

Workforce Innovation and Opportunity Act (WIOA)
WIOA Wednesday
Services to Youth

NC Community Colleges System (Host)

NC Department of Commerce/Workforce Solutions

NC Health and Human Services/Vocational Rehabilitation

Partners

Cassandra Atkinson, Transitions Coordinator, College and Career Readiness

**Lisa Eads, Program Coordinator, Academic Programs
NC Community Colleges System/Division of Programs and Services (Host)**

**Elizabeth Kurzer, Planning and Policy Development,
NC Department of Commerce/Workforce Solutions**

**Alma Taylor, Central Regional Director
NC Department of Health and Human Services/
Vocational Rehabilitation**



Agenda

- **Overview of the Workforce Innovation and Opportunity Act**
“The Opportunity Act”
- **WIOA Title I Section 102 Unified State Plan**
- **WIOA Title I Section 129 Eligible Youth Defined (In-School and Out of School)**
- **Youth Program Elements**
- **Questions**

The Workforce Innovation and Opportunity Act

Six Broad Goals



Expected Results

Develop a comprehensive, HIGH-QUALITY workforce development system	1	Alignment of CORE PROGRAMS
Increase ACCESS to education, training, and employment opportunities	2	INTEGRATED , concurrent, and contextualized programs and services.
Improve the rigor, RELEVANCE , and quality of programs and services.	3	Programs and services that are evidence-based, data-driven and VALUED by participants and stakeholders.
Promote IMPROVEMENT in the structure and delivery of services.	4	Continuous monitoring and evaluation with a strong emphasis on ACCOUNTABLE
Increase the PROSPERITY of workers and employers.	5	Pipeline of SKILLED WORKERS .
Increase economic SELF-SUFFICIENCY , reduce welfare dependency, meet employer needs, and enhance the productivity and competitiveness	6	<p>SELF-EXPLANATORY!</p> <p>READY college, career, life.</p>

WIOA Title II: Definitions - Target Populations..... What's New?

Eligible Individual

An individual—

- (A) who has attained 16 years of age;
- (B) who is not enrolled or required to be enrolled in secondary school under State law; and
- (C) who—
 - (i) is basic skills deficient;
 - (ii) does not have a secondary school diploma or its recognized equivalent, and has not achieved an equivalent level of education; or
 - (iii) is an English language learner.

Basic Skills Deficient

An individual—

- (A) who is a youth, that the individual has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or
- (B) who is a youth or adult, that the individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society.

English Language Learner

The term "English language learner" when used with respect to an eligible individual means an eligible individual who has limited ability in reading, writing, speaking, or comprehending the English language, and—

- (A) whose native language is a language other than English; or
- (B) who lives in a family or community environment where a language other than English is the dominant language.

Qualifying Adult

An individual—

- (1) is at least 16 years of age;
- (2) is beyond the age of compulsory school attendance under the law of the State or outlying area;
- (3) does not have a secondary school diploma or its recognized equivalent; and
- (4) is not enrolled in secondary school.

WIOA Title II: Definitions - Instruction What's New?

Integrated Education And Training

- Aims to provide adult education and literacy activities **concurrently and contextually** with workforce preparation activities and workforce training
- Targets training in occupations or clusters that assist adults in their educational and career advancement

Workforce Preparation Activities

- Activities, programs or services to help individuals gain basic academic, critical thinking, digital literacy, and self-management skills.
- Includes competencies in utilizing resources and using information, and acquiring other skills necessary for **successful transition** into postsecondary education, training, or employment.

Integrated English Literacy And Civics Education

- Codifies the IEL/CE program, previously funded through annual appropriations.
- Provides instruction in literacy and English language acquisition, the rights and responsibilities of citizenship and civic participation, and workforce training.
- Focuses program design and goals on integrated education and training activities and **coordination with local workforce system**.



Poll Question#1: Getting Ready for “The Opportunity Act”

Please respond to the following:

I have participated/attended a session sponsored by NC Commerce/NC Community Colleges/NC Health and Human Services on “The Opportunity Act” in the last 90 days.

