



Workforce Investment Act

A Review of Public Law
105-220
of August 7, 1998



Course Outline

- History of the Workforce Investment Act
 - JTPA improved to become WIA
- Boards/Plans
 - Membership
 - State Plans
 - Local Workforce Investment Areas
 - Board Functions
 - Limitations

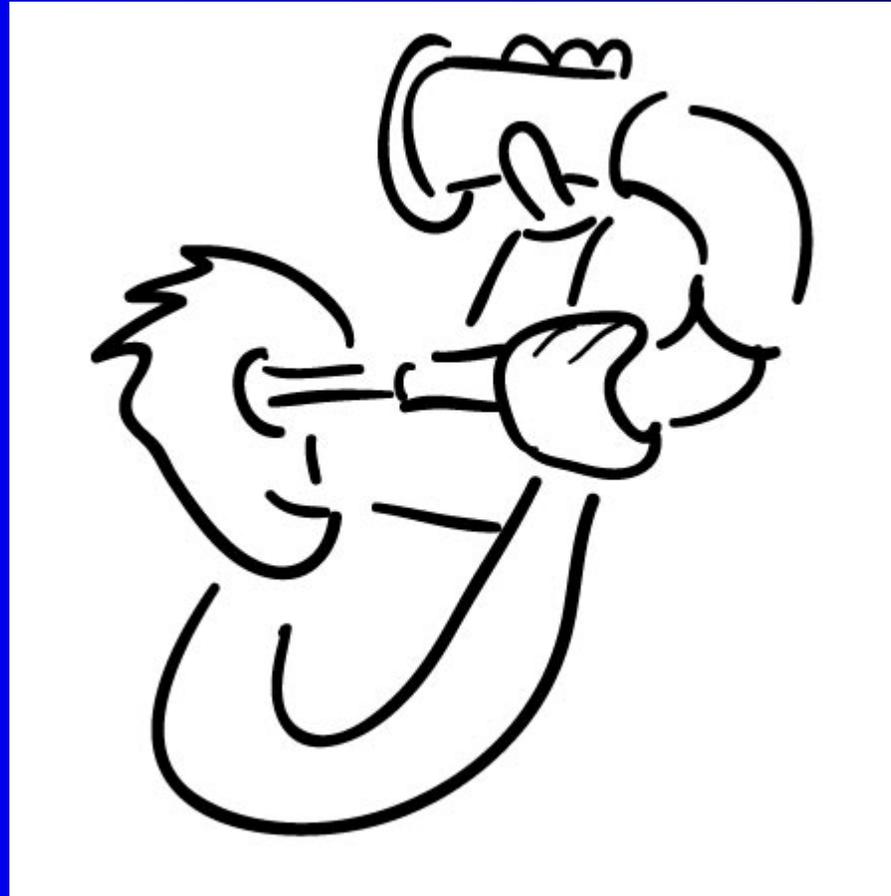


Where Did it Come From?

- WIA passed as reform legislation to the Job Training Partnership Act (JTPA).
- JTPA was the longest running employment and training program run by the Federal Government.
- JTPA was passed and signed into law by Ronald Reagan in 1982.



JTPA- A Look Back





The View of JTPA

- Seen as rigid and inflexible
- Program served only the hardest to serve,
- Eligibility was everything.
- Training dollars supported empires and limited customer choice
- Remained separate from other programs serving some of the same customers



...versus WIA

- Flexibility provided to allow for creativity
- Customer base expanded to “universal access”
- Income eligibility only for Youth programs
- Training through Individual Training Accounts to maximize customer choice
- Connects with other programs to limit duplication and coordinate services



The Five Titles of WIA

- Title One: Workforce Investment Systems
- Title Two: Adult Education and Literacy
- Title Three: Workforce Investment Related Activities
- Title Four: Rehabilitation Act Amendments of 1998
- Title Five: General Provisions



UNITED STATES DEPARTMENT OF LABOR

Employment & Training Administration - Region 2

Boards/Plans



Section 111: State Workforce Boards

- Membership
 - The Governor
 - 2 members of each chamber of the State Legislature
 - Governor Appointees who are owners of businesses, CEOs, and executives with *optimum policy making authority*, represent employment opportunities in the state and are appointed by Trade Organizations

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State Workforce Boards (cont'd)

- Representatives from Labor Organizations nominated by **Labor Federations**
- Representatives of individuals and organizations that have experience with youth
- Individuals with experience in workforce investment activities (CBOs and CC)
- Lead State agency officials with responsibility for activities in Section 121 b



State Workforce Boards (cont'd)

- Members of the board shall be individuals with *optimum policymaking authority* with the organization they represent.
- The members of the board shall represent diverse regions of the State, including urban, rural and suburban.
- A majority of the members must be private
- The Governor chooses the chair from private sector members



