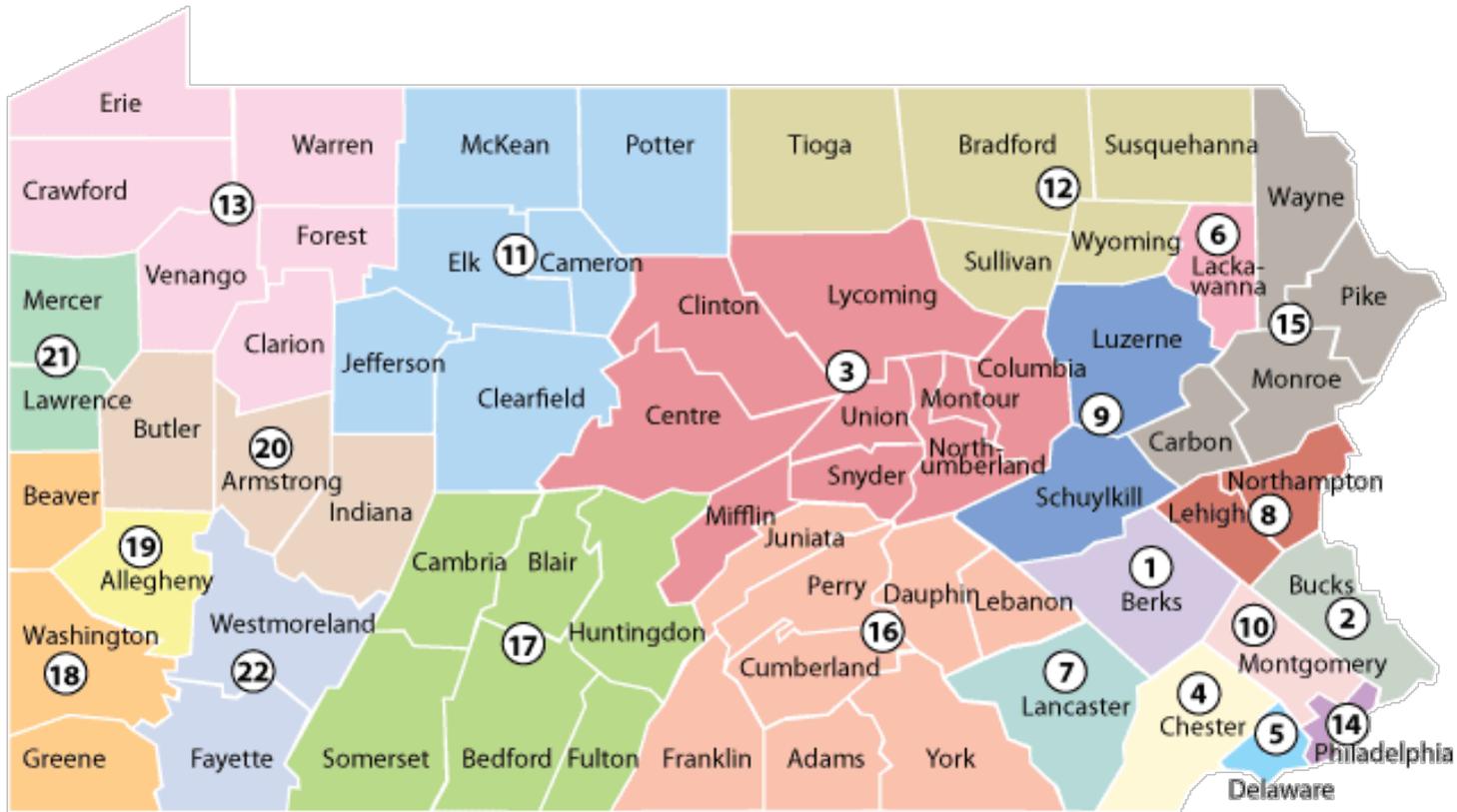


Public System: Workforce Investment Act (WIA)

- Passed in 1998
- Largest single source of federal funding for workforce development: \$2.8 billion
- Created the “One-Stop” System (PA CareerLink®)
- Established employer leadership
- Prioritized accountability and outcome measurement
- Harnessed local expertise through the creation of local areas



Pennsylvania Local Workforce Investment Areas (WIA)



