



Workforce Innovation and Opportunity Act (WIOA) From a Disability Perspective

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TODAY'S SPEAKER

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The National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD) is a collaborative of disability, workforce and economic empowerment organizations led by **National Disability Institute** with funding from the **U.S. Department of Labor's Office of Disability Employment Policy**, Grant No. #OD-23863-12-75-4-11.

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LEAD CENTER MISSION

- ▶ To advance sustainable individual and systems level change that results in improved, competitive integrated employment and economic self-sufficiency outcomes for individuals across the spectrum of disability.

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OBJECTIVES

Participants will learn about:

- ▶ The impact of the Workforce Innovation and Opportunity Act (WIOA) on Employment and Economic Advancement Outcomes for People with Disabilities
- ▶ Required activities
- ▶ For the First Time opportunities
- ▶ Implementation
- ▶ Useful resources

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INTRODUCTION

- ▶ WIOA signed into law on July 22, 2014 (PL)113-128
- ▶ Proposed rules to implement WIOA will be released in Spring 2015
- ▶ Job seekers with and without disabilities may receive and benefit from job search and placement assistance, career counseling, skills training, and other supportive services.
- ▶ The new law will take effect July 1, 2015 except for amendments to the Rehabilitation Act which took effect on the date of enactment

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FROM A DISABILITY PERSPECTIVE WHAT ARE THE BIG CHANGES?

- ▶ Emphasis on career pathways and sector partnerships to promote employment in in-demand industries and occupations
- ▶ Eliminates sequence of services before enrollment in training
- ▶ Establishes a single Unified State Strategic Plan

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FROM A DISABILITY PERSPECTIVE WHAT ARE OTHER THE BIG CHANGES?

- ▶ Individuals with disabilities must be a part of State and Local Strategic Plans
- ▶ Performance outcomes must be identified and reported (including by disability)
- ▶ Criteria for certifying American Job Centers must include assessing physical and programmatic accessibility of facilities, programs, services, technology and materials, and appropriate staff training and support

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WHAT ARE BIG CHANGES REGARDING YOUTH?

- ▶ 75% of the youth formula program funds must be spent on out of school youth as compared to 30% under WIA (Title I)
- ▶ At least 20% of local youth formula funds must be used for work experiences such as summer jobs, on the job training and internships (Title I)
- ▶ At least 15% of state VR funds must provide pre-employment transition services to prepare youth for post-secondary education and employment (Title IV)

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ENHANCED FOCUS ON EMPLOYER AS A CUSTOMER

- ▶ State and Local WIBs are comprised of a majority of business representatives with a business chair (Title I)
- ▶ State and local plans must identify employment needs of employers and develop strategies to meet those needs (Title I)
- ▶ Local Boards are to enhance collaboration among employers, economic development entities, and service providers (Title I)
- ▶ VR must identify and respond to needs of employers and help with recruitment, job matching, hiring, on the job training, accommodations and retention. (Title IV)

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ADDITIONAL SYSTEM COORDINATION REQUIREMENTS (TITLE I)

- ▶ Align employment, training, and education including career and technical education with human services programs not covered by the unified state plan
- ▶ Describe how community colleges will be engaged as partners in the workforce development system
- ▶ Promote work-based training and sector strategies to address the needs of multiple employers in the industry

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ADDITIONAL SYSTEM COORDINATION REQUIREMENTS (TITLE IV)

- ▶ VR must enter into formal agreements with state Medicaid, I/DD, and Mental Health agencies to improve coordination of resources
- ▶ VR must improve and expand VR services for students with disabilities on a statewide basis.
- ▶ VR in the state plan must indicate how services will be coordinated with the Ticket to Work program
- ▶ VR must improve engagement with in-demand industry sectors to increase competitive integrated employment opportunities

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FOR THE FIRST TIME

- ▶ Adds definition of customized employment in Title IV
- ▶ Promotes financial literacy activities for youth and adults with disabilities (Title I)
- ▶ Extends length of time for supported employment services from 18 to 24 months (Title IV)
- ▶ Places new limitations on use of subminimum wage (Title IV)
- ▶ Creates a Federal Cross-Agency Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (Title IV)

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WIOA FOCUS ON CUSTOMIZED EMPLOYMENT

- ▶ Adds definition of customized employment in Title IV
 - ▶ Competitive integrated employment
 - ▶ Based on individual determination of strengths, needs, and interests of the individual with a significant disability
 - ▶ Designed to meet specific needs of the individual and employer
 - ▶ Carried out through flexible strategies

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WHAT IS CUSTOMIZED EMPLOYMENT?