Functions of the State Workforce Board

Assist the Governor with:

- Development of the State Plan
- Development and continuous improvement of the statewide system of activities funded under this subtitle or carried out through a One Stop system
- Development of linkages to assure coordination
- Review of local plans

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Functions (cont'd)

- Commenting at least once annually on the Carl Perkins and Applied Technology Education Act
- Designation of local areas
- Development of allocation formulas for the distribution of funds to local areas
- Development and continuous improvement of State performance measures
- Preparation of an annual report to the Secretary



Functions (Continued)

- Development of the statewide employment statistics system
- Development of an application for incentive grants



Section 112: The State Plan

- For a State to be eligible to receive an allotment, the Governor of the state shall submit for consideration as State Plan that outlines a five year strategy for the statewide workforce system.

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State Plan Contents

- Description of the State Board
- Description of Board Collaboration
- A description of the State performance system
 - Information describing the state's current needs
 - Information about necessary job skills
 - Information on economic development needs
 - Information on the type and availability of workforce activities of the state



Plan Contents (cont'd)

- Identification of local areas designated by the state and process for choosing them
- ID of criteria to be used by CEOs for the appointment of members of local boards
- Plans for Wagner-Peyser
- Description of activities to avoid duplication of programs in IB and other partner programs



Plans (cont'd)

- Required Programs

Wagner-Peyser

Work programs under section 6-0 of the Food Stamp Act of 1977

Rehabilitation Act

Activities under the Trade Act

Title IV of the Social Security Act

Activities under chapter 41 of Title 38 USC

Section 6d4 of the Food Stamp Act of 1977

CSBG Employment and Training activities

Title 5 of the Older Americans Act of 1965

National Community Service Act of 1990

Carl D. Perkins Vocational and Applied Technology Education Act

HUD Employment and Training Activities

Unemployment Insurance



Plan Contents- Beyond Coordination

- Description of common data collection
- Description of the process used by the State to provide public comment
- Information identifying how the state will use WIA funds to leverage other resources
- Assurances that the state will provide fiscal control
- Description of the factors the state will use to distribute funds to the local areas



Plan Submission

- Submitted for first five years, then two
- If changes are made at the state level, the plan must be modified
- We have 90 days to review and accept plans

Unified Plans 661.240
Mods 661.230



Section 116: Local Workforce Investment Areas

- The Governor shall designate local workforce areas within the state
 - Must have consultation with the state board
 - Must have consultation with chief elected officials
 - Must have consideration of public comment

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Local Area Designation

- Considerations
 - Geographic areas served by local educational agencies
 - Geographic areas served by postsecondary education
 - The extent to which such local areas are consistent with labor market areas
 - The distance that individuals will have to travel to receive services
 - The resources of such local areas



Local Board Functions

- Development of local plan and program oversight
- Selection of One Stop Operators with the agreement of the Chief Elected official
- Selection of Youth providers by awarding grants or contracts on a competitive basis based on the recommendation of the Youth Council
- Identification of Eligible Training Providers for training services
- Development of a budget to carry out its functions



Local Board Functions (cont'd)

- Negotiation of local performance measures
- Assist the Governor in developing the statewide employment statistics system
- Coordinating WIA and ensuring linkages with Economic Development and Employers
- Promotion of private sector involvement through connecting, brokering and coaching



CEO Function

- The Chief Elected Official in the local area serves as the local grant recipient and is liable for any misuse of funds. Being the fiscal agent is not a local board function
- Many local WIB roles are to be carried out in conjunction or in consultation with the CEO



Limitations

- No local board can provide training services unless a waiver is approved by the Governor
- The waiver must include:
 - Evidence that there is an insufficient number of eligible providers for training
 - The board meets requirements of an eligible provider
 - The training program is in local demand



Limitations (cont'd)

- A Board may not provide core services unless there is agreement of the Chief Elected Officials and the Governor
- Local Boards cannot mandate curricula for schools.



The Local Youth Council

- There shall be established a group within the local board—a youth council appointed by the local board in cooperation with the Chief Elected Official.
- Duties
 - Developing the youth portions of the local plan
 - Recommending eligible youth providers
 - Conducting oversight with respect to the eligible providers
 - Coordinating youth activities
 - Other Duties determined by the Chairperson

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Local Plan

- Five year Local Plan Contents
 - Identification of-
 - Workforce investment needs of businesses, job seekers and workers
 - Current and projected employment opportunities
 - Job skills required to obtain such employment
 - Description of the one stop delivery system
 - How the local board will ensure continuous improvement
 - A copy of the MOU between the local board and the One Stop Operators

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