



REPUBLIC OF PALAU

WORKFORCE INNOVATION AND OPPORTUNITY ACT TITLE I

ANNUAL REPORT

For the Period July 01, 2015 to June 30, 2016

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Introduction

Each state that receives an allotment under WIOA Section 127 (Youth activities) or Section 132 (Adult and Dislocated Worker activities) must prepare and submit a WIOA Annual Report of performance to the Secretary of Labor in accordance with the requirements found in WIOA Sections 136 and 185.

There are two components to the WIOA Annual Report: (1) the required performance results, as specified in form ETA Form 9091 – WIOA Title IB Annual Report Form (OMB No. 1205-0420) and (2) a narrative report.

The required portions of the WIOA Annual Report Narrative include the information required by WIOA Sections 136(d)(1) and (2) and 185(d). This includes:

- Performance data on the core and customer satisfaction measures, including progress that local areas in the state made toward achieving local performance measures;
- Information on the status of state evaluation activities;
- Information on the cost of Workforce Innovation and Opportunity Activities relative to the effect of the activities on the performance of participants;
- Assurance that all required elements are reported uniformly so that a state-by-state comparison can be made;
- Information on participants in the workforce investment system (this information is also included in the performance results portion of the WIOA Annual Report); and
- A listing of the waivers for which the state has received approval, information on how the waivers have changed the activities of the state and local areas, and how activities carried out under the waivers directly or indirectly affected state and local area performance outcomes. To the extent possible, states should discuss whether waiver implementation and outcomes advance the President's Job-Driven elements.

Although, Palau is defined as Outlying Area (WIOA Section 3 (45)) and not a state (WIOA Section 3 (56)), it does receive allotments under WIOA Section 127 (Youth activities) and WIOA Section 132 (Adult and Dislocated Worker activities), and so submit this Annual Report.

WIOA Formula Funded Programs

Palau receives Workforce Innovation and Opportunity Act (WIOA) funds based on a formula established by the Act. These funds are commonly referred to as WIOA “State Formula Funds”. The Palau Workforce Innovation and Opportunity Act Title I Office is the designated administrative entity for WIOA State Formula Funds of Adult, Dislocated Worker, and Youth.

For WIOA purposes, Palau is a single-delivery state, meaning that there is only one Workforce Development Board for the entire area. The President of the Republic of Palau, as the chief elected official, structured its State Workforce Development Board to consist of all community stakeholders from the private and public sector of the Republic. He increased the number of members in the Executive Committee from the State Board to act as State Board Liaison/Local Board and the WIOA Grant Subrecipient. He also increased the number of members in the Youth Council from the State Board whose responsibilities are to assist the State Board’s Executive Committee in the development of the State Plan relating to youth activities, recommend eligible providers of youth activities; conduct oversight and other relevant youth activities under the workforce investment system.

The State Board’s Executive Committee and the Youth Council undertook a comprehensive planning initiative to set a new strategic direction for the Board to build a highly competitive workforce in Palau. As a single state workforce area, Palau has been operating its workforce investment system on a collaborative partnership with education toward a better developed, improved, and sustainable economy.

Formal agreements have been developed and signed by all workforce partnership with the WIOA Office and the State Board that include Palau Community College, the Ministry of Education, Ministry of Health, the Chamber of Commerce, and the Belau Employers and Education Association. The agreements set forth collaborative services offered by each partner agency to all workforce customers.

WIA Five Year Plan and WIOA Four Year Unified State Plan

In Program Year 2015, programs were carried out in accordance with the strategies outlined in the Republic of Palau Integrated Workforce Strategic Plan for Title I of the Workforce Investment Act for years 2012-2016 (July 01, 2012 to June 30, 2017) as part of the transition from WIA to WIOA, except for youth programs, requirements under WIOA Section 127 on out of school youth was performed according to the Act.

WIOA Adult and Dislocated Worker Programs

Adult services are offered through Palau Workforce Innovation and Opportunity Act Office. Programs and services to adults continue to focus on eligible adults and dislocated workers customers must receive at least one career services in the three categories of Basic Career Services, Individualized Career Services, and Follow-Up Services.

Eligibility of individuals to workforce services funded under the Workforce Innovation and Opportunity Act Title I-B programs are stated in established state workforce policies. The State Board has incorporated the policies to include veterans and their spouses who meet the WIOA eligibility requirement, to fall under the category of priority customers of workforce services. All state workforce policies have been adopted and certified by the State Board.

Priority for services will be given to veterans, disabled individuals, dislocated workers, displaced homemakers, women, training opportunities for non-traditional employment, low income individuals, and individuals with multiple barriers consistent with the WIOA laws and regulations.

WIOA Youths

Palau has adopted and added on to the criteria currently being used by the State Board's Executive Committee and the Youth Council the most significant change to the youth formula program under WIOA that focus resources primarily on OSY (Out of School Youth) and that increases the minimum percentage of program funds required to be spent on OSY from 30 to 75 percent includes a major focus on providing youth with work experience opportunities with a requirement that local areas must spend a minimum of 20 percent of local area funds on work experience including the new five program elements of:

1. Financial literacy
2. Entrepreneurial skills training
3. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local areas
4. Activities that help youth prepare for and transition to postsecondary education and training
5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.

Additional youth eligibility criteria established by the State Board as a youth who:

- is currently attending an educational program, has previously dropped out of educational program or has poor attendance patterns in educational program during the last school year, and has below average grades;
- is not attending an educational program, has no vocational/employment goal, and has a poor work history or no work history or has been fired from a job in the last six months;

- deficient in basic literacy skills and who cannot compute or solve problems, read, write, or speak English, at or below grade level 4.