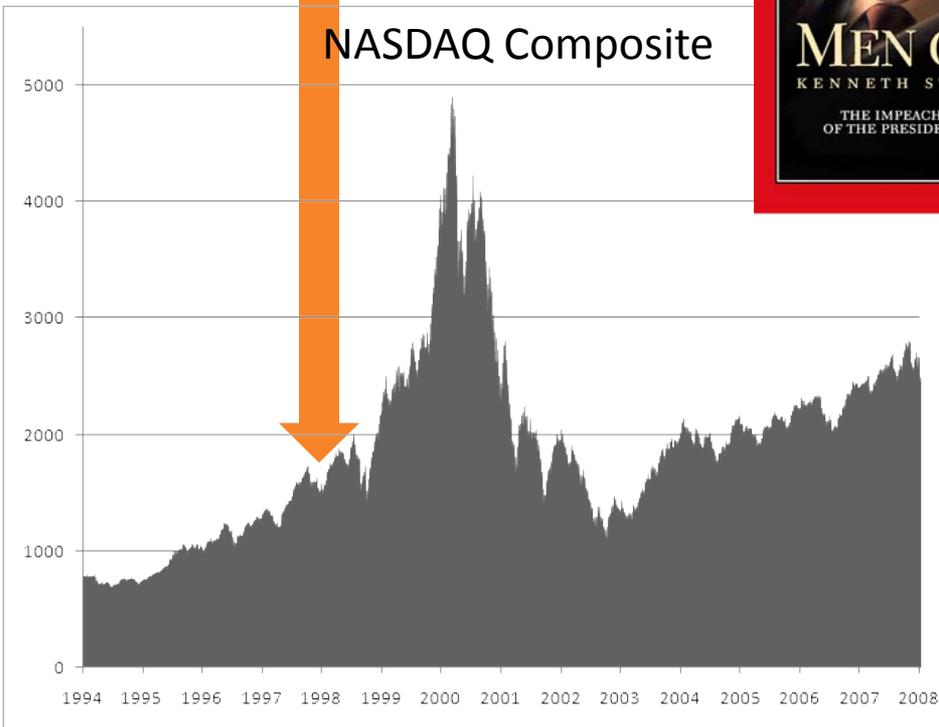
- | | | | |
|------------------------|------------------------------------|------------------------------|--------------------------------|
| 1. Berks County WIA | 6. Lackawanna County WIA | 12. Northern Tier WIA | 18. Southwest Corner WIA |
| 2. Bucks County WIA | 7. Lancaster County WIA | 13. Northwest WIA | 19. Three Rivers WIA |
| 3. Central WIA | 8. Lehigh Valley WIA | 14. Philadelphia County WIA | 20. Tri-County WIA |
| 4. Chester County WIA | 9. Luzerne-Schuylkill Counties WIA | 15. Pocono Counties WIA | 21. West Central WIA |
| 5. Delaware County WIA | 10. Montgomery County WIA | 16. South Central WIA | 22. Westmoreland & Fayette WIA |
| | 11. North Central WIA | 17. Southern Alleghenies WIA | |



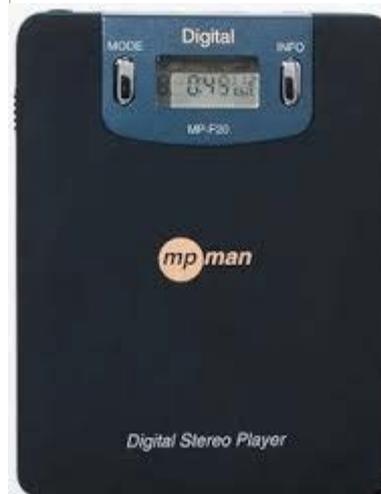
Life in 1998

The Dot Com bubble had not yet burst...

NASDAQ Composite



Top Three Websites in 1998:

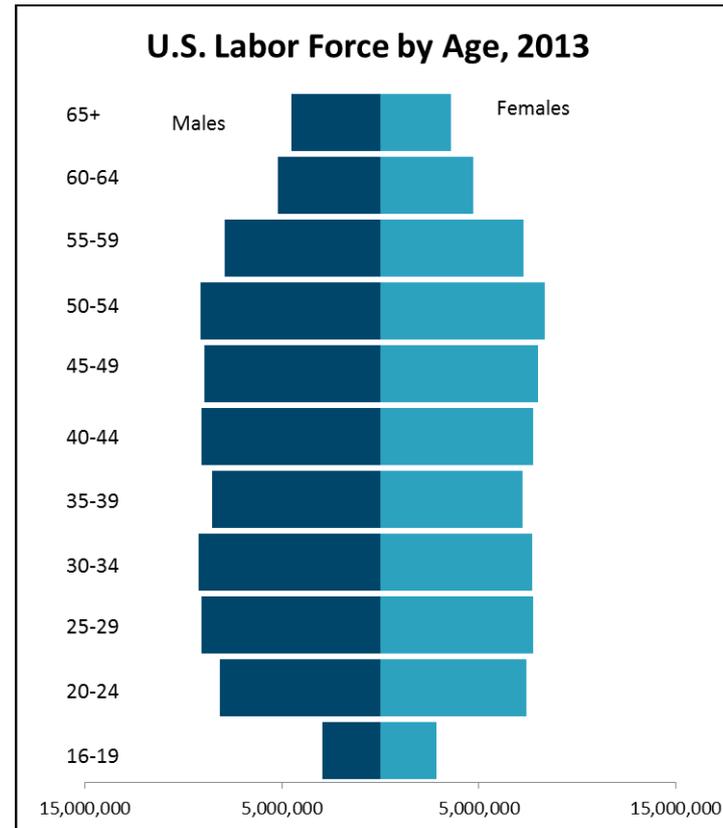
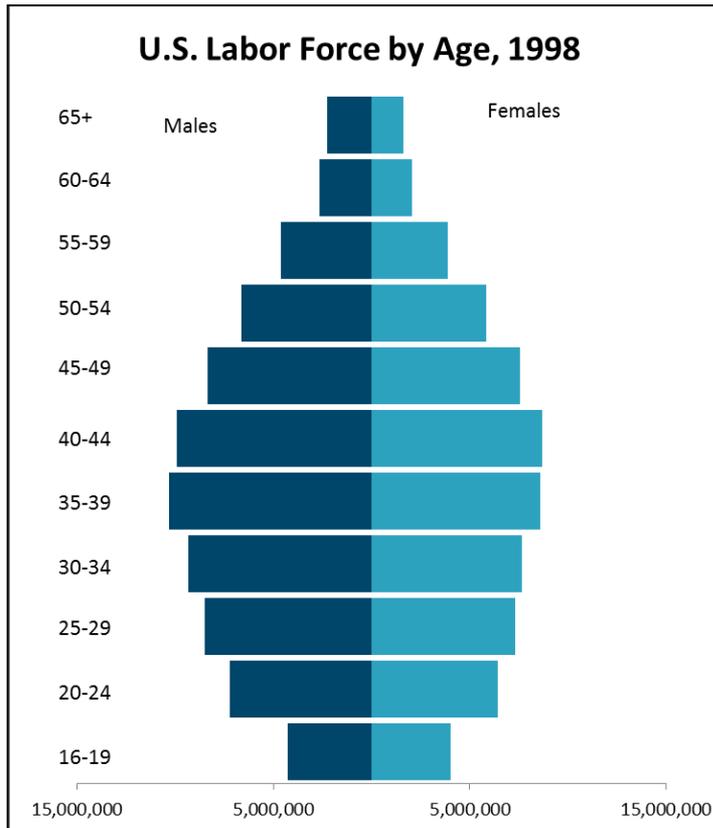


Changes in Business Models

- Google launched in 1998.
- The needs of employers have changed: job skills are more technical and technological than ever before.
- Job tenure averaged 3.6 years in 1998; in 2012 it averaged 4.6 years.
- Job titles like Data Architect, Cloud Services Specialist, Social Media Specialist, and Health Care Concierge did not exist in 1998.
- In 1995, 35-65% of employees received formal training from their employer. In 2011, just 21% of employees reported receiving any kind of employer-funded training in the past five years.



Changes in the Labor Market



- The national unemployment rate was 4.5% in 1998. It is 6.2% today.
- In 2000, 29.9% of Americans were between 40-65 years old. Today, 33.2% are.
- Minorities make up more than 35% of the US workforce today, up from 27% in 1998.
- The average duration of unemployment has gone from 3.3 months in 1998 to 8.4 months in 2013.



Changes in Job Searching

- Monster.com launched in 1998
- 41% of US adults used the internet in 1998. 87% of US adults use the internet today.
- 94% of recruiters use or plan to use social media in their recruitment efforts this year.