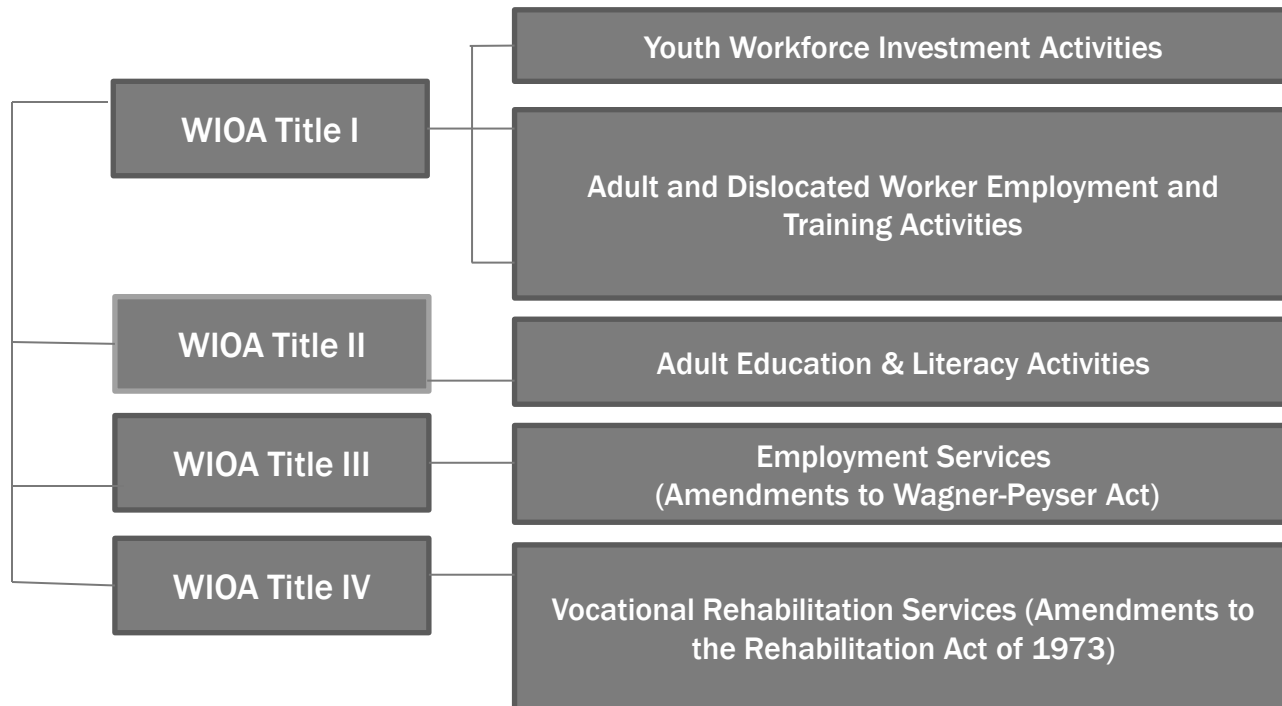
Yes

No

THE WORKFORCE INNOVATION AND OPPORTUNITY ACT

WIOA – The “OPPORTUNITY ACT”

Core Programs



NC Works Career Centers

(WIOA Section 122. (b) (1) **One-Stop Required Partners**

- Youth Activities- WIOA Title I
- Adult and Dislocated Worker Activities-WIOA Title I
- Adult Education and Literacy Activities -WIOA Title II
- Employment Services - WIOA Title III
- Vocational Rehabilitation Services -WIOA Title IV
- Activities authorized under Title V of the Older Americans Act of 1965
- Career and Technical Assistance Programs at the Post-Secondary level
- Activities authorized under Chapter 2 of Title II of the Trade Act of 1974
- Program authorized under State Unemployment Compensation laws
- Responsible Reintegration of Ex-Offenders Services
- Temporary Assistance to Needy Families (TANF)
- Employment and Training
 - Community Services Block Grant
 - Department of Housing and Urban Development

Poll Question #2-Collaboration with NCWorks Career Centers

Select One to Complete this statement: “Staff from Basic Skills (Adult Literacy) in our organization has met with staff at the nearest NCWorks Career Center...”