The State Board’s Executive Committee and the Youth Council determine the criteria for serving youth following required WIOA youth eligibility criteria, the new U. S. DOL youth criteria, and the State Board’s additional youth criterion. The membership of these two groups consists of representatives of agencies working with youths or dealing with youth issues on a daily basis. These individuals were instrumental in developing the policies of services to youths. Each agency has their own application forms for their particular program that meets the requirements of their respective funding entity. Through collaborative partnership and periodical meetings of the minds, there has been eliminated duplication of similar assessments and provision of required documents.

State workforce policies were established in latter part of 2014 and early 2015 to incorporate all required youth components, have been adopted and certified by the State Board. The general flow of WIOA youth customers will start at Intake and after all required documents have been submitted to the Intake Staff shall then be certified of their eligibility to workforce activities by the Executive Director. The eligibility determination and certification that follows is inclusive to identified barriers and family income level.

1. Providing an objective assessment of their academic skill levels, skill levels, and service needs, which include a review of basic skills, occupational skills, prior work experience, employability, interests, aptitudes, supportive service needs, and developmental needs, if they have not already received this service from partner agencies;
2. Developing an Individual Service Strategy that shall identify an employment goal, which may not be required if a recent similar document has already been developed by partner agency under another education or training program; and
3. Providing preparation for postsecondary educational opportunities, linkages between academic and occupational learning, preparation for employment, and effective connections to intermediary organizations that provide strong links to the job market and employers.

The State Board, its Committee, and the Youth Council have designed its youth program to follow the youth program components required by WIOA and:

Connecting WIOA with Youth Development

(All youth need help to grow into healthy and productive adults):

PHYSICAL & MENTAL HEALTH -	Guidance and counseling Supportive services
INTELLECTUAL HEALTH	- Tutoring, study skills, dropout prevention Alternative secondary schools Supportive services
CIVIC AND SOCIAL INVOLVEMENT	- Leadership development
EMPLOYABILITY -	Occupational skills training Work experience Summer employment

Rapid Response

Not more than 25% of the dislocated worker funds will be allocated to statewide rapid response activities. The State Board and its Executive Committee will determine the criteria for awarding funds to rapid response activities, as the needs arise and are identified, through the WIOA Office to provide services that include but not limited to:

- Assistance and training to individuals, whenever applicable, in case of natural disaster, and
- In case of mass layoff, do on-site contact with employers for:
 - Layoff plans and schedule of employer
 - Economic development plans to avert layoff
 - Identify affected dislocated workers and needs

On a given program year, if there are no rapid response activities, due to absence of massive layoffs of workers *for reasons* of plant closure or government closeout, the rapid response funds will be used at the end of each program year as additional dislocated worker funds for displaced homemakers workforce activities including the required percentage for statewide activities.

Palau does not receive NEG or Trade grants. WIOA participants are tracked using the Pacific WIASRD system and automated WISPR system is currently being developed that will be used to report programs and activities on a quarterly basis to the Region 6 San Francisco ETA Office, and on an annual basis to the Office of the President of Palau, and the Palau's National Congress.

**WIA/WIOA Participants Served
(Actual Manual Counting)**

Performance Items	Performance Group	Cumulative 4-Quarter Reporting Period
Total Participants	Total Adult Participants	112
	WIA Adults	59
	WIA Dislocated Workers	53
	Received Training Services	112
	WIA Adults	59
	WIA Dislocated Workers	53
	Total Youth Participants	499
	Younger Youth (14-18)	414
	Older Youth (19-24)	85
	Out-of-School Youth (16-24)	124
	In-School Youth (14-21)	375
Total Exiters	Total Adult Exiters	76
	WIA Adults	45
	WIA Dislocated Workers	31
	Total Youth Exiters	506
	Younger Youth (14-18)	189
	Older Youth (19-24)	88
	Out-of-School Youth (16-24)	90
	In-School Youth (14-21)	139
	Received Training Services	76
	WIA Adults	45
	WIA Dislocated Workers	31

Performance Items	Performance Group	Cumulative 4-Quarter Reporting Period
Placement in Employment or Education	Youth	121
Attainment of Degree or Certificate		28
Literacy and Numeracy Gains		
Youth Diploma or Equivalent Rate		32
Skill Attainment Rate		37.6%
Entered Employment Rates	Adults	52.7%
	Dislocated Workers	46.9%
	Older Youth	22.4%
Retention Rates	Adults	50%
	Dislocated Workers	45%
	Older Youth	21%
Six-Months Average Earnings	Adults	1,044.40
	Dislocated Workers	1,386.91
	Older Youth	413.81

Industry of Entered Employment

Total (All Industry Sectors)	118		
	Youth	Adult	DW
Agriculture, Forestry, Fishing/Hunting	2	1	0
Mining	0	0	0
Utilities	0	0	0
Construction	3	0	0
Manufacturing	0	0	0
Wholesale Trade	0	0	0
Retail Trade	0	1	0
Transportation and Warehousing	0	2	3
Information	0	0	2
Finance and Insurance	0	1	0
Real Estate and Rental and Leasing	1	4	6
Professional, Scientific, and Technical Services	0	1	1
Educational Services	0	14	13
Health Care and Social Assistance	0	11	14
Arts, Entertainment, and Recreation	0	10	11
Accommodation and Food Services	0	8	1
Other Services (except public administration)	0	6	2
Public Administration	0	0	0
Federal Contractors	0	0	0

Program Year 2015 Budget

WIA Youth	75,000				
WIA Adult		75,000			
WIA Dislocated Worker			108,077		
WIA DW National Reserve Funds				25,215	
Non-Federal Funds/WIA Supplemental Funding					108,000
Total					391,292