- ▶ Customized employment is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both.
- ▶ It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer.
- ▶ Customized Employment utilizes an individualized approach to employment planning and job development — one person at a time . . . one employer at a time.

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WHAT MIGHT CUSTOMIZED EMPLOYMENT LOOK LIKE IN THE WORKPLACE?

Customized employment might involve:

- ▶ **Task reassignment**, with some of the job tasks of a worker reassigned to a new employee. This reassignment allows the incumbent worker to focus on the critical functions of his/her job (i.e., primary job responsibilities) and complete more of the central work of the job. Task reassignment typically takes the form of job creation, whereby a new job description is negotiated based on current, unmet workplace needs.
- ▶ **Job carving**: An existing job description is modified, containing one or more, but not all, of the tasks from the original job description.
- ▶ **Job sharing**: Two or more people share the tasks and responsibilities of a job based on each other's strengths.

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DOL - WIOA FOCUS ON FINANCIAL EDUCATION IN ADULT PROGRAMS

- ▶ *WIOA provides guidance on the use of state funds to provide services that build customer's financial education and financial capability.*
 - ▶ As a program element for youth and allowable service for adults to support financial literacy, including an individual's ability to:
 - ▶ create household budgets, initiate savings plans, and make informed financial decisions about education, retirement, home ownership, wealth building, or other savings goals;
 - ▶ manage spending, credit, and debt, including credit card debt, effectively;
 - ▶ Understand the availability and significance of credit reports and credit scores in obtaining credit, including determining their accuracy (and how to correct inaccuracies in the reports and scores), and their effect on credit terms; and
 - ▶ understand, evaluate, and compare financial products, services, and opportunities
 - ▶ Supports activities that address the particular financial literacy needs of non-English speakers.



DOL – WIOA FOCUS ON FINANCIAL EDUCATION IN YOUTH PROGRAMS

- ▶ WIOA ensures youth with disabilities will receive extensive pre-employment transition services so they can successfully obtain competitive integrated employment.
 - ▶ Supports disconnected youth, of which youth with disabilities comprise a high percent, by:
 - ▶ Requiring local areas to increase percentage of youth formula funds used to serve out of-school youth to 75% (30% under WIA).
 - ▶ Requiring local areas to spend at least 20% of youth formula funds on work experience activities.
 - ▶ **Providing additional allowable activities including financial literacy education and entrepreneurial training.**
 - ▶ State vocational rehabilitation agencies will set aside at least 15% of funding to provide transition services to youth with disabilities.



WHAT MIGHT FINANCIAL LITERACY ACTIVITIES LOOK LIKE?

- ▶ Place financial education curriculums on resource room computers and have it be a requirement in between benchmarks or meetings.
- ▶ Incorporate financial education in to Job Clubs or as part of the Job Readiness workshops offered.
- ▶ Incorporate Financial Education Resources into TANF and SNAP Programs.
 - ▶ Menu planning and shopping list tools
 - ▶ Coupon workshop and handouts



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VISION FOR THE WORKFORCE SYSTEM AND INITIAL IMPLEMENTATION OF WIOA (ETA TEGL 19-14)

- ▶ Issued February 19, 2015
- ▶ Lays out the vision for a revitalized transformed workforce system as a result of implementation of WIOA
- ▶ Encourages workforce system leaders and partners to take action now to fully realize the vision of WIOA
- ▶ Provides an overview of upcoming guidance and technical assistance to support effective implementation

Download TEGL 19-14:

http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7353



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IMPLEMENTING WIOA: TEGL 19-14 ACTIONS

- ▶ Identify and allocate funding for transitional activities
- ▶ Build new, and strengthen existing, partnerships
- ▶ Engage with core programs and other partners to begin strategic planning
- ▶ Reassess One-Stop delivery system
- ▶ Develop plans to ensure workforce investment boards become WIOA compliant

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IMPLEMENTING WIOA: TEGL 19-14 (CONT.)

