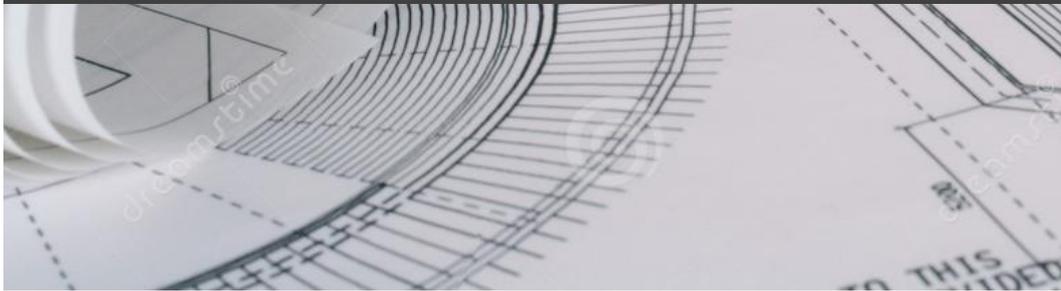




# Ready, Set, WIOA

*Adult, Dislocated Worker, and Training*



**NYATEP**

THE FORCE IN WORKFORCE DEVELOPMENT

# Who is the New York Association of Training & Employment Professionals (NYATEP)?

- We're a non-profit, membership organization that represents the statewide workforce network.
- Our membership represents Workforce Boards, education institutions, adult education, community based organizations, unions, training providers, career centers, among others.
- NYATEP provides leadership, vision and advocacy for a thriving workforce development network in New York State



NYATEP Members on the Hill in D.C.

# Ready, Set, WIOA!



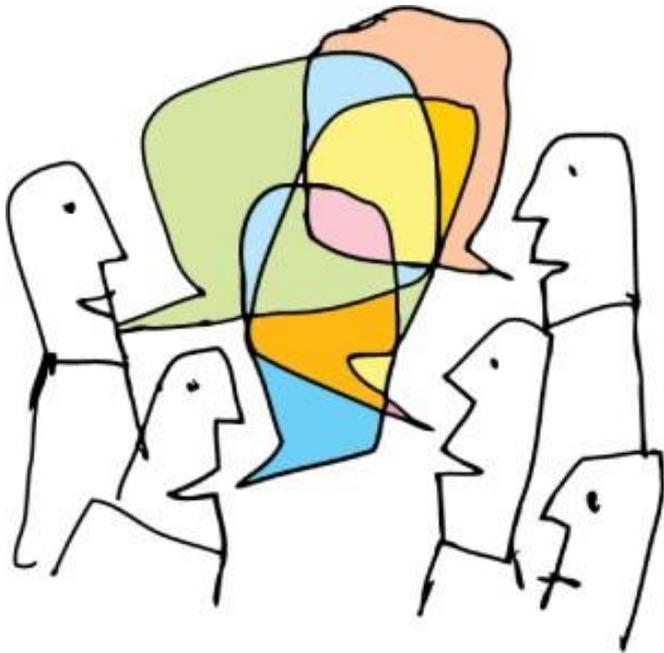
# Agenda

- Introductions
- Basics of WIOA
- Adult and Dislocated Worker Overview
- One Stop Operations
- Training and Business Services
- Wrap Up



# Story Spine

- Once upon a time Congress passed the Workforce Innovation & Opportunity Act...
- Everyday...
- Until one day...
- After that...
- And then...
- Until one day finally...
- And, ever since then...



# Basics of WIOA

*Major changes and performance*



**Let's start with...**

**What do we already  
know about WIOA?**

# Timeline for Implementation

- April 2015: Notices of Proposed Rulemaking published by DOL, ED & HHS. Public Comment due June 15, 2015
- July 1, 2015: WIOA goes into effect. Current performance accountability system will remain in effect for first full performance year
- July 22, 2015: Training Provider provisions must be enacted by Governors  
Templates for Performance must be developed and shared
- Jan. 22, 2016: Final Rule must be published
- March 3, 2016: State Unified Plan Submission and Performance is negotiated as part of approval of State Plans
- June 30, 2016: DOL and ED must develop performance indicator relating to employer engagement
- July 1, 2016: Infrastructure costs requirements take effect; performance takes effect, common one-stop identifier takes effect.

