

WIOA: What It Means for Transition

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What is WIOA?



- The Workforce Innovation & Opportunity Act of 2014
- Signed into law July 22, 2014
- Reauthorizes the Workforce Investment Act of 1998, including the Rehabilitation Act

WIOA Basics

- COVERS FOUR PUBLIC SYSTEMS
 - ***Workforce Development System*** serving all job seekers
(Titles I)
 - **Wagner-Peyser Labor Exchange** (Title III)
 - **Adult Education & Literacy** (Title II)
 - ***Public Vocational Rehabilitation*** (Title IV)
- Legislation goes into effect
July 1, 2015 unless otherwise specified
 - Title IV (Rehab Act) has already gone into effect
(with a few exceptions)
- Draft implementing regulations released

H.R. 803



WHAT CONGRESS SAID



- Assist those most in need
- Focus on increasing *job skills*, *career pathways*, & *in-demand* occupations
- Focus more on employer engagement
- **Public VR & Workforce Development:** be better partners

Core Programs Under WIOA

- 1. Adult, Dislocated Worker, & Youth Workforce Investment Programs**
- 2. State Employment Service**
- 3. Adult Education & Literacy**
- 4. Public Vocational Rehabilitation**

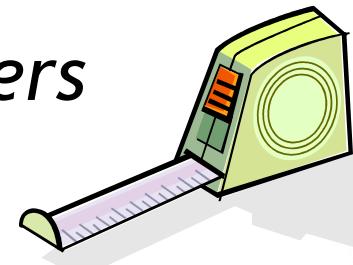
9 Additional Federal Programs that are Mandated One-Stop Partners,
but Not Core Programs

Core Program: What It Means

- Must submit a unified 4-year state plan
- Subject to “Common Measures” starting in 2016

➤ Adult Measures:

- *Entering & retaining employment*
- *Median earnings*
- *Obtaining an educational credential*
- *Effectiveness in serving employers*



WHAT CONGRESS ALSO SAID



- The days of students with disabilities leaving school ***poorly educated,*** with ***no employment experience,*** ***no job prospects,*** ***living lives of poverty,*** & too often ending up in ***segregated day programs,*** need to come to an end.

*Increased Role
for Public VR
in Transition*

WIOA Message

- Public VR has clear responsibilities for assisting students with disabilities while they are in school
- Public VR is expected to have a presence within schools



Services for Transition from School to Adult Life

- **15% of state Title I VR Funds must be used for “pre-employment transition services”**
 - Title I Funds FY 2014: \$88 million
- **Required services:**
 - job exploration counseling
 - work based learning experiences
 - counseling on post-secondary opportunities
 - workplace readiness training
 - Instruction in self-advocacy
- **9 additional activities allowed if funding is available**



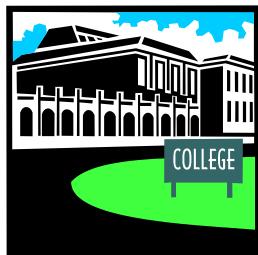
VR *Employment Transition Coordination Requirements*

- Attend IEP Meetings
- Work with workforce boards, One-Stops, & employers to develop employment opportunities
- Work with schools to ensure provision of pre-employment transition services
- When invited, attend person-centered planning meetings



VR'S TRANSITION REQUIREMENTS

*Don't End at 15%
of Expenditures*



- VR agency, in collaboration with local school districts, must provide, or arrange for provision of pre-employment transition services for ***all students with disabilities*** in need of these services eligible or potentially eligible for VR services, ***using funds from VR & other sources as necessary.***

Proposed
Regulations:

**PETS are to be
widely available**



- Pre-Employment Transition Services (PETS) are for **all students with disabilities *in need of such services***, without regard to the type of disability
- Do not need to apply or be accepted for VR services

How do we
define
in need of ?

Key Issue:
**Defining and
assuring quality
of required
services**

- Job exploration counseling
- Work based learning experiences
- Counseling on post-secondary opportunities
- Workplace readiness training
- Training on self-advocacy



The “Readiness” Concerns

- Needless “readiness” services
- Assuming every student needs every service
- Adding another step in the continuum



Best job readiness program?



