

## State WIOA Updates:

- WIOA performance reporting templates to be used by core partners were published for comment last week
- BES is working to get additional WIOA reporting items in OSOS (such as “*within 2 years of exhausting TANF*” & more)

## Partner Perspective:

U.S. Department of Education is the lead agency for Adult Education and Vocational Rehabilitation. They issued the following WIOA guidance to their staff which succinctly restates WIOA and if you scroll to the bottom you'll find it is packed with links on everything from Tools for Integrated Services to guidance on Universal Access for All, check it out at:

<http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/octae-one-stop-vision.pdf>

## WIOA Youth Services

**Recap: In-School-Youth (ISY)** must be low income to receive services.

The only category of **Out-of-School Youth (OSY)** that requires they be low-

income for eligibility purposes, is youth with a HS diploma or equivalent, who are basic skills deficient or English language learners *and* are in need of assistance to enter education or employment. **All other OSY eligibility categories are based on a specific barrier** *see Newsletter 10*. Youth with a disability can be considered a family of one for income eligibility determination.



**Basic Skills Deficient** pertains to youth who have

- ✦ Reading, writing, or computing Skills at, or below, 8<sup>th</sup> grade level on standardized test, or are
- ✦ Unable to compute or solve problems, or read, write or speak English at a level necessary to function on the job, in the family, or in society,

**Requires Additional Assistance** is just as it was during WIA; this category is defined through Local Board policy

**Objective Assessment** All youth participants must undergo an assessment that includes a review of academic and occupational skill levels and identification of need for supportive services steps to launch them on a Career Pathway All youth require an **Individual Service Strategy** that is directly linked to one or more indicators of performance and that: identifies appropriate career pathways, includes educational and employment goals, considers career planning and the results of objective assessment, and prescribes achievement objectives and services.

## Did you know?

- ✦ You can accept an assessment and youth service strategy that was developed for the youth by another core partner & youth may be co-enrolled under Title I & Title II (Adult Ed) at the same time, if they are eligible for both programs.
- ✦ Youth determined to be “Career Ready” can be enrolled under both Youth and Adult formula programs if appropriate
- ✦ There is no maximum or minimum amount of time a youth must participate in a WIOA program
- ✦ Incentive payments to youth are allowed if they: **1.** are tied to the goals of a specific program, **2.** are outlined in writing before the commencement of the program providing the incentive payment, **3.** are aligned with the local program’s organizational policies; and **4.** accord with financial requirements under 2 CFR 200.

## Definitions of WIOA Youth Service Elements

- 1. Tutoring / Study Skills Training** includes instruction and evidence-based dropout prevention and recovery strategies that lead to completion of HS diploma or equivalent (including a recognized certificate of attendance or similar document for youth with disabilities) or preparation for post-secondary credentials.

2. **Alternative Secondary School Services** includes referral to formal alternative education programs or formal dropout recovery services, as appropriate.
3. **Work Experiences (WE)** are planned, structured, learning experiences that take place in a workplace for a limited period of time. They may be paid or unpaid and may occur in for-profit, non-profit or public sectors. As with all workplace relationships labor standards and laws apply. WEs provide youth with an opportunity to explore careers and develop skills. WEs must include a combination of academic and occupational education components. WEs include the following types of experiences:
  - **Summer Youth Employment** - administrators of SYE programs must be competitively selected by the board via award of a contract or grant (employers used for SYE do not need to be competitively selected).
  - **Pre-Apprenticeship** is a program, or set of strategies, designed to prepare individuals to enter and succeed in a registered apprenticeship program; a documented partnership with at least one or more registered apprenticeship programs must be in place. Providers offering occupational education for pre-apprenticeship must be on the Eligible Training Provider List.
  - **Internships & Job Shadowing** are activities that provide the youth with an opportunity to explore an occupation or work environment and may include activities that allow them to gain employment and occupational skill competencies.
  - **On-the-Job Training** is training provided by an employer to a paid participant who is engaged in productive work from which she/he gains the knowledge and skills essential to the full performance of the job and for which the employer is provided a reimbursement of up to 50% of the participant wage and for which the employer makes a commitment to hire the individual.
4. **Occupational Skills Training** is an organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required of certain occupational fields at the entry, intermediate and advanced skill levels. Priority must be given for training that leads to recognized post-secondary credentials that are in in-demand industry sectors or occupations in the local area.
5. **Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster** refers to the integrated education and training model in which required education and training occur concurrently and contextually with workforce preparation activities and workforce training. Such a program element must describe how workforce preparation activities, basic academic skills, and hands-on occupational skills are to be taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway.
6. **Leadership Development** are opportunities that encourage responsibility, confidence, employability, self-determination and other positive social behaviors, such as: a) exposure to post-secondary educational possibilities, b) community and service-learning projects, c) peer-centered activities, including peer mentoring or peer tutoring, d) organizational and team work training, including team leadership training, e) training in decision-making, including prioritization and problem solving, f) citizenship training, including life skills such as parenting and work behavior training, g) civic engagement activities which promote the quality of life in a community, and h) activities that place the youth in a leadership role such as serving on a youth leadership committee or a Standing Youth Committee.
7. **Supportive Services** for youth are those that are designed to enable them to participate in WIOA activities and may include: linkage to community services; referrals to health care; and cost assistance with: transportation, childcare, housing, uniforms, work attire, work-related tools, protective gear, educational testing, and reasonable accommodations for youth with disabilities.
8. **Adult Mentoring** is a formal, in-person, relationship between a youth participant and an adult mentor that includes structured activities where the mentor offers guidance, support and encouragement to develop the competence and character of the mentee. The activity must last for a period of at least 12 months and must be with an adult mentor other than the assigned youth case manager. Adult mentoring may include workplace mentoring where the local program matches a youth participant with an employer or employee of a company who acts as a mentor.
9. **Follow-up Services** are critical services that must be provided for at least a 12 month period following the youth's exit from the program and are designed to help ensure that the youth is successful in employment or post-secondary education/training. Follow-up services may include: leadership activities, regular contact with the youth's employer to help address work-related issues, assistance with career pathway development or in securing a better paying job, assistance with further education or training and participation in work-related peer support groups, adult

mentoring or other services determined appropriate based on the needs of the participant. Follow-up must include more than only an attempted contact and must be documented in order to receive a performance outcome.