# Overarching Goals of WIOA

- Increase access to education, training and employment particular for people with barriers
- Create a high quality workforce development system by aligning workforce investments, education and workforce development systems
- Improve the quality of labor market relevance
- Promote improvement and in the structure and delivery of services
- Increase the prosperity of workers and employers
- Reduce dependency, meet employer needs, enhance productivity and competitiveness in the nation

# Primary Titles within WIOA

**Title I** is the primary source of federal workforce development funding to prepare **low-income adults, youth, and dislocated workers** for employment, and to help them continue to build skills once they are employed.

**Title II** is the main source of federal **adult education & literacy** funding, including English language services.

**Title III** funds the **Wagner-Peyser Employment Services program**, which provides labor exchange services that match employers with qualified job seekers.

**Title IV** funds **Vocational Rehabilitation** which supports a wide range of services designed to help individuals with disabilities prepare for and engage in gainful employment, and secure financial and personal independence through rehabilitative services.

# What is in the law...

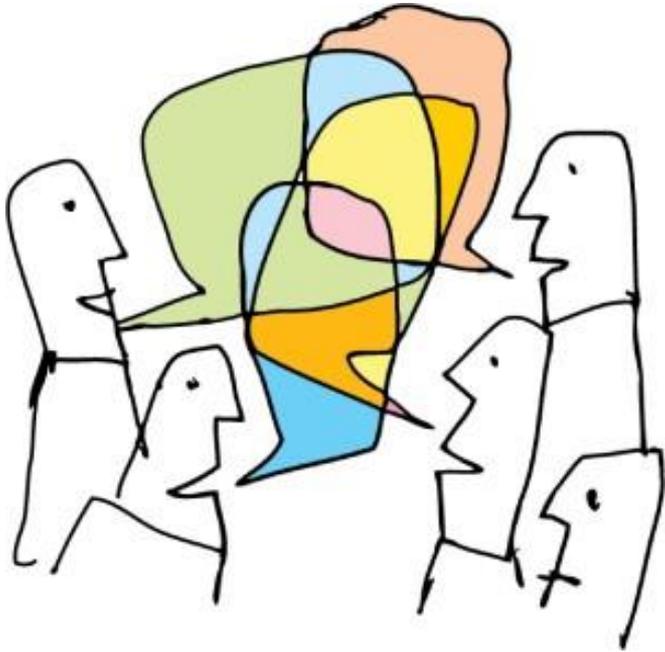
- **Program Consolidation** – Limited to 15 programs (vs 35 in House Bill)
- **Performance:** Common across WIOA titles – bigger focus on retention
- **Training:** Emphasis on job-training, sector-focus, employer-based, apprenticeship
- **Literacy:** Intent to deepen connection between Title I and Title II, career pathways, and focus on serving low-basic skilled
- **Youth:** Out of School Youth (75%), In-School Youth (25%) – free & reduced lunch
- **Special Populations:** Importance placed on serving individuals with disabilities, including youth; priority of service for hardest to serve
- **Funding:** Includes authorizing language for funding – back to FY'10 levels by 2017
- **Workforce Boards:** Still business-led & business majority; less mandated partners
- **American Job Centers:** No more sequence of services – now “career services”

# New Performance Indicators

Performance Measure	Current WIA	Proposed WIOA
<b>Adults and Dislocated Worker Measures</b>		
<b>Entry into unsubsidized employment</b> (Entered Employment)	Measured in Q1 after exit.	Measured in Q2 after exit. (Additional 1 quarter lag in reporting.)
<b>Retention in unsubsidized employment</b> (Employment Retention)	Measured in Q2 and Q3 after exit.	Measured in Q4 after exit. (Additional 1 quarter lag in reporting.)
<b>Earnings change after entry into unsubsidized employment</b> (Average Earnings)	Measured as average, in Q2 and Q3 after exit.	Measured as median earnings in Q2 after exit only. Median is defined as the numerical value that separates the higher half from the lower half of earnings.
<b>Credential rate</b>	None	<b>New measure:</b> Percentage of participants who obtain a recognized post-secondary credential or diploma during participation or within 1 year after program exit.
<b>In Program Skills Gain</b>	None	<b>New measure:</b> Percentage of participants in education leading to credential or employment during program year, achieving measurable gains. Measured in real time.
<b>Employer Measure</b>		
<b>Indicators of effectiveness in serving employers</b>	None	<b>New measure:</b> One or more employer measures to be implemented before commencement of Year 2.