*Actual Job
Experience*





- No Work-Based Learning definition in WIOA
- Need to be clear regarding WBL parameters
- Need for emphasis on settings reflective of ***“competitive integrated employment”***

Competitive Integrated Employment



- Full-time or part-time work at minimum wage or higher
- Wages & benefits similar to those without disabilities performing the same work
- Fully integrated with co-workers without disabilities

*Successful VR outcome
under WIOA*

What will be the delivery mechanism for PETS?

- Who will deliver PETS?
- How will PETS be integrated within the academic environment?
- Individual? Group?
- Avoiding PETS becoming a wholly separate program

The “Who Pays for What” Issue



- For Work-Based learning, what are the limits of VR responsibility for assistance with job placement, for students who have **not** been accepted for VR services?

Section 511: *New restrictions on use of sub-minimum wage*

Section 511: Restrictions on Sub-Minimum Wage

- Required (as of 2016) for individuals 24 & under before being placed in a position that pays less than minimum wage
- Steps include:
 1. Pre-employment transition services
 2. Either being determined ineligible for VR or an unsuccessful VR closure
 3. Provision of career counseling & referrals designed to assist individual to achieve competitive integrated employment

In 2016, schools no longer allowed to contract with organizations to pay individuals sub-minimum wage



Section 511: Challenge



- Under proposed regulations, Section 511 only required for individuals “who are known” to VR
- How do schools make sure that individuals considering sub-minimum wage employment “are known”?

New WIOA Definition for Supported Employment (SE)

- **Competitive integrated employment**, including **customized employment**, or employment in an integrated work setting in which individuals **are working on a short-term basis toward competitive integrated employment**.
- For individuals with **most significant disabilities**:
- for whom competitive integrated employment has not historically occurred; or
 - for whom competitive integrated employment has been interrupted or intermittent as a result of a significant disability; &
 - who, because of the nature & severity of their disability, need intensive supported employment services & extended services.

The VR Supported Employment Timeline

- 1. Supported Employment Services:**
post-placement services needed to support and maintain employment up to 24 months under WIOA (can also be extended)
- 2. Extended services:** ongoing supports after the end of Supported Employment Services
 - *Until WIOA could not be funded by VR*

Supported Employment State Grants Focus on Youth



- SE State Grants FY 2014 allocation:
\$717,000
- 50% of each state's SE grant must be focused on youth (up to age 24) with ***most significant disabilities***
- May receive extended supports for up to 4 years from SE state grant, or Title I funds

Implications



- New source of extended supports
- New obligation for VR funds
- Increased “payer of last resort” debates

WIOA
*Workforce
Development
System*
***Disability
Highlights***

Workforce Development System: Administrative Structure



- **Federal Agency:** US Department of Labor
- **State Workforce Board**
- **Local Workforce Boards (600 nationally)**
- **Local Boards oversee One-Stop Career Centers (1,700 nationally)**

Workforce Development Youth Services



- Variety of services available for eligible youth to assist with employment & career development
- Primarily administered by local workforce boards
- Two types:
In-School, Out-of-School
- Young people with disabilities are highly eligible

Youth Services Required Program Elements

CONTINUING FROM WIA

- Tutoring, study skills training, and instruction
- Alternative secondary school offerings or dropout recovery services
- Paid and unpaid work experiences
- Occupational skill training
- Leadership development activities
- Supportive services
- Adult mentoring
- Follow-up services
- Comprehensive guidance and counseling

NEW UNDER WIOA

- Integrated education and training for a specific occupation or cluster
- Financial literacy education
- Entrepreneurial skills training
- Services that provide labor market information about in-demand industry sectors and occupations
- Postsecondary preparation and transition activities



Changes in Youth Services Under WIOA



- Age for eligibility for Out-of-School Youth Services changed from 16 to 21, to 16 to 24
- In-School Youth Services age remains 14 to 21 - ***except students with disabilities who can be served prior to age 14***
- Amount of youth funds spent on out-of-school youth increases from 30% to 75%

Youth with Disabilities:

Eligibility for WIOA Youth Services

- Under WIOA, youth with disabilities now automatically eligible for older youth services
- Students with disabilities remain highly eligible for younger youth services

- 
- *Can the workforce system play an enhanced role in assisting youth with disabilities?*

Expanding Capacity of Workforce System

- Enhanced staff knowledge on disability issues
- Universal service design
- Welcoming culture including pro-active availability of accommodations & supports
- Access to external supports and expertise as necessary

Potential Role of One-Stop Career Centers for Youth





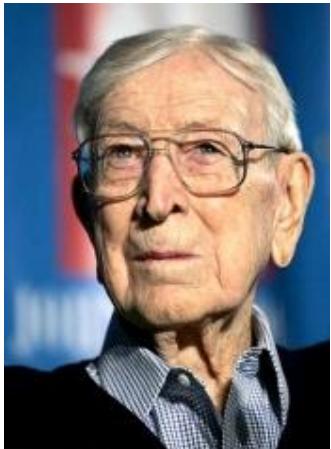
- **Real Jobs, Real Wages**
- Great opportunity to *get transition right!*
- Reinforces national movement away from segregated services, sub-minimum wage

Delivering on the WIOA Transition Promise:

Philosophy

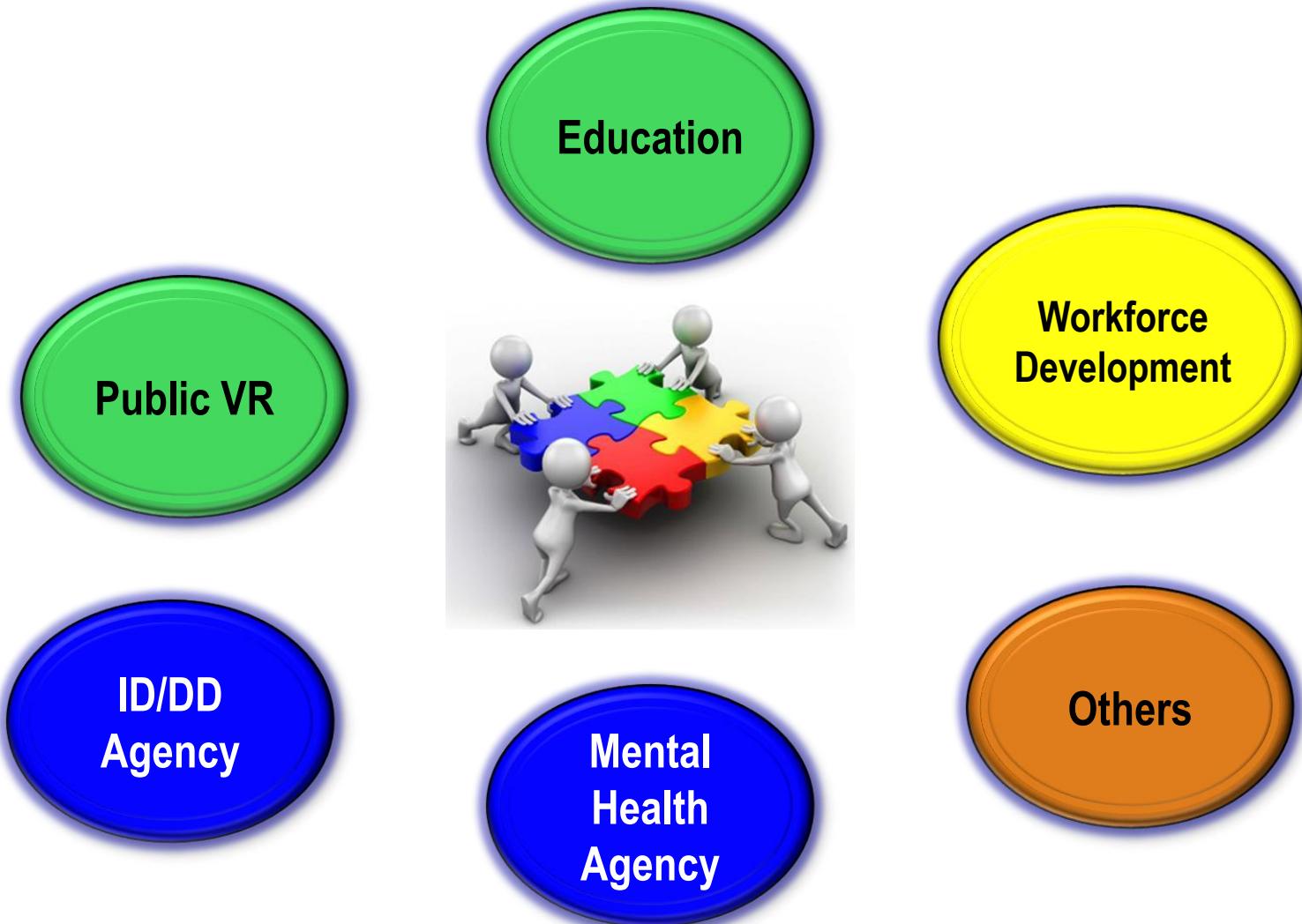
- Build off what exists
- Focus on experiences in real work settings in the community
- Every service:
“value added” in terms of developing a career pathway

