

**7 Key Principles
of the
The Workforce Investment Act
P.L. 105-220, Enacted August 7, 1998**

1. Streamlining Services
2. Empowering Individuals
3. Universal Access
4. Increased Accountability
5. Strong Role for Local Boards and Private Sector
6. State & Local Flexibility
7. Improved Youth Programs

Streamlining services. Streamlining services through better integration on the street level is a core principle of the One-Stop delivery system. Programs and providers will co-locate, coordinate, and integrate activities and information so the system as a whole is coherent and accessible for individuals and businesses alike.

Empowering individuals. First, eligible adults are given financial power to use Individual Training Accounts (ITA's) at qualified institutions. These ITA's supplement financial aid already available through other sources or, if no other financial aid is available, they may pay for all the costs of training. Second, individuals are empowered with greater levels of information and guidance through a system of consumer reports providing information on performance outcomes of training and education providers. Third, individuals are empowered through the advice, guidance, and support available through the One-Stop system and the activities of the One-Stop partners.

Universal access. Any individual will have access to the One-Stop system and to core employment-related services. Information about job vacancies, career options, student financial aid, relevant employment trends, and instruction on how to conduct a job search, write a resume, or interview with an employer is available to any job seeker in the U.S., or anyone who wants to advance his or her career.

Increased accountability. The goal of the Act is to increase employment, retention, and earnings of participants, and in doing so, improve the quality of the workforce to sustain economic growth, enhance productivity and competitiveness, and reduce welfare dependency. The Act identifies core indicators of performance that State and local entities managing the workforce investment system must meet - or suffer sanctions. However, State and local entities exceeding the performance levels can receive incentive funds. Training providers and their programs must also demonstrate successful performance to remain eligible to receive funds under the Act. With their ITA's, participants have the opportunity to make training choices based on program outcomes. Therefore, to survive in the market, training providers must make accountability for performance and customer satisfaction a top priority.

Strong role for local boards and the private sector. Local, business-led boards will act as "boards of directors," focusing on strategic planning, policy development and oversight of the local workforce investment system. Business and labor have an immediate and direct stake in the quality of the workforce investment system. Their active involvement is critical to the provision of essential data on what skills are in demand, what jobs are available, what career fields are expanding, and the identification and development of programs that best meet local employer needs.

State and local flexibility. States and localities have increased flexibility, with significant authority reserved for the Governor and chief elected officials to build on existing reforms in order to implement innovative and comprehensive workforce investment systems tailored to meet the particular needs of local and regional labor markets.

Improved youth programs. Youth programs must be linked more closely to local labor market needs and community youth programs and services, with strong connections between academic and occupational learning. Youth programs include activities to promote youth development and citizenship, such as leadership development through voluntary community service opportunities and targeted opportunities for youth living in high poverty areas.

*"DOL considers the reforms embodied in WIA to be pivotal and not "business as usual."
This legislation provides an unprecedented opportunity for major reforms that can result
in a reinvigorated, integrated workforce investment system....*

*The success of the reformed workforce investment system is dependent on the
development of true partnerships and honest collaboration at all levels and among all
stakeholders."*