# New Performance Indicators

Performance Measure	Current WIA	Proposed WIOA
<b>Youth Measures</b>		
<b>Placement in Employment, Education, or Training</b>	Measured in Q1 after exit.	Measured in Q2 after exit. (Additional 1 quarter lag in reporting.)
<b>Retention in Employment, Education, or Training</b>	None	<b>New measure:</b> Percentage of participants in education, training, or unsubsidized employment; measured in Q4 after exit.
<b>Earnings after entry into unsubsidized employment</b>	None	<b>New measure:</b> Median earnings of participants in unsubsidized employment during Q2 after exit.
<b>Credential rate</b>	Attainment of a Degree or Certificate - Rate of youth participants who obtain a diploma, GED, or certificate by the end of the Q3 after exit.	Percentage of participants who obtain a recognized credentials or secondary diploma during participation or within 1 year after program exit.
<b>Literacy and Numeracy Gains</b>	Literacy and Numeracy Gain - Rate of youth participants who increase one or more educational functioning levels during first year in program.	Eliminates measure
<b>In Program Skills Gain</b>	None	<b>New measure:</b> Percentage of participants in education leading to credential or employment during program year, achieving measurable gains. Measured in real time.



# Overview

*Adult, dislocated worker & career services*



# Overview of Adult & Dislocated Worker

- **Adult services:**
  - Jobseekers who are at least 18 years old;
  - Statute and the proposed rule, in providing for such services, establish a **priority for serving** low-income individuals, participants on public assistance, and individuals lacking basic work skills.
- **Dislocated worker services:**
  - Workers who are unemployed and have lost a job, through no fault of their own, sometimes through mass.
  - The goal of these services is to provide for the return of these individuals to quality employment.

# Overview of Adult & Dislocated Worker

## Dislocated Worker (continued)

- Has been terminated or laid off, or has received a notice of termination or layoff from employment;
- Is eligible for or has exhausted entitlement to Unemployment Compensation or has been employed for a duration sufficient to demonstrate attachment to the workforce but is not eligible for UC due to insufficient earnings or works for an employer not covered under State UC law; and
- Is unlikely to return to a previous industry or occupation.

# Overview of Adult & Dislocated Worker

- Under WIOA, adults and dislocated workers may access **career services** and training services.
- WIOA provides for a workforce system that is universally accessible, customer centered, and training that is job-driven.
- Training is supported through a robust ETPL, comprised of entities with a proven capability of securing participants with quality employment.
- Services and needs-related payments that can be provided, based on customer needs, to enable them to participate in WIOA career and training services.

# Overview of Adult & Dislocated Worker

- Career and training services, **tailored to the individual needs of jobseekers**, “form the backbone” of the one-stop delivery system.
- Under WIA, career services were identified as core and intensive services and generally participants would go through a “sequence of services” at each level of service in order to eventually receive training.
- WIOA clarifies that individuals receiving services in the one-stop centers **must receive the service that is needed to assist the individual to meet his or her job search goals**, and does not need to follow a fixed sequence of services that may not be necessary to effectively serve the individual.
- Training is made available to individuals after an interview, assessment or evaluation determines that the individual requires training to obtain employment or remain employed.

# When to register as WIOA customer?

- Individuals who are primarily seeking information are not treated as participants and their self-service or informational search requires no registration.
- When an individual seeks more than minimal assistance from staff in taking the next step towards self-sufficient employment, the person must be registered and eligibility must be determined.
- Participation is the point at which the individual has been determined eligible for program services and has received or is receiving a WIOA service, such as career services, other than self-service or informational service and is the point at which an individual is to be included in performance calculations for the primary indicators.

# Overview of Adult & Dislocated Worker

*See TEGL 3-15 “Operating Guidance for WIOA” issued July, 1, 2015*

- *Career Services must be available by July 1, 2015*
- *Transition to Career Services Reporting:*
  - *basic services as core services*
  - *individualized services as intensive services*

USDOL classifies career services into two categories:

- **Basic career services** must be made available to all job seekers and include services such as labor exchange services, labor market information, job listings, and information on partner programs.
- **Individualized career services** identified in WIOA and described in these proposed regulations are to be provided by local areas as appropriate to help individuals to obtain or retain employment.