- A. Once in the last four months.**
- B. Twice in the last four months.**
- C. Each month since April 2015.**
- D. We have called for an appointment but have yet to meet.**
- E. We have not met in the last four months.**
- F. Not sure.**

WIOA Title I Sec. 102. Unified State Plan
See Attachment

- **(a) Plan**

- **(b) Contents**
 - (1) Strategic Planning Elements**
 - (2) Operational Planning Elements**

- **(c) Plan Submission and Approval**

WIOA – Workforce Innovation and Opportunity Act - State-Level Activities

WIOA Steering Council

- A state-level Steering Council which includes leadership from Commerce, NCCCS, and DHHS was established to coordinate the development of a Unified State Plan. The following tasks and guiding principles were established:
 - Develop a solid draft of the Unified State Plan.
 - Establish Workgroups to write the content for the Unified State Plan.
 - Discuss sample templates for MOUs/Agreements.
 - Review high level policies for opportunities to align/collaborate.
 - Coordinate mutually supportive timelines.
 - Ensure unified and consistent communications across partner agencies.

Unified State Plan Workgroups

1. Summit Planning Group
2. Economic and Workforce System Data and Analysis Group
3. Core Programs Operations Group
4. IT/Data Integration Group
5. Services to Youth Group
6. Services to Persons with Barriers to Employment Group
7. Systems & Policies Group

WIOA Title I Section 129

Use of funds for youth workforce investment activities

- **YOUTH WORKFORCE INVESTMENT ACTIVITY**—means an activity described in section 129 (WIOA Title I that is carried out for eligible youth.)

Eligible Youth

WIOA SEC. 129. USE OF FUNDS FOR YOUTH WORKFORCE INVESTMENT ACTIVITIES

To be eligible to participate in activities carried out under this chapter during any program year an individual shall, at the time the eligibility determination is made, be an out-of-school youth or an in-school youth.

Eligible Youth: **Out-of-School Youth** (WIOA Title 1 Section 129(a)(B))

<p>An individual who is— (i) not attending any school (as defined under State law); (ii) not younger than age 16 or older than age 24; and (iii) one or more of the following:</p>	<p>(V) A homeless individual, a homeless child or youth, a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance, or in an out of- home placement.</p>
<p>I) A school dropout.</p>	<p>(VI) An individual who is pregnant or parenting.</p>
<p>(II) A youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter.</p>	<p>(VII) A youth who is an individual with a disability.</p>
<p>(III) A recipient of a secondary school diploma or its recognized equivalent who is <u>a low-income</u> individual and is—(aa) basic skills deficient; or (bb) an English language learner.</p>	<p>(VIII) <u>A low-income</u> individual who requires additional assistance to enter or complete an educational program to secure or hold employment.*</p>
<p>(IV) An individual who is subject to the juvenile or adult justice system.</p>	<p>*Funding and Participation Requirements</p>

Eligible Youth: In-School Youth (WIOA Title 1 Section 129(a)(C))

<p>An individual who is— (I) attending school (as defined by State law); (ii) not younger than age 14 or (unless an individual with a disability who is attending school under State law) older than age 21; (iii) a low-income individual; and (iv) one or more of the following:</p>	<p>IV) A homeless ,a homeless child or youth, a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under the Social Security Act, or in an out-of-home placement.</p>
<p>(I) Basic skills deficient.</p>	<p>(V) Pregnant or parenting.</p>
<p>(II) An English language learner.</p>	<p>(VI) A youth who is an individual with a disability.</p>
<p>(III) An offender.</p>	<p>(VII) An individual who requires additional assistance to complete an educational program to secure or hold employment.*</p>

WIOA Title I Funding and Participation Requirements

- In a program year, not less than 75% of local workforce funds for out-of-school may be used to provide youth workforce investment activities.
- Twenty percent (20%) expenditure of local funds is now required to be spent on work experiences.
- VII (requires additional assistance...)... this is defined by NC.
 - Only 5% of in-school youth served in a local area may be made eligible using this category. Example, if 40 in school youth are served, only two may be eligible based on that criteria.