- 10. Comprehensive Guidance & Counseling** is individualized to the participant, may include career and academic counseling, drug and alcohol abuse counseling, mental health counseling and referral to partner programs for which the youth counselor has coordinated the youth referral with the partner agency on behalf of the individual youth.
- 11. Financial Literacy** is education or activities that: assist youth to initiate checking and savings accounts at banks and to make informed financial decisions; supports youth learning how to manage spending, credit, and debt, including student loans, consumer credit and credit cards; teaches the significance of credit reports and credit scores and rights regarding credit and financial information; teaches how to assure accuracy of a credit report and how to correct inaccuracies, and how to maintain or improve good credit; supports a participant's ability to understand, evaluate, and compare financial products and services; informs participants about identity theft, their rights in regard to it and ways they can protect themselves from it; and supports the financial literacy needs of non-English speakers through use of multilingual financial literacy and education materials.
- 12. Entrepreneurial Skills Training** is training that provides the basics of starting and operating a small business, this training must develop the skills associated with entrepreneurship, such as: taking initiative, creatively seeking out and identifying business opportunities, developing budgets and forecasting resource needs, understanding various options for acquiring capital and the trade-offs associated with each option, and how to communicate effectively and market oneself and one's ideas. Approaches to teaching youth these skills may include: educational programs that introduce youth to the basics of starting and running a business; enterprise development supports and services that incubate and help the youth develop their own business through access to small loans or grants, or that provide individualized assistance in development of viable business ideas; and may include experiential programs in which youth get experience in the day-to-day operation of a business and more.
- 13. Provision of Labor Market & Career Awareness Information** are services that impart information to the youth about jobs that are in demand in the local labor market and that may include career awareness and exploration activities and career counseling.
- 14. Activities to prepare youth to transition to post-secondary education** include information about and preparation for college entrance including information about applying to colleges, financial aid, entrance testing, student life, pre-requisite courses and more.

### Positive social and civic behaviors in youth result from development of:



- ★ Positive Attitudes
- ★ Self-Esteem
- ★ Openness to work with individuals from diverse backgrounds
- ★ Maintaining healthy, drug- and alcohol-free lifestyles
- ★ Maintaining positive social relationships with responsible adults & peers
- ★ Desire to contribute to the well-being of the community, including voting
- ★ Commitment to learning and academic success
- ★ Desire to avoid delinquency
- ★ Desire to postpone parenting or to be a responsible parent
- ★ Positive work ethics and skills
- ★ Desire to keep informed about, and involved in, community affairs

**KEEP YOUR WIOA QUESTIONS & INFO REQUESTS COMING!**

ION new WIOA info site: <https://wioa.workforce3one.org/page/home>

## HERE'S WHAT YOU SAID YOU WANT/NEED FOR TRAINING SO FAR:

WIOA Short-term	System Competency	Desired Prof. Dev
WIOA Intake/Eligibility	Confidentiality	CDF Career Development Facilitator
Work-Based Training	PII Requirements	Workforce Dev. Professional Certification
Youth Service Elements	EO / Non-Discrimination	Economic Dec. Certificate
Incumbent Worker Training	LMI Basics	Grant Writing
A / DW Career Services WIOA	NTO Basics	Program Evaluation
A/DW/Y Training Services	Apprenticeship Basics	Curriculum Development
Co-enrollment guidelines	Voc Rehab Basics	Professional Writing
Resources/ Integrated	Adult Ed Basics	Project Management
Accessibility Training	Fiscal Literacy	Accessibility Certificate
Partner Referral Process	ETPL for Workforce Professionals	Linked-In
OJT Contracts	A / DW/ Youth Basics	Conflict Resolution
Work Experience Contracts (Adult vs. Youth)	Serving Individuals w/ Disabilities	Verbal Judo
Incumbent Worker Training Contracts	Serving individuals w/ drug dependency	E-learning made easy
Basic WIOA Career Services	LMI for Job Seekers	ONET Certification
Initial assessment vs. Comprehensive Assessment	LMI for Employers	Career Tools Certificate
Employer Services	Integrated Service Approach	Negotiating & Mediation
Industry Sector / Job-Driven approaches	Use IRT model to package services	
Change management		

### Q & A from the field:

**Q: How is WIOA eligibility different from WIA?**

**A:** The eligibility criteria for Adult and DW is primarily the same with a few exceptions – under WIOA priority for the Adult participant is expanded to include those with Basic Skill Deficiencies and the DW is expanded to include military spouses affected by military relocation. Youth program requirements and eligibility have changed significantly. Please review the WIOA Program Services Document pages 5 & 6 for more on WIOA eligibility.

**Q: Is a youth who is taking HiSet through Adult Education considered in or out of school?**

**A:** Under WIOA, youth who are not attending regular secondary school but who are attending Adult Education (*for HS Diploma or HiSet*), Job Corps, or YouthBuild are considered **Out-of-School**.