# What career services must be available?

## Basic Services

- Intake/Eligibility
- Services orientation
- Initial assessment of skills levels
- Partner referrals
- Eligible Training Provider Cost/Performance
- Local area/career center performance data
- Info about available supportive services
- Info/Assistance filing claims under UI

Citation: Pg. 3 + 4 of TEGL 3-15

## Individualized Services

- Comprehensive and specialized skills assessments
- Individualized Employment Plans (that lead to career pathways)
- Group and/or individual counseling and mentoring
- Career planning
- Short-term pre-voc services
- Internships and work experience
- Workforce prep
- Financial literacy services
- Out-of-area job search/relocation assistance
- English language acquisition/integrated education



# More important things to know...

## Use of Prior Assessment:

One stop operators and partners **shall not** be required to conduct a new interview, evaluation, or assessment of a participant if operator or partner determines it is appropriate to use recent assessment. (*NOTE PARTNER MOUS*)

## Diagnostic Testing and Assessment:

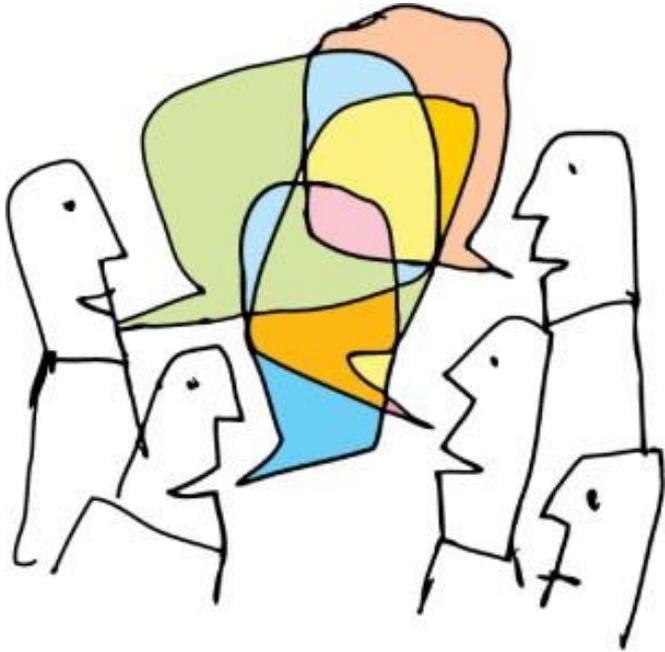
Tool is up to the State to decide.

## Customer Choice for Career Services:

There is no requirement to provide customers with a choice of providers for a given career service.

## Needs Related Payments:

Needs-related payments are a type of supportive service that provides direct financial payments to a participant, and unlike other supportive services, the participant must be enrolled in training to receive needs-related payments. The rule text makes no substantive changes from WIA; it provides updated citations to WIOA.



# Overview

*One Stop Center Operations*

# One-Stop Center Operations

- Each local area must have one comprehensive one-stop center that provides access to physical services of the core programs and other required partners.
- A local area also may have additional affiliate one-stop centers with any subset of partners, or specialized centers.
- Virtual Services are allowed.
- WIOA eliminates stand-alone Wagner-Peyser Employment Service offices. These services will now be provided alongside partner programs within one-stop centers. WP staff should also provide WIOA services under federal model.
- Systems will be “rebranded” American Job Centers.

# One-Stop Center Operations

- Local areas are encouraged to integrate the intake, case management, reporting, and fiscal and management accountability systems of one-stop partners.
- All partners are required to share in the funding of services and infrastructure costs of the one-stop delivery system.
- One-stop operators will be selected through a competitive process.
- Local boards are responsible for improving access to and the effectiveness of one stop and program services.
- Local boards will certify one-stops every three years, using criteria written by the state Workforce Development Board that covers effectiveness, programmatic and physical accessibility, and continuous improvement. Local Workforce Development Boards may also establish additional certification criteria.