Program Elements
(WIOA Title 1 Section 129)(c)(2)A-N

PROGRAM ELEMENTS.

In order to support the attainment of a secondary school diploma or its recognized equivalent, entry into postsecondary education, and career readiness for participants, the programs shall provide elements consisting of (elements A-N).

See attachment.

Resources for Serving Youth

- **WIOA Youth Program Elements** →

WIOA Law

<http://www.doleta.gov/WIOA/docs/BILLS-113hr803enr.pdf>

SEC. 102. UNIFIED STATE PLAN.

US Department of Labor Youth Fact Sheet

http://www.doleta.gov/WIOA/Docs/WIOA_YouthProgram_FactSheet.pdf

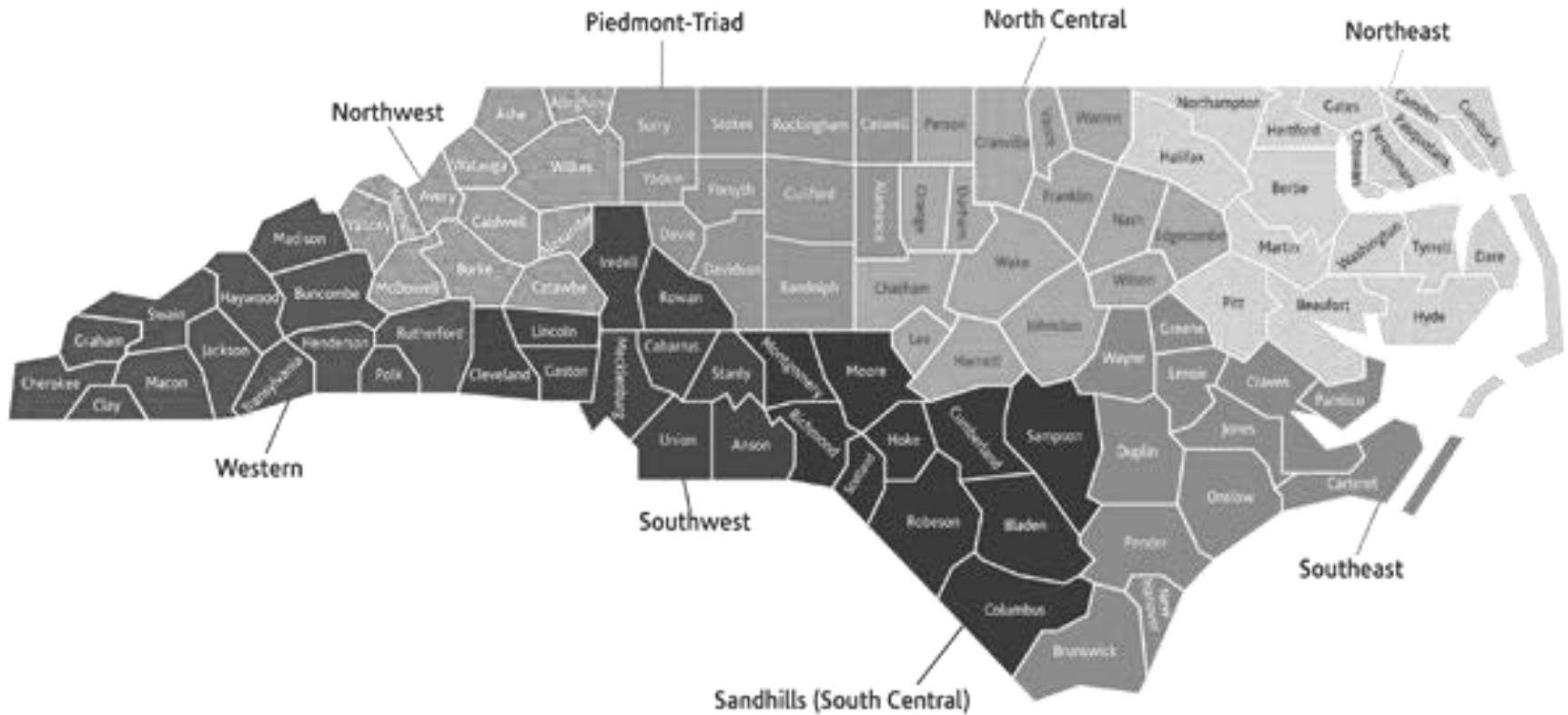
August 2015—Revised for NC Community Colleges and Community Based Organizations with Permission by NC Workforce Solutions