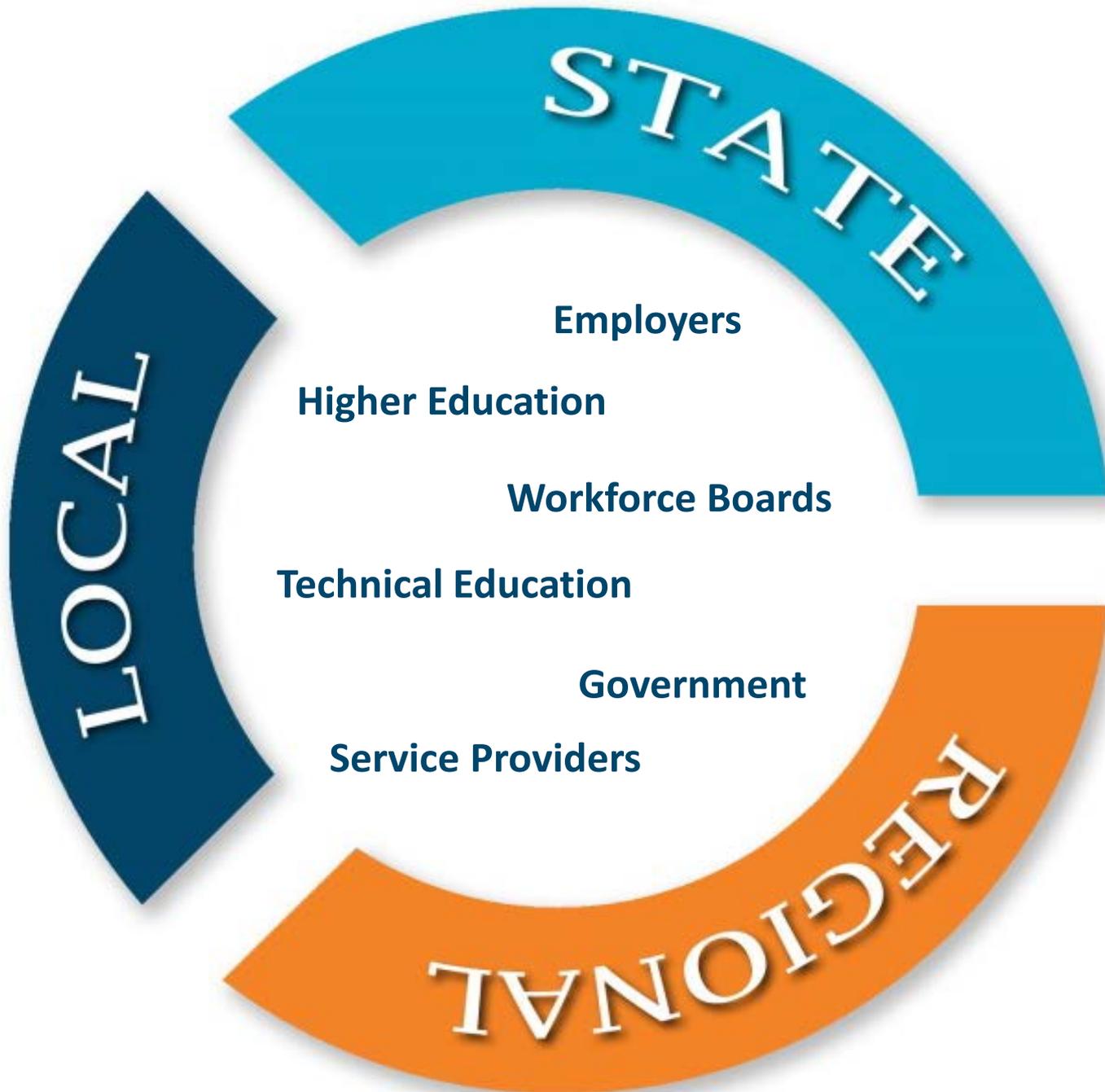
Workforce Investment Act (WIA)



Workforce Innovation and Opportunity Act (WIOA)

“...to provide workforce investment activities, through statewide and local systems that increase the employment, retention, and earnings of participants, and increase attainment of recognized postsecondary credentials by participants, and as a result, ***improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Nation.***”