# Who are the Mandated Center Partners?

- Adult/DW/Youth: Title I
- Wagner Peyser: Title III
- Literacy: Title II
- Rehab Act: Rehab Act
- Title V- Older Americans
- CTE-Perkins
- Trade Act
- CSBG
- HUD
- Unemployment Compensation
- Second Chance Act of 2007
- Social Security, i.e. \*\*TANF – at the direction of Gov

# One-Stop Operations

## (2) ADDITIONAL PARTNERS.—

(A) IN GENERAL.—With the approval of the local board and chief elected official, in addition to the entities described in paragraph (1), other entities that carry out workforce development programs described in subparagraph (B) may be one-stop partners for the local area and carry out the responsibilities described in paragraph (1)(A).

(B) PROGRAMS.—The programs referred to in subparagraph (A) may include—

(i) employment and training programs administered by the Social Security Administration, including the Ticket to Work and Self-Sufficiency Program established under section 1148 of the Social Security Act (42 U.S.C. 1320b-19);

(ii) employment and training programs carried out by the Small Business Administration;

(iii) programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4));

(iv) work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o));

(v) programs carried out under section 112 of the Rehabilitation Act of 1973 (29 U.S.C. 732);

(vi) programs authorized under the National and Community Service Act of 1990 (42 U.S.C. 12501 et seq.); and

(vii) other appropriate Federal, State, or local programs, including employment, education, and training programs provided by public libraries or in the private sector.

Local areas MAY also include the following partners to the system

# WIOA Youth Cliff Notes

- 75% of funds must be spent on out-of-school youth (OSY)
- 20% of funds must be spent on work experience
- No income test for most OSY; homeless, foster, with a disability, etc.
- Raises OSY age limit to 24
- New Program Elements:
- Financial Literacy
  - Entrepreneurial Skills Training
  - Provision of LMI for in-demand occupations within local area
  - Transitional Activities prep for/and post-secondary Ed and training
  - Education offered concurrently w/and in same context as workforce prep activities
- Youth Council not mandatory
- Can use free and reduced lunch of ISY eligibility
- Sole Source exception

# Wait, I do the youth programs... Why do I need to know about the other Titles?

I am 19, back in high school,  
really looking to get into a  
program that helps me explore  
careers and get work experience

Enrolled at the  
Workforce 1  
Career Center to  
help me get a job!



Have an IEP in school and  
may or may not have a  
substance abuse issue

Left high school for a  
while and enrolled in a  
high school equivalency  
program





QUESTIONS, COMMENTS, CONCERNS  
BREAK

# Training under WIOA

- Under WIOA the workforce system's tenets of training are:
  - Informed customer choice
  - Job-driven training
  - Provider performance
  - Continuous improvement
- The State, in partnership with local boards, must identify eligible training providers.
- The State must provide the Eligible Training Provider list, that includes performance and cost, by July 22, 2015.
- Providers eligible under WIA Title I remain eligible until 6/30/15 unless otherwise decided by the Governor. (Guidance was issued on 11/24/15)

# Who are eligible training providers?

- Postsecondary Institutions
- Registered Apprenticeship programs
- Other public/private training entities, including joint labor management orgs, providers of adult education and literacy under title II
- Local boards – if they meet the conditions
- Community based organizations with demonstrated effectiveness, under contract with Local board



# Training under WIOA

- Training services may include, for example:
  - occupational skills training,
  - OJT,
  - registered apprenticeship which incorporates both OJT and classroom training,
  - incumbent worker training,
  - pre-apprenticeship training,
  - workplace training with related instruction,
  - training programs operated by the private sector,
  - skill upgrading and retraining,
  - entrepreneurial training, and
  - transitional jobs.

# Training Eligibility

- Training services are available for individuals who, after interview, evaluation or assessment, and case management are determined to be unlikely or unable to obtain or retain employment that leads to self-sufficiency or higher wages from previous employment through career services alone.
- The participant must be determined to be in need of training services and to possess the skills and qualifications to successfully participate in the selected program.
- USDOL in the NPRM explains that some participants may need additional services to assist their vocational training, such as job readiness training, literacy activities including English language training, and customized training.

# Training Eligibility

- Proposed § 680.210(c) explains that WIOA training services must be provided when other sources of grant assistance are unavailable to the individual.
  - *Note: Funding of last resort (Federal Pell Grant)*
- Proposed § 680.210(d) requires that training services provided under the WIOA adult funding stream must be provided in accordance with the state or Local Board's priority system.