**Q: Newsletter-10 says that a Youth Work Experience must include an “academic” component, what does this mean?**

**A:** This means that the Work Experience Agreement must outline not only the occupational and soft skills to be practiced but any academic skills that support what is to be learned. For example: if a youth experience takes place at a flooring company, the youth must learn to use tools like stretchers, staplers and seaming tape, but should also learn the math components required to identify the amount of carpet needed to fill a room, i.e.: should learn how to gauge the number of square yards or square feet the project will take. The academic component may be something that the employer will teach and that will be reinforced through tutoring, adult education, or online learning.

**Keep the WIOA questions coming; - some we can answer now - others will have to wait for additional USDOL guidance.**

# WIOA TRANSITION NEWS

July 17, 2015

Check out this new WIOA info site: <https://wioa.workforce3one.org/page/home>



This site provides access to tons of important WIOA information and more; it includes links to webinars and power points that address everything from case management to strategic planning and offers lots of samples of best practices from other states as they implement WIOA. There are links to the core partner's (AE & VR) versions of ION as well. You can access varied tool kits from the Small Business Partnership Toolkit to the Youth Council Toolkit that provides modules on youth services which can be accessed at [http://www.doleta.gov/youth\\_services/toolkit\\_2002.cfm](http://www.doleta.gov/youth_services/toolkit_2002.cfm)

## VERY IMPORTANT TEGLS & TENS THAT ALL STAFF SHOULD READ:

**TEGL 23-14 WIOA Youth Program Transition** [http://wdr.doleta.gov/directives/attach/TEGL/TEGL\\_23-14\\_Acc.pdf](http://wdr.doleta.gov/directives/attach/TEGL/TEGL_23-14_Acc.pdf)

**TEGL 3-15 WIOA Services for Adults and DWs** [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=7953](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7953)

**TEN 1-15 Achieving Universal Access and Equal Opportunity** [http://wdr.doleta.gov/directives/corr\\_list.cfm](http://wdr.doleta.gov/directives/corr_list.cfm)

## Ensuring Equal Access to Career Services for ALL



WIOA underscores the need to provide access to WIOA Career Services in the same way for all individuals. TEN 1-15 provides a disability reference tool that guides CareerCenter staff in how to comply with equal opportunity and universal accessibility requirements. It offers best practices in everything from conducting an intake to employment planning. It discusses aspects that CareerCenters/ AJCs will be evaluated on, such as:

- ✚ AJC staff does not automatically refer job seekers with disabilities to Voc Rehab...
- ✚ AJC administers programs so that individuals with disabilities have access to the full range of services available to all customers

**No one said implementing WIOA would be easy & there's a lot of new information to assimilate. SO...** to address staff training needs we need to hear from you.

**Managers** – please poll your staff to identify both immediate and long term development needs and RSVP to Ginny. There is a Staff Development Work Group that will convene shortly to create the Staff Development Action Plan and identify and allocate resources (financial, human, national) to put together trainings that will meet both short and long term training needs of the system. Here are some topics that may get the discussions started:

WIOA Related	Professional Development
<ul style="list-style-type: none"> <li>➤ Intake &amp; Eligibility Requirements</li> <li>➤ Required Career Services &amp; Accessibility</li> <li>➤ WIOA Youth Service Elements</li> <li>➤ Performance Management</li> <li>➤ Other?</li> </ul>	<ul style="list-style-type: none"> <li>➤ Career Development Facilitator Certificate</li> <li>➤ Workforce Development Professional Certificate</li> <li>➤ Employer Services Cert</li> <li>➤ Other?</li> </ul>

## QUICK REFERENCE TO WIOA SPENDING THRESHOLDS:

**75%** \$\$ on OSY YOUTH

**20%** \$\$ on Youth Work Experience

**10%** \$\$ combined A/DW for Incumbent Worker Training



**100%** \$\$ transfer between Adult & DW funds allowed

**10%** \$\$ combined A/DW for transitional employment

## Maine WIOA Steering Committee Update

Required partners have been participating in strategic visioning sessions, 40 pages of input from over 70 individuals representing Maine's workforce development system stakeholders was synthesized into the following DRAFT Vision:

“Maine leads in talent, technology, and innovation, attracting investment from all over the world. We partner strategically to compete globally. Our renowned work ethic, culture and innovative approach to learning and working meet the needs of the global economy, creating a strong sense of community and quality of life. As a result Maine's economy and communities are thriving.

Maine's economy is fueled by an education system which is inclusive and meets the needs of diverse learners. Through partnership with industries and the workforce development system Maine workers are continuously well prepared with the skills necessary to succeed in current and future careers.

The Maine workforce development system is a highly visible, easily accessed, network of programs and activities designed to increase the employment, retention and earnings of Maine workers. It is data- and demand-driven providing multiple points of seamless entry and service for job seekers and workers requiring help to obtain, maintain and advance employment. It supports the attainment of recognized credentials which results in an improved quality of workforce, meets the needs of employers and enhances the productivity and competitiveness of Maine.”

The Steering committee distilled this down to two primary goals for the strategic plan:

1. Increased employment, retention and earnings of Maine workers
2. Meeting the skilled workforce needs of employers

The following six objectives were identified, along with stakeholders, leads, and action steps:

1. Increase the value of Maine's Workforce Development System (WDS) to employers
2. Produce an educated and skilled Maine workforce
3. Align our outreach and communications to achieve the vision
4. Increase the State of Maine's commitment to and investment in Maine's workforce
5. Increase operational effectiveness
6. Increase and optimize Maine's workforce through improved access and engagement

Initial discussions on integration of the Core Program Services (Formula; AE; WP; VR) took place during a day-long meeting. The level and extent to which each core partner provides intake, assessment and plan development were compared. Members considered options for common intake and initial assessment tools, standardized assessments, and the possibility of integrated individual career action planning (ISS, IEP, ILP, EDP, etc.). All agreed that in order to achieve proposed levels of service integration that the following would have to be put in place:

- Greater levels of communication across programs to foster improved continuity of service
- Protocols for info sharing (paper files and for some aspects possibly integrated intake software)
- Further development of paper Individual Plan (ICAP) template that can be shared by each program for one individual
- Professional development (staff training to do a number of things from cross informing, to standardized interpretation of data, etc.).
- System improvement measures to be tracked and shared across programs, such as measuring communications, number of referrals, number of customers who drop out, etc.