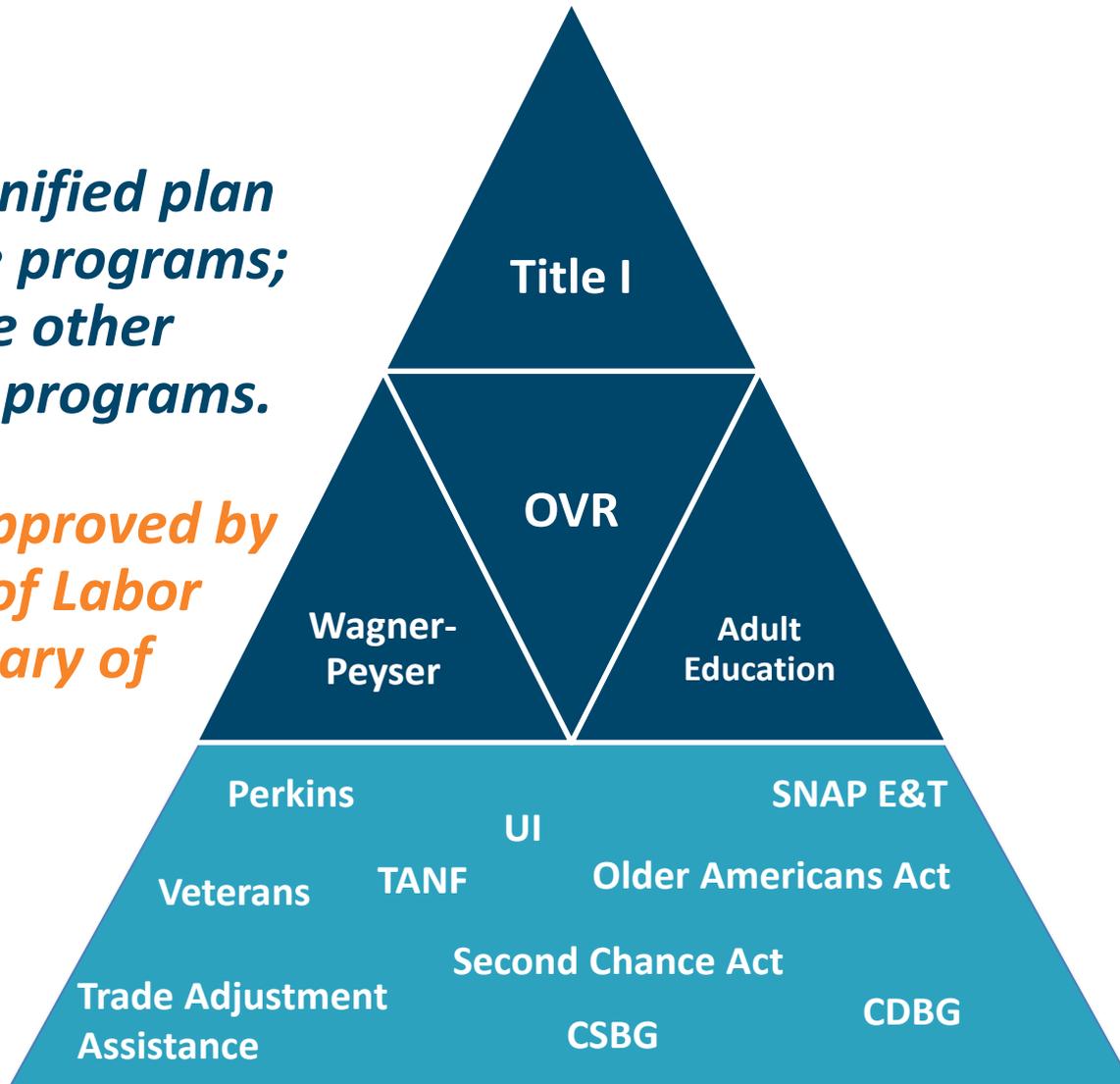




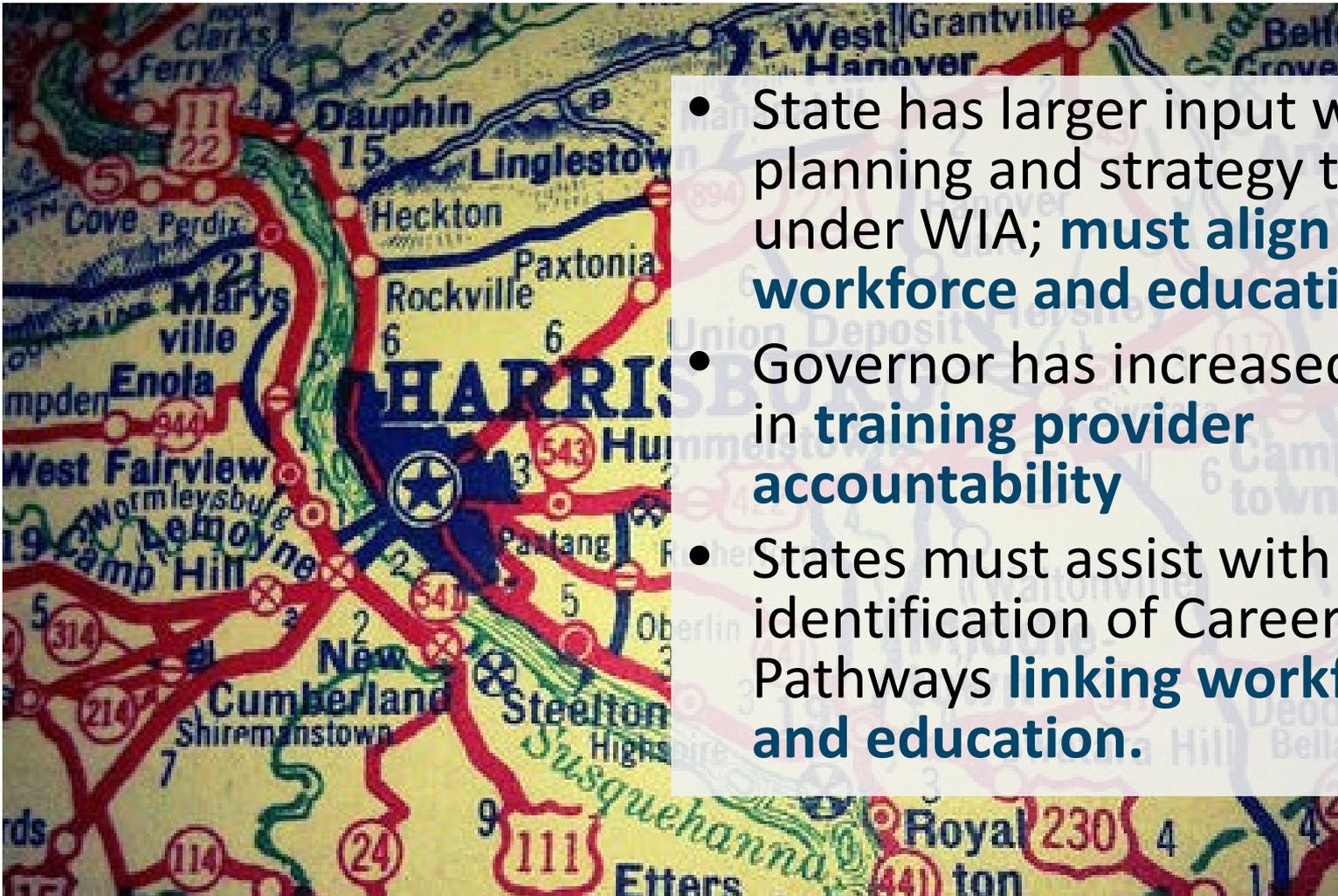
Strategic Program Alignment through Unified Planning

Requires unified plan for all core programs; can include other workforce programs.