# Coordination of Services

- Proposed § 680.230 restates the requirements for coordination with other forms of assistance that apply under WIA. The Department has also added a sentence to § 680.230(a)(2) to reflect the new provision in WIOA sec. 134(c)(3)(B)(iii) that one-stop operators and one-stop partners may take into account the full cost of the training, including the cost of supportive services.
- Proposed § 680.230(a) states that when coordinating other grant assistance the one-stop operator or partner may take into account the full cost of participating in training services, including the cost of dependent care and transportation and other appropriate costs. Additionally, the one-stop operator or partner must coordinate training funds available and make funding arrangements with one-stop partners and other entities.

# Quick Quiz

## ANSWER

**Q. What career services does a customer need to go through in order to access training services?**

- WIOA removed the requirement that an individual had to receive an intensive service before receiving training services.
- Customer must have an interview, evaluation, or assessment and career planning there is no requirement that additional career services must be provided before an individual enrolls in training.
- Where an assessment is provided, a previous assessment may be adequate for this purpose.
- Proposed § 680.220(b) requires that the case files for individuals must document the participant eligibility for training services and explain how this determination was made— by interview, evaluation or assessment, career planning, or other career service, such as an individual employment plan

# Individual Training Accounts

- An ITA is established on behalf of the participant, where services are purchased from eligible providers selected in consultation with a career planner.
- Payments may be made through electronic transfers of funds, vouchers, or other appropriate methods.
- Payments may be made at the beginning of the training program or on an incremental basis; the payment processes must be decided at the local level.
- As explained in proposed § 680.300, an ITA is used by an individual to access training services from an entity on the State's ETPL.
- In some circumstances involving work-based training, such as OJT, customized training, registered apprenticeship, incumbent worker training and transitional jobs, the Local Board may contract out the training services.

# Individual Training Accounts

***See TEGl 3-15 “Operating Guidance for WIOA” issued July, 1, 2015***

- Training services must be linked to in-demand employment opportunities in the local area or planning region or in a geographic area in which the adult or dislocated worker is willing to commute.
- The selection of training services should be conducted in a manner that maximizes customer choice; linked to in-demand occupations; informed by performance of relevant training providers; and coordinate to the extent possible with other sources of assistance.
- Customer choice is still in effect

# Priority of Service

***See TEGL 3-15 “Operating Guidance for WIOA” issued July, 1, 2015 (pg 6)***

*WIOA provides a focus on serving “individuals with barriers to employment”, defined in WIAO section 3(24) and seeks to ensure access to these populations on priority basis.*

## **ADULT FUNDS:**

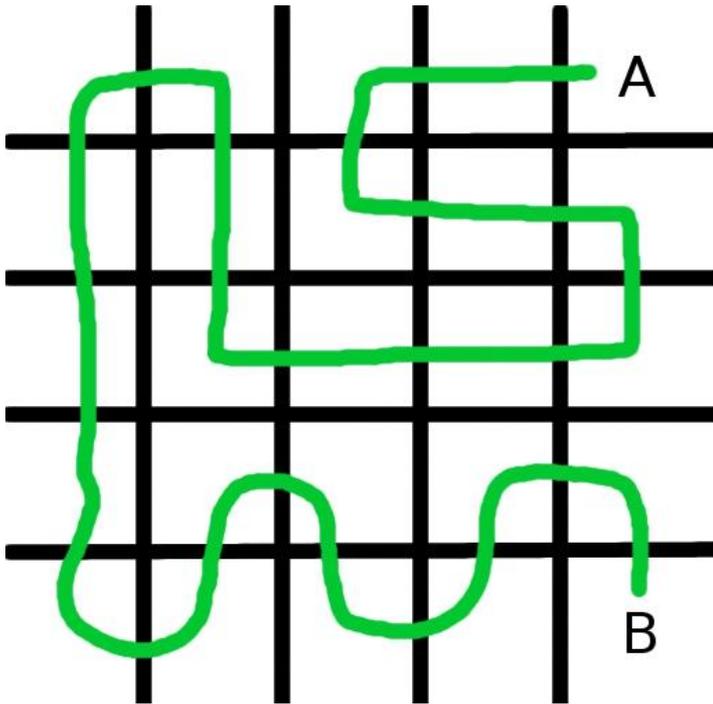
- One stop center staff responsible for these funds must give priority to recipients of public assistance, other low-income individuals and individuals who are basic skills deficient in the provision of the individualized career services.
- Under WIOA priority must be provided regardless of the level of funds.
- Veterans and eligible spouses continue to receive priority for all DOL-funded job training programs.