In order to support the attainment of a secondary school diploma or its recognized equivalent, entry into postsecondary education, and career readiness for participants, the WIOA Youth shall provide elements consisting of the following. These elements may be funded by the local Workforce Development Board. Contact them to determine eligibility for funding and the funding priorities for Services to Youth that your local board supports.

	Program Elements
1.	Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized postsecondary Credential
2.	Alternative secondary school services, or dropout recovery services, as appropriate
3.	Paid and unpaid work experiences that have as a component academic and occupational education, which may include (i) summer employment opportunities and other employment opportunities available throughout the school year; (ii) pre-apprenticeship programs; (iii) internships and job shadowing; and (iv) on-the-job training opportunities
4.	Occupational skill training, which shall include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area involved
5.	Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster
6.	Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate
7.	Supportive services
8.	Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months
9.	Follow-up services for not less than 12 months after the completion of participation, as appropriate
10.	Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate
11.	Financial literacy education
12.	Entrepreneurial skills training
13.	Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services
14.	Activities that help youth prepare for and transition to postsecondary education and training

For questions related to **Title II-Adult Education and Literacy Activities**, contact AdultLiteracy@nccommunitycolleges.edu

NC Prosperity Zones



What Can We Be Doing NOW?

Strategic Planning



Review 2015 **Continuation Plans** and conduct SWOT Analysis.

Conduct Analysis of **Students Demographics** Data.

Build **Partnerships** with Workforce Development Boards and NCWorks Center Staff.

Identify **Critical Job Functions** of program staff and conduct SWOT Analysis.

Revisit and revamp **Communications Plan** related to outreach and recruitment.

What Can We Be Doing **NOW?**



Operational Planning

Identify **Operational Factors** that impact NRS Performance Targets.

Assess **Readiness for Implementing** Integrated Education & Training Programs.

Review Current Policies for **Compliance** and Internal Controls.

Develop Comprehensive Strategies for **Student Engagement**.

Require **All Staff** to Participate in WIOA-Related Training.