Must be approved by Secretary of Labor and Secretary of Education



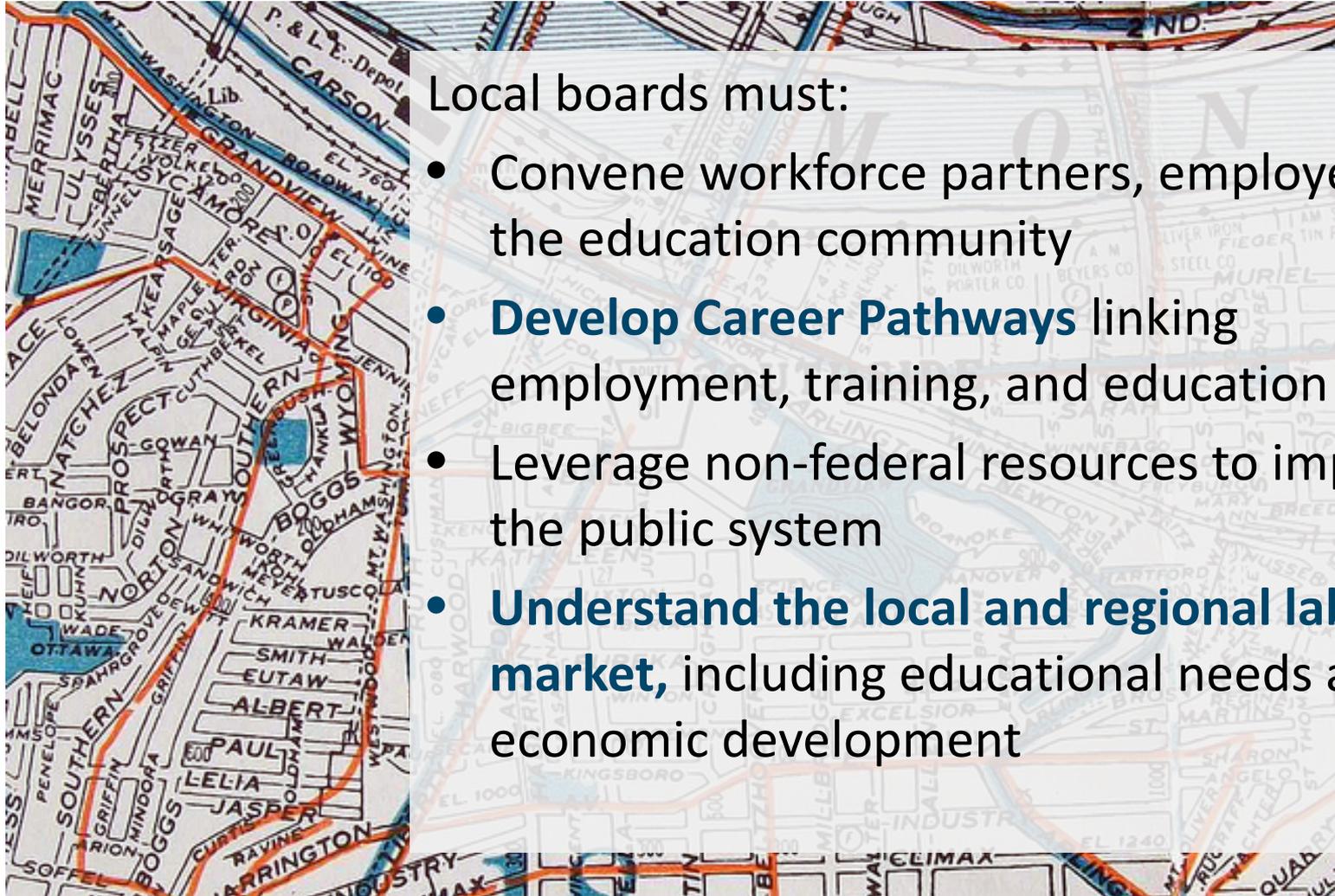
Strategic Program Alignment: State level



- State has larger input with planning and strategy than under WIA; **must align workforce and education.**
- Governor has increased role in **training provider accountability**
- States must assist with the identification of Career Pathways **linking workforce and education.**