**"Never mistake
activity for
achievement."**



- John Wooden

Delivering on the WIOA Transition Promise: *Partnerships*



Delivering on the WIOA Transition Promise: *Policies*

- **State Level:** Clear guidance to local level
- **State and Local Level:** MOUs regarding partner roles
- **Clear service definitions**
- **Clear framework** within which to work collaboratively

“Prediction is very difficult, especially about the future.”

• Niels Bohr



What's Happening and What's Next



- Implementation is underway
- **Federal agencies:** ongoing information issuances
- Draft regulations released → to be final in 2016
- States develop unified plans development

Implementation of WIOA: *What will it be?*

One Hundred Thirteenth Congress
of the
United States of America

AT THE SECOND SESSION

Began and held at the City of Washington on Friday,
the third day of January, two thousand and fourteen

An Act

To amend the Workforce Investment Act of 1988 to strengthen the United States workforce development system by improving the delivery of workforce development, employment, training, and education programs in the United States, and to promote individual and national economic growth, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) SHORT TITLE.—This Act may be cited as the “Workforce Innovation and Opportunity Act.”

(b) TABLE OF CONTENTS.—The table of contents for this Act is as follows:

Sec. 2. Short title; table of contents.

Sec. 3. Purposes.

Sec. 3. Definitions.

TITLE I—WORKFORCE DEVELOPMENT ACTIVITIES

Subtitle A—System Alignment

CHAPTER 1—STATE PROVISIONS

Sec. 101. State workforce development boards.

Sec. 102. Unified State plan.

Sec. 103. Combined State plan.

CHAPTER 2—LOCAL PROVISIONS

Sec. 108. Workforce development boards.

Sec. 107. Local workforce development boards.

Sec. 106. Local plan.

CHAPTER 3—BOARD PROVISIONS

Sec. 111. Funding of State and local boards.

CHAPTER 4—PERFORMANCE ACCOUNTABILITY

Sec. 116. Performance accountability system.

Subtitle B—YOUTH WORKFORCE INVESTMENT ACTIVITIES AND PROVIDERS

CHAPTER 5—YOUTH WORKFORCE INVESTMENT ACTIVITIES AND PROVIDERS

Sec. 121. Establishment of one-stop delivery systems.

Sec. 122. Identification of eligible providers of training services.

Sec. 123. Identification of eligible providers of education services.

CHAPTER 6—YOUTH WORKFORCE INVESTMENT ACTIVITIES

Sec. 126. General authorization.

Sec. 127. Programmatic requirements.

Sec. 128. Within State allocations.

Sec. 129. Use of funds for youth workforce investment activities.

CHAPTER 7—SELECT AND DEDICATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

Sec. 131. General authorization.

• **COMPLIANCE?**

• **AVOIDANCE?**

• **CHANGE OPPORTUNITY?**

What To Do **NOW!**



- **Learn** about the law
- Get **involved** with planning
- Create **awareness** across constituencies
- Build **partnerships**
- Begin to **align services** with WIOA

Thanks!