Steering committee will continue to discuss integration and will review tools that some states have cited as allowing for an integrated intake tool.



## CAREERCENTER SERVICES FOR EMPLOYER CUSTOMERS UNDER WIOA:

CareerCenter services are to be made available to local businesses, specifically labor exchange activities and labor market information. Local area partners may implement business service strategies that meet the workforce needs of area employers such as developing industry sector strategies.

Customized business services that may be provided to employers, employer associations, or other such organizations and that may be tailored for specific employers, can include:

- Customized screening and referral of qualified training participants to employers for direct hire or WIOA subsidized training programs such as On-the-Job Training, Customized Training, internships and more;
- Customized services to employers, employer associations, or other such organizations, on employment-related issues;
- Customized recruitment events and related services including targeted job fairs;
- Human Resource consultation services including, but not limited to, assistance with:
  - a. Writing/reviewing job descriptions and employee handbooks;
  - b. Developing performance evaluations and personnel policies;
  - c. Creating orientation sessions for new workers;
  - d. Honing job interview techniques for efficiency and compliance;
  - e. Analyzing employee turnover;
  - f. Explaining labor laws to help employers to help them comply with wage and hour or safety and health regulations;
- Customized labor market information for specific employers, sectors, industries or clusters; and
- Other similar customized services.

Employer customers may also access assistance with:

- Development of a registered apprenticeship program and referral of appropriate applicants;
- Developing effective initiatives for meeting industry workforce needs such as developing and delivering career pathways, skill upgrading, skill standard development and certification for recognized post-secondary credentials;
- Managing reductions in force, including coordination of rapid response activities and strategies to avert layoffs, which may include early identification of firms at risk, use of feasibility studies to assess the needs of and options for at-risk firms, and the delivery of employment and training activities to address risk factors;
- Helping employers access local, State, and Federal tax credits;

Although fees cannot be charged to businesses for labor exchange or LMI information services, local areas may elect to charge fees for some customized services. The above services may also be provided through partnership with effective business intermediaries such as economic development, the SBDC, SBA, DECD, philanthropic organizations and others.



## CareerCenter Services for workforce participants under WIOA:

The services of all of the required partners must be made available to customers based on their individual needs. The delivery of the services must be as seamless as possible. MOUs will be established with partners to formalize the processes for this.

Per Proposed Rules: §678-430

At minimum the following **Basic Career Services** must be made available to workforce customers, including:

1. **Eligibility Determination** for the Adult, DW, or Youth programs;
2. **Outreach/Intake and Orientation** to information about the services available through the OneStop system;
3. **Initial Assessment** of: skill levels, including literacy, numeracy, and English language proficiency, as well as aptitudes and abilities, skill gaps and supportive service needs;
4. **Labor Exchange Services**, including: job search and placement assistance, and when needed, individual career counseling, including info on Nontraditional Employment; and
5. **Referrals to other OneStop partner programs**, and when appropriate, other workforce development programs;
6. **Workforce and labor market employment statistics info**, including accurate info on local, regional, and national labor market areas, including:
  - Job Vacancy Listings in local labor market areas;
  - Info on Job Skills necessary to obtain the vacant jobs listed; and
  - Info relating to local occupations in demand and the earnings, skill requirements and opportunities for advancement within those jobs;
7. **Performance and cost info of eligible training providers**;
8. **Local area performance** as it pertains to negotiated performance goals;
9. **Info on and availability of support services**, including appropriate referrals to: child care, child support, medical or child health via MaineCare and Children's Health Insurance Program, benefits under SNAP, assistance through earned income credit, and assistance under TANF and other supportive services and transportation provided through that program;
10. **Information on filing for unemployment insurance compensation**; and
11. **Assistance establishing eligibility for financial aid** for training and education.

If determined to be appropriate, the following **Individualized Career Services** must be made available:

1. **Comprehensive and specialized assessments** of the skill levels and service needs of individuals, including: diagnostic testing and use of other assessment tools, in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals;
2. **Development of an Individual Employment Plan**, to ID appropriate goals, achievement objectives, and combination of services for the participant to achieve the goals, including info about eligible training providers;
3. **Group counseling**;
4. **Individual counseling**;
5. **Career planning**;
6. **Short term pre-vocational skills**, including development of learning or communication skills, interviewing, punctuality, personal maintenance, and professional conduct to prepare people for unsubsidized employment;
7. **Internships and work experiences** that are linked to careers;
8. **Workforce preparation activities**;
9. **Financial literacy services**;
10. **Out of Area job search and relocation assistance**; and
11. **English language acquisition and integrated education and training programs**
12. **Follow-up services, as appropriate**, including: counseling regarding workplace, for up to 12 months after the first day of employment.

# WIOA TRANSITION NEWS

June 12, 2015

## Effective July 1, 2015:

### **ALL CURRENT WIA PARTICIPANTS (Adult/DW/Youth) WILL:**

- Be grandfathered into WIOA (*even if the participant would not otherwise be eligible for WIOA*).
- Be allowed to complete their current ISS/IEP whether or not the activities are allowable under WIOA.
- Be able to use carry-in funds from PY14 and new funds from PY15 to complete their current ISS/IEP.
- Not need to do a new eligibility determination under WIOA because they are being grandfathered in.