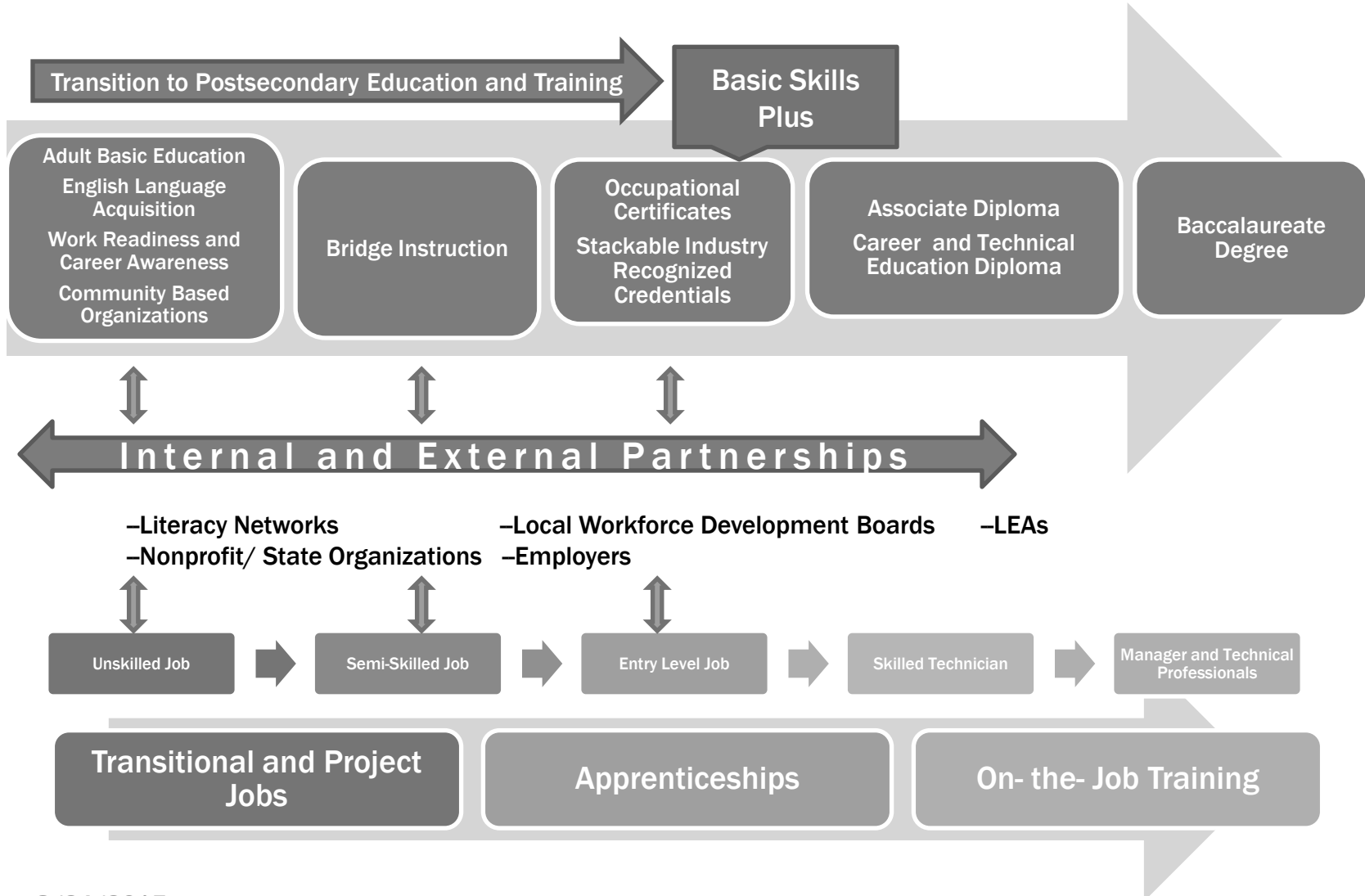
Poll Question #3-Analyses Conducted

Our organization has conducted the following analyses as we prepare to implement “The Opportunity Act”. Select one response.

- A. Analysis of Strengths, Weaknesses, Opportunities and Threats (SWOT Analysis)**
- B. Student Demographic Analysis**
- C. Analysis for Building and Maintaining Partnerships**
- D. All of the above**
- E. Two of the above**
- F. None of the above**
- G. Not sure**

Topics		<i><u>Required Narrative</u> should be a description of ...</i>
(1)	Budget	<i>how</i> funds awarded will be spent.
(2)	MOU	<i>any</i> cooperative arrangements with other agencies, institutions, or organizations for the delivery of adult education.
(3)	Alignment	<i>how</i> the eligible provider will provide services in alignment with core programs.
(4)	Performance	<i>how</i> the eligible provider will meet the state adjusted levels of performance, including provision for data collection and reporting.
(5)	One-Stop	<i>how</i> the eligible provider will fulfill one-stop partner responsibilities.
(6)	Eligible Providers	<i>how</i> the eligible instructional provider will provide services in a manner that meets the needs of eligible individuals.
(7)	13 Considerations	<i>how</i> the eligible provider will address the 13 considerations.