# What does “basic skills deficient” mean?

The priority of service requirement for adult services applies to three specific categories: Recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.

- Basic skills deficient is a new term and is defined at WIOA section 3(5)(B) and refers to individuals who are “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.”
- States and local areas must establish the criteria by which one-stop operators apply the priority of service. State and local areas have the discretion to establish criteria that extend the priority of service to other populations so long as these do not conflict with the separate priority of service requirements for veterans under proposed section 680.650.

# PAUSE!



1. Take a look at your customer flow document
2. Turn to your neighbor – what will likely change to accommodate “priority of service” and training approach under WIOA (5 mins)
3. Report back to group

# Eligible Training Providers

## **§ 680.490 What kind of performance and cost information must eligible training providers provide for each program of training?**

(a) In accordance with the State procedure and § 680.460(h), eligible providers of training services must submit, at least every 2 years, appropriate, timely and accurate performance and cost information.

(b) Program-specific performance information must include:

(1) The information described in WIOA sec. 122(b)(2)(A) for individuals participating in the programs of training services who are receiving assistance under WIOA sec. 134. This information includes indicators of performance as described in WIOA secs. 116(b)(2)(I)-(IV) and § 680.460(g)(1) through (4).

(2) Information identifying the recognized post-secondary credentials received by such participants.

(3) Program cost information, including tuition and fees, for WIOA participants in the program, and

(4) Information on the program completion rate for WIOA participants.

# Eligible Training Providers

## **§ 680.490 What kind of performance and cost information must eligible training providers provide for each program of training? (cont.)**

(c) Governors may require any additional performance information (such as the information described at WIOA sec. 122(b)(1)) that the Governor determines to be appropriate to determine or maintain eligibility.

(d) Governors must establish a procedure by which a provider can demonstrate that providing additional information required under this section would be unduly burdensome or costly. If the Governor determines that providers have demonstrated such extraordinary costs or undue burden:

(1) The Governor must provide access to cost-effective methods for the collection of the information;

(2) The Governor may provide additional resources to assist providers in the collection of the information from funds for statewide workforce investment activities reserved under WIOA secs. 128(a) and 133(a)(1); or

(3) The Governor may take other steps to assist training providers in collecting and supplying required information such as offering technical assistance.

# More important things to know...

## **Industry Recognized Credential**

Still not sure if industry recognized credential will count toward performance measure for credential rate.

## **Local Board Direct Contract**

- Local Board, if it determines there are insufficient training providers, can contract directly with providers.
- Additionally, local board can contract with local CBO or private provider if there is demonstrated effectiveness serving individuals with barriers to employment.
- Local Boards can contract directly with higher ed to facilitate cohorts

## **Customer Choice for Career Services**

There is no requirement to provide customers with a choice of providers for a given career service.

## **Workplace Training and Related Instruction**

Emphasis on programs that combine education and training (e.g. I-Best-like models)

## **Low-wage Worker Retention and Advancement**

DW funds can be used to provide for and expand work supports for low wage workers; such as the provision of activities during non-traditional hours and the provision of child care onsite

# What does WIOA say about Business Services?

- Similar to job seekers, businesses should have access to a truly one-stop experience in which high quality and professional services are provided across partner programs in a seamless manner.
- Effective business services support engagement of employers of all sizes in the context of both regional and local economies, but should avoid burdening employers, for example with multiple uncoordinated points of contact.
- Section 134(d)(1)(A)(ix)(I) of WIOA provides additional flexibility to allow business focused activities to be carried out by business intermediaries working in conjunction with the Local Board.
- Such activities can also be carried out through the use of economic development, philanthropic, and other public and private resources in a manner determined by the Local Board and in cooperation with the State. Proposed § 678.435(b) reiterates this flexibility.