***Service Providers are encouraged to continue to enroll participants into WIA through June 30, 2015.***

### **ALL NEW PARTICIPANTS ENROLLED ON OR AFTER JULY 1, 2015 WILL**

- Will need to be determined eligible using WIOA criteria; and
- Will only be able to access services allowed under WIOA.

OSOS contains all the data points required for WIOA eligibility; MDOL is working with OIT to make some changes that will allow us to identify elements required for eligibility determination, additional youth elements and more; however, OSOS will not automatically determine eligibility for WIOA on July 1. Additional guidance will be coming regarding WIOA eligibility and new service elements being added.

**NOTE:** WIOA does not change the Employment Services (ES) from being a universal access program for all job seekers, WP eligibility criteria does not change and BES staff should continue to provide labor exchange participants with the full array of labor exchange services after WIOA takes effect on July 1, 2015.

***Guidance from USDOL regarding alignment and integration of WP and WIOA services will be coming soon.***

**Performance Measures** will continue to be reported just as they were under WIA. WIOA performance provisions won't go into effect until July 1, 2016.

**Financial Reporting & Tracking of Funds:** Local Areas will continue to use the current financial report forms until further notice.

- PY14 funds that **are not** obligated by June 30<sup>th</sup> will become WIOA funds and be tracked as WIOA funds.
- PY14 funds that **are** obligated (i.e.: tied to a WIA participant ISS) must be tracked as WIA funds.

**TEGL 38-14** provides very specific guidance on how to use and track Carry-In funds for each of the program years for which funding is still in use. An easy to understand reference chart is included, view it at:

[http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=5093](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5093)

# WIOA TRANSITION NEWS

June 9, 2015

## Maine WIOA happenings:

WIOA Steering Committee met June 2<sup>nd</sup> to discuss OneStop System Stakeholder alignment requirements  
Unified Planning Group met June 3<sup>rd</sup> to discuss goals related to the Vision for Maine  
Performance & Accountability meets June 10<sup>th</sup> to continue discussion on performance reporting  
OneStop Committee met June 4<sup>th</sup> to continue discussion on varied WIOA transition Action Plans

**The STEERING COMMITTEE will convene for several in-depth discussions about OneStop Integration. They have asked that the OneStop workgroups hold off on action plans until they have established some basic guidelines on integration.**

The OneStop Committee has started forming **workgroups** of staff from each of the Core partners (AE, VR, WP, & Formula Programs). These groups will be tasked with creating Action Plans for particular WIOA subject areas. Leads have been identified for most of these groups. Leads will be tasked with scheduling calls and/or meetings with workgroup members, ensuring that workgroup members get the portion of the WIOA Act and NPRM that pertains to their task area and for facilitating completion of the Action Plan for their topic area.

Guidance will be given to each workgroup lead. Leads will also be asked to forward minutes and work products to the OneStop Committee who will review the various action plans, resource and staff development needs, and integrate them into an overarching work plan for OneStop under WIOA. It is important that the workgroups remain small enough to be efficient (7 or fewer individuals) **and** includes individuals with specific expertise in each topic area.



## WIOA OneStop Action Plan Workgroups

Topic	Lead	Members
OneStop Certification	Jon Farley	Antoinette Mancusi, Sarah O'Connell, Mike Roldan, Peter Diplock, Betsy Hopkins,
Priority of Service	Dave Klein	Peaches Bass, Auta Main, Tom Fernands, Gaetane Johnson; Linda Winton
Accessibility	Peaches Bass	Dawn Mealey, Erick Dibner, Jon McMahon, Jane Blackwood,
Staff Development	Ginny Carroll	Peaches Bass, Peter Diplock, Nicki Jamison, Gaetane Johnson, Theresa Mudgett, Mary Lafontaine Mike Woodman, Razell Ward, Shelli Pride,
Employer Outreach	??	Mary Lafontaine, Joan Dolan, Ed Upham, Peter Lento, Susan Wiley; Patricia Hughes
Youth Services	??	Ginny Carroll, Janie Small, Denise Smith, Heather Stott, Peter Lento, Jaime Grover, Dave Wurm
ETPL	??	Tim Griffin, Ginny Carroll, Antoinette Mancusi, Joan Dolan, Shelli Pride
Integrated Intake	Tom Fernands	Nicki Jamison, Brenda Gagnon, Deb Bomaster,
UI Linkages	Patty Perry	Leon Ouimet, Dawn Mealey, Gaetane Johnson, Skip Tompkins, Paulette Bonneau

*Teams with shading are complete, no new members needed.*

- Still need leads for Employer Outreach, Youth Services and ETPL groups
- Teams don't need to meet until after the Steering Committee has established guidelines.

Stay Tuned for next newsletter - RECAP of Operational Guidance from USDOL



# WIOA TRANSITION NEWS

May 22, 2015

## WIOA YOUTH PROGRAM ELIGIBILITY CRITERIA

<p><b>ISY In-School Youth</b> are individuals who are:</p> <ol style="list-style-type: none"> <li>attending school;</li> <li>aged <b>14 to 21</b> at time of enrollment;</li> <li><b>low income</b>; <i>and</i> one or more of the following:             <ol style="list-style-type: none"> <li>basic skills deficient;</li> <li>an English language learner;</li> <li>an offender;</li> <li>homeless;</li> <li>pregnant or parenting</li> <li>an individual with a disability</li> <li>an individual who requires additional assistance (LWIB definition applies)</li> </ol> </li> </ol>	<p><b>OSY Out-of-School Youth</b> are individuals who are:</p> <ol style="list-style-type: none"> <li><b>not attending any school</b>;</li> <li>aged <b>16 to 24</b> at time of enrollment; and one or more of the following:             <ol style="list-style-type: none"> <li>a school dropout;</li> <li>a youth within the age of compulsory school attendance, but has not attended for at least the most recent school year quarter;</li> <li>has received a high-school diploma or equivalent, is low income and is either basic skills deficient or an English language learner;</li> <li>is subject to the juvenile justice system;</li> <li>homeless;</li> <li>pregnant or parenting;</li> <li>an individual with a disability;</li> <li>is low income and requires additional assistance to complete an educational program or secure employment (LWIB definition applies)</li> </ol> </li> </ol>
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### WIOA YOUTH PROGRAM CLARIFICATIONS:

- Youth who are attending Adult Education Title II, Youthbuild, or Job Corps are considered Out-of-School
- Youth attending an “alternative school” at time of enrollment are **not** considered a school dropout
- Low income eligibility requirement for OSY only applies to categories 3 and 8 above. Low income eligibility is a requirement for all ISY; however, WIOA still allows for the 5% exception.
- Youth who receive (*or are eligible to receive*) free or reduced lunch meet WIOA low income criteria.
- Low income eligibility for youth with a disability need only be based on the youth’s income, not the whole family.
- Basic Skills deficient means the youth has English reading, writing or computing skills at or below the 8<sup>th</sup> grade level on accepted standardized tests, or are unable to compute or solve problems, read, write, or speak English at a level necessary to function on the job, in the family or in society. (Based on SWIB or LWIB policy).
- Youth Enrollment means – information has been collected to support eligibility determination; and participation in any of the 14 youth program elements has occurred.
- 75% of funds must be dedicated to serving Out-of-School Youth
- 20% of funds must be dedicated to youth paid or unpaid “work experience”, which can include: summer youth employment, work experience, pre-apprenticeship, internships and job shadowing, and on-the-job training.
- Work experience must include an academic *and* occupational component –referred to as integrated education and training IET.
- Youth programs must include: a) objective assessment, b) individual service strategy linked to one or more performance indicators; that identifies appropriate career pathways and includes education and employment goals and c) case management and follow-up services.
- Youth may be co-enrolled in the Adult program if they meet eligibility criteria and as appropriate
- ITAs are allowed for Out-of-School youth aged 18-24 using youth funds, as appropriate
- WIOA funds are not required to pay for all youth elements; however, all youth serve elements must be made available via MOU with other partners. Youth are not required to receive all elements, only those appropriate based on the youth assessment.

### REQUIRED YOUTH SERVICE ELEMENTS:

<ol style="list-style-type: none"> <li>Tutoring, study skills, dropout prevention</li> <li>Alternative secondary school</li> <li>Paid or unpaid work experience</li> <li>Occupational skill training</li> <li>Education</li> <li>Leadership development</li> </ol>	<ol style="list-style-type: none"> <li>Adult Mentoring (12 months)</li> <li>Follow-Up</li> <li>Comprehensive Guidance/Counseling</li> <li>Financial Literacy</li> <li>Entrepreneurial Skills</li> <li>Labor market &amp; employment info awareness</li> </ol> 
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## MAINE ACTIVITY:

- **Steering Committee** continues to prioritize what needs to be addressed first.
- **Unified Planning Committee** has established a work plan and timelines that will drive the work of the subcommittees. Goal is to have a draft plan completed by September 2015.
- **Performance and Accountability Committee** have identified requirements and gaps, and will focus on next steps in action plan for achieving WIOA Data Capture for Performance Reporting Requirements
- **OneStop System Committee** is actively forming specialized **work teams** to address the following from a **Customer Focused** perspective:
  - OneStop Center Certification Criteria & Measurement
  - MOUs with Core & Required Partners
  - Priority of Service Policy, Process, and Measurement
  - Staff Development & WIOA Readiness
  - UI Linkages & Client Assistance
  - Accessibility Requirements, Policies, Practices (ADA, Rural Areas, ESL, etc.)
  - Employer Outreach & Engagement (Employer driven training, Career Pathways, Sector Strategies)
  - Youth Service Delivery
  - Eligible Training Provider Requirements & Readiness
  - Integrated Intake & Registration



*“Those who cannot change their minds - cannot change anything”*

George Bernard Shaw

In the words of Nathaniel Branden, *“the first step toward change is awareness, the second step is acceptance.”* **WIOA means change and you are the change agents who can make it happen.** Change is never easy; you can sit by and let it happen to you or you can manage it by helping to shape it. If you have a passion

to be on any of the above work teams, please let me know, we need all the perspective, talent, and experience we can get.

**If you can't be on a work team ....you can** start managing the change by taking small steps. To properly integrate core and required partner programs we all need to better understand how they serve their/our customers. A small step might be to host a lunch-and-learn that helps you, and them, **better understand how you/they:**

- Identify participants
- Assess participant needs, readiness for services, goals, barriers, etc.
- Develop and manage participant employment or learning plans
- Track participant data and goal attainment
- Report participant performance to their federal agency
- Use the resources of other partners to meet their participant needs

**BEST PRACTICE**  
regular basis. It  
Nation, Voc



**SPOTLIGHT: Local Area Two** has an established [OneStop Partner Group](#) that meets on a regular basis. It includes partners from Adult Education, EMDC, BES, Housing, SCSEP, Penobscot Indian Rehab, UI, Job Corp and more. They meet to cross inform, resolve issues and share fears and hopes regarding WIOA implementation.



*Coming next week... WIOA Youth Eligibility Criteria*

# WIOA TRANSITION NEWS

May 8, 2015

Latest WIOA information from USDOL can be accessed at: <http://www.doleta.gov/WIOA/>  
Access Maine's WIOA Website at: <http://maine.gov/swib/wioa.shtml>

## LOOK AT WIOA FROM A CORE PARTNER'S PERSPECTIVE

Visit: <http://maine.gov/doe/adulted/wioa/wioa.html> the Maine Adult Education WIOA Website.

