



**Comparison of the Workforce Investment Act of 1998 (WIA) & the Workforce Innovation and Opportunity Act (WIOA) as of 5/27/14**

Areas of Interest	Workforce Investment Act of 1998	Workforce Innovation & Opportunity Act
Workforce Investment Boards	Majority of members be representatives of businesses and include representatives from education, labor, community-based orgs, economic development, and each "One-Stop" partner.	Reduces the number of required members. Current structure is generally maintained: business majority, business "led", and participation of organized labor; eliminates the requirement of one-stop partners on the Board. Requires three committees focused on: system/One-stop operations, youth, and individuals with disabilities.
Local Area Designation	The Governor must make designation in consultation with the State Workforce Board (SWIB) and chief elected officials and consider comments through the public comment process. Requirements for automatic designation relate to units of local government with a population of 500,000 or more and to rural concentrated employment programs. Governor has authority to determine the source of population data. Currently over 600 local areas nationally, and 33 in New York State.	Goal is to promote local alignment with the labor market and economic development activities and "preserve locally driven workforce system". State will be required to "consult with local boards and chief elected officials in order to identify local areas and planning regions" Bill allows for initial and subsequent designations based on performance, fiscal integrity and participation in "regional coordination activities". Does require that States provide funding and technical assistance for local areas that choose to become a single workforce area.
WIB Director Qualifications	N/A	Local Board sets the qualifications for the Director. There is a cap on salary and bonuses to align with the "Annual rate of basic pay prescribed for level II of the Executive Schedule under section 5313 of title 5, United States Code. "



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Performance Measures	<p>Adult Program and Dislocated Worker (DW) program performance measures: entry and retention into unsubsidized employment; earnings for adults six months after entry - for dislocated workers relative to earnings of job dislocation; and attainment of credential related to educational skills.</p>	<p>Creates a single set of common measures for adults across <b>all</b> core programs authorized under the bill, including both occupational training and adult education programs, and a similar set of common measures across all youth-serving programs. Adult measures include: unsubsidized employment and employed during second Q after exit and fourth Q after exit; median earnings at second Q after exit; receipt of a secondary diploma or recognized postsecondary credential in or within 1 year of exit; measurable skills gains toward a credential or employment; and employer engagement (still to be developed). For youth, includes percentage of participants in education, training or unsubsidized employment after second Q exit and fourth Q exit.</p>
Funding	<p>Does not specify dollar amount, instead states "such sums as necessary" providing for complete latitude for Congress relating to funding. As of 2009, 30% Adult/DW transfer rate.</p>	<p>Includes specific funding levels for each fiscal year (FY) 2015 through 2020 for the WIA Youth, Adult, &amp; Dislocated Worker (DW) programs. FY'15, is at the expected post-sequester level; and funding levels are increase each year bringing us back to FY'10 levels by FY 2017. NOTE: These are authorization levels -- NOT actual funding levels. Funding is determined through the annual appropriations process. As shared by the National Skills Coalition, unless Congress takes steps to undo the existing budget caps and mandatory cuts under sequestration, it is extremely unlikely that programs will be fully funded at these authorized levels. Maintains reservations for governor's statewide and rapid response activities. Allows local boards to transfer 100% between adult and DW funding.</p>



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Role of the State and State/Local Planning	<p>The law "permits and encourages" the State to submit a unified plan for any of programs or sections described in WIA including DOL programs and activities: five-year strategic WIA and Wagner-Peyser plan; Trade Adjustment assistance activities; Veteran's programs; programs authorized under State unemployment compensation laws; Welfare-to-Work programs; Senior Community Service Employment Programs.</p>	<p>Requires a single, unified State (every 4 years) plan covering all core programs authorized under the bill. The plan must describe the State's overall strategy for workforce development and how the strategy will meet identified skill needs for workers, job seekers and employers. Local plans must be aligned to the strategy described in the State plan, and must describe how services provided at the local level will be aligned to regional labor market needs. Also, provide an overview of how administrative costs and reporting requirements can be reduced.</p>
State Set Aside	Original 15%; reduced to 5%	Restores the state set aside to 15%
One Stop Centers "America's Job Centers"	<p>One Stop delivery is a system which collaborates to create a seamless system of service deliver. WIA assigns responsibility at local, State, and Federal level to ensure creation and maintenance of One-Stop Delivery. System must include at least one comprehensive physical center in each local area that must provide the core services specified in WIA and must provide access to programs and activities carried out by One-Stop partners. Specific partners required.</p>	<p>Requires State Workforce Investment Boards (SWIB) establish criteria for use by local boards to assess the "effectiveness, physical and programmatic accessibility, and continuous improvement" of Centers at least every three years. Maintains current requirements for mandatory one-stop partners to reach a voluntary agreement to fund infrastructure costs; however, if local areas fail to come to an agreement, a State mandated funding mechanism may be imposed upon those local areas. Additionally, it indicates that each local area "shall include in the identification of products, programs... a common one-stop delivery identifier" that "shall be developed by the Secretary" no later than the second year after enactment.</p>