# Employer Services (similar to WIA)

- Customized screening and referral of qualified participants in training services to employers (WIOA sec. 134(d)(1)(A)(i))
- Customized employment-related services to employers, employer associations, or other such organization on a fee-for-service basis that are in addition to labor exchange services available to employers under the Wagner-Peyser Act (WIOA sec. 134(d)(1)(A)(ii))
- Activities to provide business services and strategies that meet the workforce investment needs of area employers, as determined by the Local Board and consistent with the local plan (see § 678.435 and WIOA sec. 134(d)(1)(A)(ix))
- Assistance to area employers in managing reductions in force in coordination with rapid response activities provided under sub-section (a)(2)(A) and with strategies for the aversion of layoffs, which strategies may include early identification of firms at risk of layoffs, use of feasibility studies to assess the needs of and options for at-risk firms, and the delivery of employment and training activities to address risk factors

# In addition to traditional employer services, such as customized screening and referral of candidates

- Regional Labor Market Information
- Sector Strategies (including industry partnerships, regional skills alliances, industry skill panels and sector partnerships)
- Developing innovative services for employers including:
  - Career pathways
  - Skills upgrading
  - Skill standard development and certification for recognized postsecondary credential or other employer use
  - Apprenticeship
  - Other effective initiatives for meeting the workforce investment needs of area employers and workers



And, now the “M” word...

Marketing is allowed of business services offered under Title I to appropriate area employers, including small and mid-sized employers



# Biggest Impact: Literacy

*Adult Education and Family Literacy Act (AEFLA) which provides foundation skills and English literacy instruction.*

- Unified planning at Federal and State Level
- New performance metrics, aligned with all other Titles of WIOA
- Emphasis on integrated literacy and vocational training – specifically expands the purpose to increase the ability to transition to postsecondary education or employment
- Increases percentage of funding for correctional education to no more than 20%
- Focus on career pathways across system

# Biggest Impact: Rehab Act

*Increases individuals with disabilities' access to high quality workforce services & preparation for competitive integrated employment.*

One-Stop career centers will provide *physical and programmatic accessibility to employment and training services* for individuals with disabilities and implement new Section 188 (non-discrimination) requirements related to:

- functions of the local boards
- local plan content
- certification, at least every three years, of the One-Stop career centers to include an assessment of physical and programmatic accessibility in accordance with Section 188

# Biggest Impact: Rehab Act -- Youth

- Emphasizes need for youth to have more opportunities to get work experience
- State Ed will have to make “pre-employment transition services” available to all students with disabilities; set aside minimum of 15% to assist students make the transition for secondary to postsecondary, and into employment
- Supports advanced training in STEM or other technical professions
- Youth with the biggest barriers have support for up to 4 years

Opportunity for ISY Program to coordinate with ACCES-VR to expand resources for services to youth in-school

# Wrap Up: How Big Is the Change?

- What is the first word that you think of when you think about WIOA?
- What is your biggest takeaway or something that surprised you about today?
- How will YOUR individual approach to work need to change?
- What is your first action step you think needs to be accomplished?



# Resources

- Ready, Set, WIOA on NYATEP website [www.nyatep.org](http://www.nyatep.org)
- WIOA Law: <https://www.congress.gov/113/bills/hr803/BILLS-113hr803enr.pdf>
- Workforce<sup>3</sup>one, <https://wioa.workforce3one.org/page/resource>
- Workforce<sup>3</sup>one Youth Connections Community of Practice – Peer Resources <https://youth.workforce3one.org/page/resources>
- CLASP, Key Provisions of WIOA to Support Career Pathways and Low Income Workers <http://www.clasp.org/resources-and-publications/publication-1/KeyProvisionsofWIOA-Final.pdf>
- NGA Policy Brief: State Policies to Reengage Dropouts <http://www.nga.org/files/live/sites/NGA/files/pdf/1107REENGAGEDROPOUTS.PDF>
- Building Roads to Success: Key Considerations for Communities and States Reconnecting Youth to Education <http://nyec.org/content/documents/Building%20Roads%20cover-FINAL.pdf>
- DoE Guide: Bringing Students Back to the Center: A Resource Guide for Implementing and Enhancing Re-Engagement Centers for Out-of-School Youth <http://www2.ed.gov/programs/dropout/re-engagement-guide121914.pdf>
- Building a Skilled & Educated Workforce: Exploring Multiple Pathways to Community College for OSY <https://www.workforce3one.org/command/view.aspx?look=5000723343405970074&mode=info&pparams=>
- Improving Services and Performance: Toolkit for Effective Front-Line Services to Youth [http://www.doleta.gov/youth\\_services/Toolkit-improve.cfm](http://www.doleta.gov/youth_services/Toolkit-improve.cfm)
- Adult Education and Family Literacy Act: <http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>



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