### RECAP:

**Registration** is the process for collecting information to support a determination of eligibility and **Participation** occurs when documentation of eligibility has been gathered **and** the individual has received a staff-assisted service. Any Adult or Dislocated worker who has received career services under Title-I, other than self-service or informational activities, **must** be counted as a participant.

**CRITERIA FOR TRAINING SERVICES** Training services may be made available to eligible employed and unemployed **Adults** and **Dislocated Workers** who:

- (a) A OneStop Operator or Partner determines, after an interview, evaluation, or assessment and career planning, are :
  1. Unlikely or unable to obtain or retain employment that leads to self-sufficiency wages or wages comparable to or higher than wages from previous employment through career services;
  2. In need of training services to obtain or retain employment leading to economic self-sufficiency or wages comparable to or higher than wages from previous employment; and
  3. Have the skills and qualifications to participate successfully in training services;
- (b) Have selected a program of training that is directly linked to employment opportunities in the local area or the planning region, or in another area to which the individuals are willing to commute or relocate;
- (c) Are unable to obtain grant assistance from other sources to pay the costs of such training, including such sources as State-funded training funds, Trade Adjustment Assistance, and Federal Pell Grants , or require assistance in addition to other sources of grant assistance, including Federal Pell Grants  
If training services are provided through the adult funding stream, are determined eligible in accordance with the State and local priority system, if any, in effect for adults under WIOA **Sound familiar?**

*Note: Proposed 20 CFR 680.230 provides guidelines for coordination of WIOA training funds and other grant assistance.*

### TRAINING SERVICES FOR ADULTS / DISLOCATED WORKERS UNDER WIOA include:

-  Classroom training purchased from Eligible Training Providers using Individual Training Accounts (ITA)
-  Work-Based training:
  - o On-the-Job Training
  - o Customized Training
  - o Transitional Job Training (paid or unpaid Internship or Work Experience) **LAs can use 10% of funds for these**
  - o Incumbent Worker Training **20% combined Adult/DW funds limit – to be used to retain workforce or avert layoff**
  - o Registered Apprenticeship

 **NEW – ITA AND OJT CAN BE USED TO SUPPORT PLACEMENT INTO REGISTERED APPRENTICESHIP!!**

# WIOA TRANSITION NEWS

May 1, 2015

WIOA information from USDOL can be accessed at: <http://www.doleta.gov/WIOA/>

WIOA information from Maine can be accessed at: <http://maine.gov/swib/wioa.shtml>

## TEN 26-14 WIOA Early Operating Guidance for Implementation of WIOA

[http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=9045](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=9045) Says that TEGs will be coming on: how to comply with new statutory requirements, fiscal reporting and Youth activities. Webinars on One-Stop Service Design and Serving Out-of-School Youth will also be made available

## NEW LINGO / TERMINOLOGY

Old WIA	New WIOA
State Workforce Investment Board SWIB	State Workforce Development Board SWDB
Local Workforce Investment Board LWIB	Local Workforce Development Board LWDB
Chief Local Elected Official CLEO	Chief Elected Official CEO
Core Service (self-service or minimal info)	Basic Career Service (self-service or minimal info)
Intensive Service (staff assisted)	Individualized Career Service (staff assisted)
Case Manager	Career Planner
National Emergency Grant	National Dislocated Worker Grant

**Registration** is the process for collecting info to support a determination of eligibility

**Participation** occurs when:

- a) the paperwork documenting eligibility has been collected, and
- b) the individual has received a staff-assisted WIOA service

Adults & Dislocated Workers who receive services beyond Basic Career Services must be registered and must be a participant.

## ADULT & DW ELIGIBILITY UNDER WIOA

To be eligible to receive Career Services as an **ADULT** the individual must be aged 18 or older. *HOWEVER*, priority must be given to Adults who are: A) Recipients of Public Assistance, B) Low Income, or C) Basic Skills Deficient.

To be eligible to receive Career Services as a **DISLOCATED WORKER** the individual must be one who:

**(A)(i)** has been terminated or laid off, or received a notice of termination or layoff from employment;

**(ii)(I)** is eligible for or has exhausted entitlement to unemployment compensation; or

**(II)** has been employed for a duration sufficient to demonstrate, to the appropriate entity at a OneStop, attachment to the workforce, but is not eligible for UC due to insufficient earnings or having performed services for an employer that was not covered under a State UC law; and **(iii)** is unlikely to return to a previous industry or occupation;

**(B)(i)** has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of a permanent closure of, or any substantial layoff at, a plant, or facility or enterprise;

**(ii)** is employed at a facility at which the employer has made a general announcement that such a facility will close within 180 days; or

**(iii)** for the purposes of eligibility to receive career services or supportive services is employed at a facility at which the employer has made a general announcement that such a facility will close;

**(C)** was self-employed (including employment as a farmer, rancher, or fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters;

**(D)** is a displaced homemaker; or

**(E) (i)** is the spouse of a member of the Armed Forces on active duty and who has experienced a loss of employment as a direct result of relocated to accommodate a permanent change in duty station of such member; or

(ii) is the spouse of a member of the Armed Forces on active duty and is unemployed and or underemployed and experiencing difficulty obtaining employment or upgrading employment.