CCR Career Pathway Continuum



Services to Youth (Selected Examples)

Tutoring, study skills training, instruction, and dropout prevention and recovery strategies integrated with requirements for a secondary high school diploma or its recognized equivalent, a recognized certificate of attendance or similar document for individuals with disabilities, or a recognized postsecondary credential.

Education offered concurrently with and in the same context as workforce preparation activities.

Paid and unpaid work experiences that have as a component academic and occupational education.

Supportive services.

Adult mentoring.

Financial literacy education.

Occupational skill training that leads to recognized postsecondary credentials aligned with in-demand industry sectors or occupations in the local area involved.

Follow-up services for not less than 12 months after the completion of participation.

A representatives from the community college or community based organizations is a member of the Youth Council at the local Workforce Development Board.

What Can We Be Doing **NOW?**

WIOA Wednesday

Repeat Sessions: 9:30 – 10:30AM and 2:00 – 3:00 PM

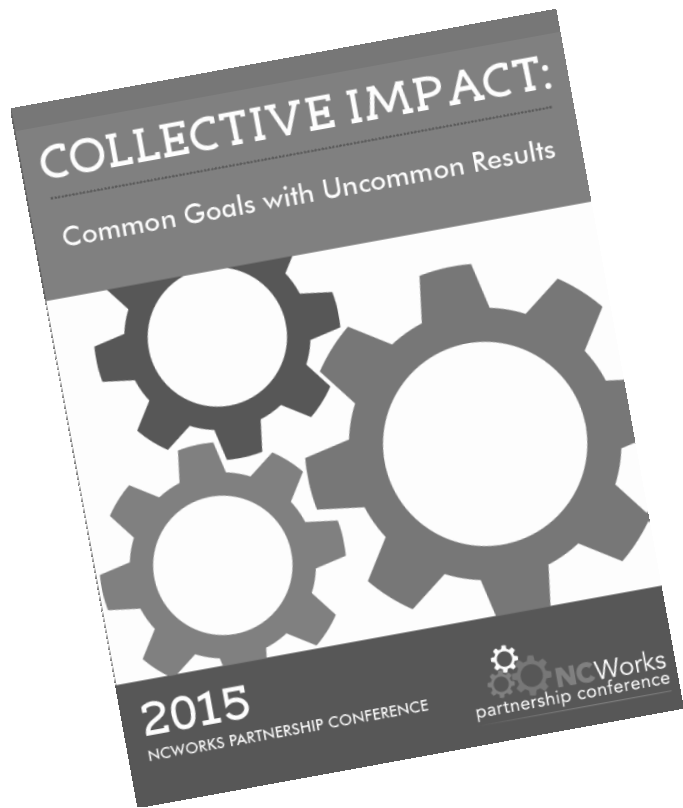
August	
Date	Topics
19	WIOA 101 – Strategic & Operational Planning
26	Services to Out-of-School Youth

September	
Date	Topics
2	Services to Individuals with Disabilities
9	WIOA Title II – The 13 Considerations and NC Content Standard
16	Core Programs Operations – Partnerships with NCWorks Career Centers
23	No Webinar NCCCAEA Conference September 23-25 (RDU-Sheraton)
30	English Literacy/Civics Education

October	
Date	Topics
7	WIOA Title II – The 13 Considerations and NC Content Standard
14	WIOA Core Programs – Alignment Strategies
21	Unified Plan - Updates
28	No Webinar NCWorks Partnership Conference October 28-30 (Greensboro)

2015 NCWORKS PARTNERSHIP CONFERENCE

October 28-30, 2015 | Greensboro, NC



Online Registration
www.ncworkforcetraining.com

REGISTRATION

Early-Bird Registration fee is \$200 if postmarked by September 28, 2015. After September 28, registration will be \$225, and onsite registration will be \$250, subject to space availability.