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Employment & Training Activities	<p>Adults and Dislocated Workers can access continuum of services organized into three levels: core, intensive, and training. Core services must be made available in at least one physical One-Stop center in each LWIA; One-Stop Centers also make intensive services available as needed; and workers needing training are provided Individual Training Accounts (ITA's) and access to lists of eligible providers and programs of training.</p>	<p>Eliminates the "sequence of services" and merges "core and intensive activities" into a combined "career services." The goal is to provide MORE flexibility locally to meet the needs of participants. For example, under certain guidelines locals can now pay for "classes" for group training, transitional jobs, on-the-job training, etc. New emphasis on training -- taking into account best practices that have emerged in the past 10 years -- Increases the ability to use on-the-job training (reimbursement rates up to 75% for eligible employers), incumbent worker training (may use up to 20% of local funds), and customized training. Indication of an interest in the expansion of career pathways (including integrated or contextualized ABE, ESL, and occupational training); industry or sector partnership (local WIBs are required to "convene, use, or implement" sector partnerships); and an increased focus on the attainment of industry-recognized certificates and credentials linked to in-demand occupations. Training providers need to continue to be eligible and on the ETPL.</p>
Youth Services	<p>Eligible Youth age 14 through 21; 30% requirement of youth funds be used to provide activities to out-of-school youth; free lunch not included in eligibility</p>	<p>Keeps a separate youth funding stream. Places a priority on out-of-school youth (75% of funding at State and Local level). Focus on career pathways for youth, drop out recovery, and education &amp; training to lead to high school diploma and a recognized postsecondary credential. Also includes priority for work-based learning activities. Free and reduced lunch is considered an eligibility threshold.</p>
Wagner Peyser	<p>Required One-stop partner and retains separate funding stream.</p>	<p>To improve service delivery and avoid duplication, requires co-location of one-stops with employment service offices and staff. Aligns measures with the WIOA performance measures.</p>



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Adult Education or "Title II"	<p>Entities that carry out activities assisted under the Adult Education and Family Literacy Act are mandatory partners in the one-stop delivery system. Such entities include: institutions of higher education, local educational agencies, nonprofit organizations, other organizations or agencies. Measures include: Demonstrated improvements in literacy skill levels in reading, writing, and speaking the English language; numeracy; problem solving; English language acquisition; and other literacy skills and placement in, retention in, or completion of, postsecondary education, training, unsubsidized employment, or career advancement.</p>	<p>It was clear the authors understood the challenges of serving those with low basic skills. The term "measurable skill gains: under indicator V for performance relating to adults and youth is intended to encourage eligible providers under title II to serve low level adults. Also, states the goal as providing better, and more integrated services that meet the needs of adult learners and workers -- including models that integrate adult education and literacy with workforce training or preparation (i.e. I-Best models)</p>
Vocational Rehab/People with Disabilities	<p>Title IV of WIA is primary state/federal program assisting individuals with disabilities including those with most severe disabilities to secure employment and link to State and Federal workforce development systems. Current system is criticized for not serving those with disabilities effectively through One-stop system.</p>	<p>The State unified plan will include a description of how "one stop system in State will comply with the applicable requirements of section 188 and the Americans with Disabilities Act regarding the accessibility of programs and facilities for people with disabilities". Requires 15% of the State allotment goes to "pre-employment transition services"</p>
Program Consolidation	N/A	<p>Eliminates 15 programs including: Youth Opportunity Grants, 21st Century Workforce Commission, National Institute for Literacy under Adult Education, Health Care Gap Coverage for TAA, WIA Incentive Grants, WIA Pilots and Demonstration Projects, Community-based Job Training Grants, Green Jobs Act, Projects with Industry, "in-service" training, Migrant and Seasonal Farmworker Program &amp; Recreation Programs under the Rehabilitation Act amendments, WIA Veterans Workforce Investment Program, WIA Workforce Innovation Fund, Grants to States for Workplace and Community Transition Training for Incarcerated individuals under the 1998 Amendments to Higher Education Act.</p>



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YouthBuild	Grant selection criteria includes extent of coordination with One Stops; increased emphasis placing youth for in-demand occupations; common performance measures applicable	Aligns performance indicators for YouthBuild with performance accountability indicators for all youth activities; allows for training linked to industries in-demand.
Role of Community Colleges	Considered a partner to the system.	Continues to be considered a "partner" to the system. No specific training activities are required through the community college system, but does list higher education institutions as a eligible training provider. Does indicate need for coordination with community colleges in State and Local plans.
"Low-Income" Definition	WIA defines "low income individual" as an individual who received income for a 6 month period that does not exceed the higher level of the poverty line or 70% of the LLSIL. Receives SNAP (or has in past 6 months); total family income that does not exceed poverty line of LLSIL; Homeless; foster child or individual with a disability who meet requirements for state payment.	Expanded definition to include free or reduced lunch.
Additional Info	N/A	"Reduction of Reporting Burdens and Requirements" -- Instructs the Secretaries of Labor, Education, and HHS to establish procedures and criteria by which State and Local Boards may reduce reporting burdens and requirements.