- ▶ Develop transition plans
- ▶ Prepare for fiscal and program changes for transition across legislations
- ▶ Assess state laws
- ▶ Review Eligible Training Provider processes
- ▶ Ensure new or existing youth service contract operators support the 75% out- of-school youth and the 20% work experience expenditure rate requirements

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WIOA IMPLEMENTATION DATES

- ▶ July 1, 2015
 - ▶ Provisions take effect, unless otherwise noted in the Act
- ▶ July 22, 2015
 - ▶ Template for performance reports by state, local, and Eligible Training Providers must be developed by Secretary of Labor and Secretary of Education within 12 months after the date of enactment
- ▶ January 22, 2016
 - ▶ DOL, ED and HHS must publish Final Rules to implement WIOA (18 months after enactment)

Full list of WIOA Implementation dates:
www.doleta.gov/wioa/pdf/WIOA-Key-Implementation-Dates.pdf

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ACTIONS YOU CAN CONSIDER & PROMOTE

1. Become informed and involved in WIOA implementation
2. Become an active stakeholder in the advisory committee on increasing competitive integrated employment for individuals with disabilities (<http://www.dol.gov/odep/topics/WIOA.htm>)
3. Improve effective and meaningful participation of job seekers with disabilities in American Job Centers (AJCs)
4. Help inform criteria for certifying AJCs or “One-Stop Career Centers”

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MORE ACTIONS YOU CAN CONSIDER

5. Promote financial literacy activities for youth and adults
6. Become involved in the Unified State Plan development
7. Improve coordination of Pre-employment Transition Services for Youth

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WIOA TECHNICAL ASSISTANCE TOOLS AND RESOURCES

- ▶ Department of Labor
 - ▶ WIOA Resource Page - www.doleta.gov/WIOA
 - ▶ WIOA Dedicated Email - DOL.WIOA@dol.gov
- ▶ Department of Education
 - ▶ Office of Career, Technical, and Adult Education's WIOA Resource Page - <http://www.ed.gov/AEFLA>
 - ▶ Rehabilitation Services Administration's WIOA Resource Page - <http://www2.ed.gov/about/offices/list/osers/rso/wioa-reauthorization.html>
- ▶ LEAD Center
 - ▶ Stay up to date - www.leadcenter.org

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LEAD CENTER WIOA WEBINAR SERIES

- ▶ WIOA from a Disability Perspective (Archived)
- ▶ WIOA and the Unified State Planning Process (Archived)
- ▶ WIOA Youth Services
 - ▶ June 24, 2015, 3:00-4:30 p.m. ET
 - ▶ Register here: http://bit.ly/WIOA_Webinar_3_of_4
- ▶ Section 188, the Nondiscrimination Provisions of WIOA
 - ▶ September 24, 2015, 3:00-4:30 p.m. ET
 - ▶ Register here: http://bit.ly/WIOA_Webinar_4_of_4

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WIOA POLICY BRIEFS & MATERIALS

- ▶ **LEAD Center Policy Brief:**
Summary of Major Policies Included in Titles I and IV of the Workforce Innovation and Opportunity Act
http://www.leadcenter.org/system/files/resource/downloadable_version/WIOA_POLICY_BRIEF_10.22.14.pdf
- ▶ **Eight Actions You Can Consider to Support Youth and Adults with Disabilities in WIOA Implementation**
<http://www.leadcenter.org/blog/eight-actions-you-can-consider-support-youth-and-adults-disabilities-wioa-implementation>
- ▶ **WIOA: New Opportunities for People with Disabilities** blog by Bridget Brown, NAWDP at <http://www.leadcenter.org/blog/wioa-new-opportunities-people-disabilities>

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MORE RESOURCES

- ▶ **Summary Description from a Disability Perspective Title I** of the Workforce Innovation and Opportunity Act (Workforce Development Activities) Notice of Proposed Rulemaking - http://www.leadcenter.org/system/files/resource/downloadable/version/wioa_title_I_disability_perspective.pdf
- ▶ **Summary Description of Title IV** of the Workforce Innovation and Opportunity Act (State Vocational Rehabilitation Program) Notice of Proposed Rulemaking - http://www.leadcenter.org/system/files/resource/downloadable/version/wioa_title_IV_summary_0.pdf
- ▶ **Workforce3One**-An e-learning, knowledge sharing web space that offers workforce professionals, employers, economic development, and education professionals a dynamic network featuring innovative workforce solutions at <https://www.workforce3one.org/>



CUSTOMIZED EMPLOYMENT & FINANCIAL LITERACY RESOURCES

- ▶ Introduction to Customized Employment and Customized Self Employment webinar - www.leadcenter.org/webinars/promoting-employment-introduction-customized-employment-and-customized-self-employment
- ▶ Group Discovery: An Alternative Assessment Tool for Workforce Centers and Community-Based Providers - www.leadcenter.org/webinars/group-discovery-alternative-assessment-tool-workforce-centers-and-community-based-providers
- ▶ Financial Education webinar - www.leadcenter.org/webinars/promoting-economic-advancement-financial-education
- ▶ NDI REI Network - www.realeconomicimpact.org/REI-Network.aspx



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QUESTIONS?



THANK YOU

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