Registration covers:
Conference programs & workshops; Dinner, October 28; Breakfast Buffet & Governor's Awards Banquet, October 29; Continental Breakfast, October 30; Breaks and Conference Materials.

Payments:
Payment must be made by check or money order, payable to:
NC Department of Commerce/Workforce (45-5336839) and mail to 4351 MSC, Raleigh, NC 27699

ACCOMMODATIONS

A block of rooms has been reserved at the Sheraton Four Seasons Hotel, Greensboro.
Phone: 1-800-242-6556
www.sheratongreensboro.com
Online Reservations Code: WDP15

Special conference room rate is \$135.00 (plus \$17.21 tax) for up to four guests per room. There is a 72 hour cancellation policy. Specify that you are attending the NCWorks Partnership Conference to receive this rate. Conference rate and block of rooms will be honored until September 27, 2015. You are responsible for canceling your room reservation if your plans change. Click the link above to access the Sheraton Hotel Online Reservations.

CANCELLATIONS

Cancellation requests must be in writing and received no later than October 14, 2015; all requests will be subject to a \$50.00 cancellation fee.

Cancellations after October 14 will be subject to the full registration fee.

Substitutions will be accepted at any time.

E-Mail cancellation and substitution requests to:
Jonathan Snow, Registrar
jonathan.snow@nccommerce.com

FEATURED PRESENTERS

Greg Hills, Opening Presenter
Linda Larsen, Closing Presenter

Jodie Sue Kelly
Beth Hollars
John Chamberlin

National Governors Association
National Association of State Workforce Agencies
National Skills Coalition
BEST NC

Sheraton Four Seasons Hotel
Joseph S. Koury Convention Center
Greensboro, NC
October 28-30, 2015

If you have questions regarding the conference, please contact
Robbin Broome (919) 306-1819
rbroome@nccommerce.com
OR
Talisa Hite at (919) 814-0329
talisa.hite@nccommerce.com

Save the Date! Save the Date!

**2015
Human Resources Development (HRD)
&
NC Career Readiness Certificate (NCRC)
Training Academy**

When:	Wednesday, December 9 – Friday, December 11, 2015
Where:	Greensboro Marriott Downtown 304 N. Green Street
Room Rate:	\$105.00 (single or double) plus tax
Registration Fee:	\$160.00 per person

This year's Training Academy will strive to acknowledge and renew our work and increase our capacity to provide the highest level of service by sharing best practices, providing current information, and developing our individual professional skills. Come learn, share and network!

* If you are interested in submitting a workshop proposal demonstrating best practices, new initiatives, or successful partnerships, please provide your session information through the following link: <https://www.surveymonkey.com/r/QLDV2RW>

NC Community College Adult Educators Association Conference

*"Celebrating 50 Years
of Excellence!"*

Register Now!

2015 NCCCAEA

Fall Conference

September 23-25

Hotel Reservations:

Sheraton Imperial Hotel

Durham, NC

Conference Registration

Full Conference: \$209

Single Day: \$179

Retiree: \$50

Registration is now open![Click here to complete the EventBrite online form.](#)

To celebrate the NCCCAEA's 50th Anniversary, a VIP Dinner sponsored by Duplin Winery will take place on the evening of Thursday, September 24th. Admittance to this event is included with each registration. Additional tickets for guests are available for purchase at the EventBrite site provided above.

We'll see you in September!

www.ncccaea.org

WIOA: SERVICES TO YOUTH (TITLE I)

QUESTION AND ANSWER SESSION



**I ♥
???**



NC Community Colleges and Community Based Organizations

WIOA Services to Youth Subgroup

Name	Title	Phone	Email
Cassandra Atkinson	Coordinator of Transitions and Career Pathways College and Career Readiness	919-807-7144	Atkinsonc@nccommunitycolleges.edu
Lisa Eads	Program Coordinator Early Childhood, Public Service Technologies, Career and College Promise	919-807-7133	Eadsl@nccommunitycolleges.edu