Strategic Program Alignment: Local level



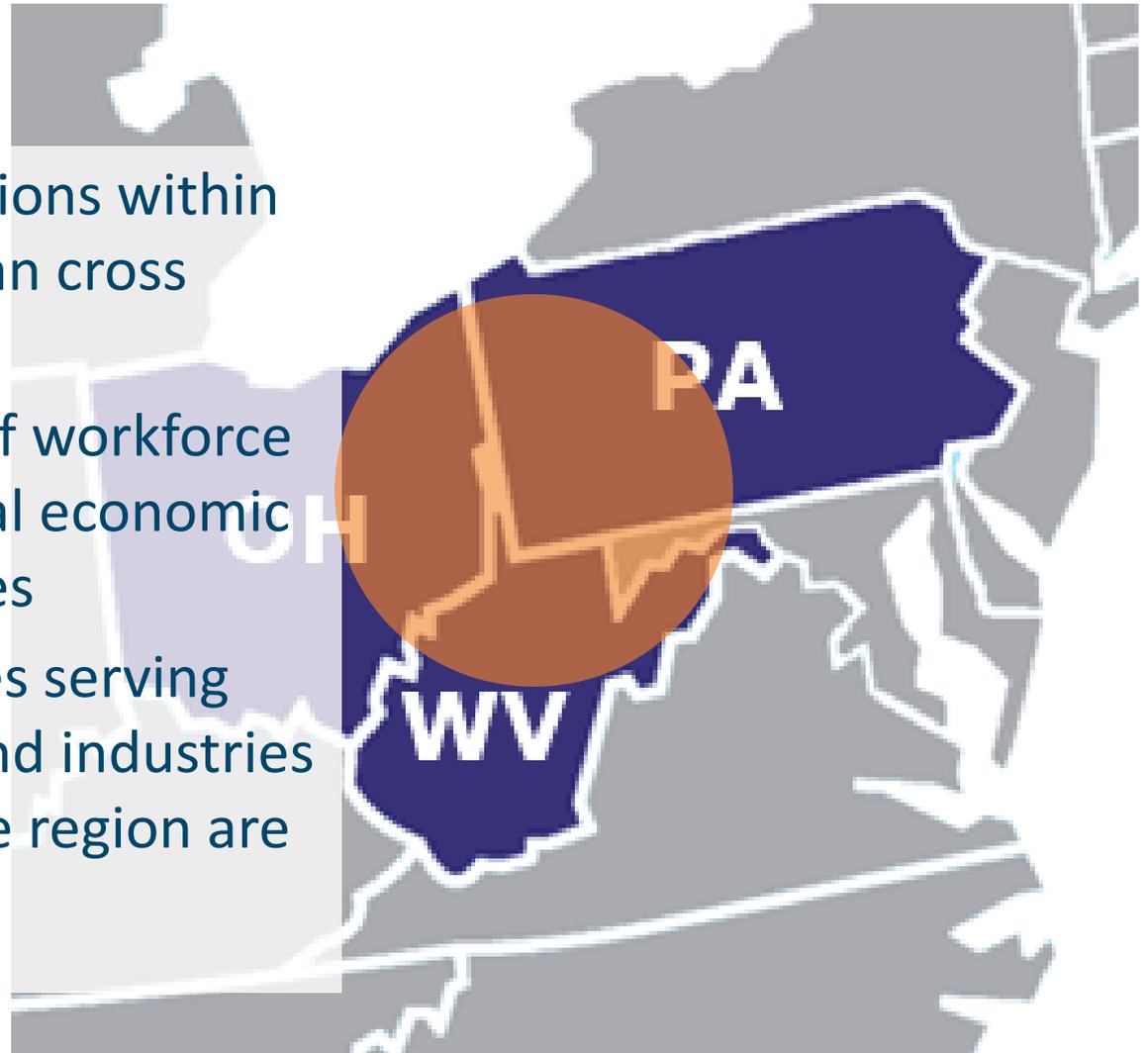
Local boards must:

- Convene workforce partners, employers, and the education community
- **Develop Career Pathways** linking employment, training, and education
- Leverage non-federal resources to improve the public system
- **Understand the local and regional labor market**, including educational needs and economic development



Regional Collaboration

- States will identify regions within their states; regions can cross state borders
- Promotes alignment of workforce programs with regional economic development strategies
- Sector-based strategies serving the needs of in-demand industries and occupations in the region are prioritized



Performance Metrics

- Common across all core programs
 - Employment
 - Retention
 - Median Earnings
 - Credential Attainment
 - Skills Gains
 - As yet undefined employer engagement metric
- Increased transparency: training providers must report outcomes on **all** participants
- States, Local Areas, and training providers will all use a common report card that must be made accessible to job seekers



Changes in Service Delivery



- **Priority** given to recipients of public assistance and low-income individuals and individuals who are basic skills deficient
- Increased linkage between youth programs and adult; greater focus on **out of school youth**
- Greater flexibility of services and new services available, including incumbent worker training and transitional jobs and services to **employers**



Local Impact: Improving Outcomes through System Alignment



Key Implementation Dates

- April 16, 2015: Notices of Proposed Rulemaking to implement WIOA published
- July 1, 2015: Provisions of WIOA take effect
- July 22, 2015: Eligible Training Provider provisions must be enacted by Governor and local boards; template for performance reports released
- January 22, 2016: Final Rule to implement WIOA published
- March 3, 2016: First Unified State Plan submitted
- July 1, 2016: New performance metrics take effect





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