# WIOA TRANSITION NEWS

April 17, 2015

WIOA information from USDOL can be accessed at: <http://www.doleta.gov/WIOA/>

WIOA information from Maine can be accessed at: <http://maine.gov/swib/wioa.shtml>

**!! NEW !!**

## TEN 26-14 WIOA Early Operating Guidance for Implementation of WIOA

[http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=9045](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=9045) Keep your eyes open for upcoming USDOL TEGs that will provide instruction on implementation and how to comply with new statutory requirements. Anticipated topics include: Fiscal Reporting-including partner program contributions; Youth Formula Activities-including reporting on expenditure for Out-of-School Youth and more. Also promises future webinars such as One-Stop Service Design and Serving Out-of-School Youth.

### NEW LINGO / TERMINOLOGY

Old WIA	New WIOA
State Workforce Investment Board SWIB	State Workforce Development Board SWDB
Local Workforce Investment Board LWIB	Local Workforce Development Board LWDB
Chief Local Elected Official CLEO	Chief Elected Official CEO
Core Service (self-service or minimal info)	Basic Career Service (self-service or minimal info)
Intensive Service (staff assisted)	Individualized Career Service (staff assisted)
Case Manager	Career Planner

**Also:** WIOA no longer requires a sequence of core to intensive to training service steps. Basic and Individualized services both fall under a single category known as Career Services.

### WIOA Transition Committee Updates:

- **Performance Accountability:** mapped out the types of performance currently reported on by each partner and current gaps required by WIOA; created a matrix to capture how each core partner defines specific lingo such as what the term “Career Pathway” means to each core partner.
- **Unified Planning:** will convene the visioning session mentioned above.
- **OneStop:** researched prior work on - common intake, tools to certify OneStops, key elements to prepare frontline staff for WIOA, and the need for a coordinated, state-level approach to MOU development.
- **Steering:** will read NPRMs to prepare for discussion of - identification of regions, OneStop operator, OneStop Center Certification, shared scope of work of core partners, ETPL system, shared infrastructure costs, MIS system needs and more.

• **Submit your WIOA Questions or Concerns to:** [Virginia.A.Carroll@maine.gov](mailto:Virginia.A.Carroll@maine.gov)

# WIOA TRANSITION NEWS

April 10, 2015

Latest WIOA information from USDOL can be accessed at: <http://www.doleta.gov/WIOA/>

Access Maine's WIOA Website at: <http://maine.gov/swib/wioa.shtml>

NEW!! TEGL 23-14 WIOA Youth Programming: [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=4244](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=4244)

## NOTICES OF PROPOSED RULEMAKING

NPRMs -The Federal Register posted a sneak preview of the five (5) Notices of Proposed Rulemaking (NPRMs) the formal date of publication will be April 16, 2015. Comments must be provided within 60 of that date. Links to all 5 below:

- [Workforce Innovation and Opportunity Act; Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions; Notice of Proposed Rulemaking](#) (Joint NPRM with U.S. Departments of Education (EDU) and Labor (DOL))
- [Workforce Innovation and Opportunity Act; Notice of Proposed Rulemaking](#) (DOL only)
- [Programs and Activities Authorized by the Adult Education and Family Literacy Act \(Title II of the Workforce Innovation and Opportunity Act\)](#) (EDU Only)
- [Workforce Innovation and Opportunity Act, Miscellaneous Program Changes](#) (EDU Only)
- [State Vocational Rehabilitation Services Program; State Supported Employment Services Program; Limitations on Use of Subminimum Wage](#) (EDU Only)

## WIOA FACT SHEETS

Three New WIOA Fact Sheets Posted by USDOL

- [Governance and Leadership](#) [http://www.doleta.gov/wioa/pdf/WIOA\\_GovernLeadership\\_FactSheet.pdf](http://www.doleta.gov/wioa/pdf/WIOA_GovernLeadership_FactSheet.pdf)
- [One-Stop Career Centers](#) [http://www.doleta.gov/wioa/pdf/WIOA\\_OneStop\\_FactSheet.pdf](http://www.doleta.gov/wioa/pdf/WIOA_OneStop_FactSheet.pdf)
- [Youth Program](#) [http://www.doleta.gov/wioa/pdf/WIOA\\_YouthProgram\\_FactSheet.pdf](http://www.doleta.gov/wioa/pdf/WIOA_YouthProgram_FactSheet.pdf)

## MAINE WIOA TRANSITION COMMITTEE ACTIVITY

- **Steering** met on April 7<sup>th</sup> to grapple new rules. **Next Mtg -May 5<sup>th</sup>**
- **Unified Plan** met on April 6<sup>th</sup> and will host a formal visioning session for top level executives. **Next Mtg. April 23<sup>rd</sup>**
- **OneStop** working on transition plans for staff development, partner MOUs and integration. **Next Mtg. April 15<sup>th</sup>**
- **Performance/Accountability** met to clarify performance measures & shared lingo. **Next Mtg. April 13<sup>th</sup>**

Submit your WIOA questions or concerns to [Virginia.A.Carroll@maine.gov](mailto:Virginia.A.Carroll@maine.gov)

# WIOA TRANSITION NEWS

March 21, 2015

Keep your eye on this website for new TEGs or Announcements <http://www.doleta.gov/WIOA/>

- WIOA FAQs Link: [http://www.doleta.gov/wioa/pdf/WIOA\\_FAQs\\_Acc.pdf](http://www.doleta.gov/wioa/pdf/WIOA_FAQs_Acc.pdf)
- WIOA FAQs Round 2: [http://www.doleta.gov/wioa/pdf/WIOA\\_FAQs\\_Round2.pdf](http://www.doleta.gov/wioa/pdf/WIOA_FAQs_Round2.pdf)

## Maine Activity WIOA Transition

- Subcommittee on Maine’s OneStop System met in Bangor on 3-11-15 are scheduled to meet again on 4-15-15
- Subcommittee on Performance will meet on morning of 3-23-15
- Subcommittee on Unified Planning will meet on morning of 3-23-15
- Steering Committee will meet on morning of 4-7-15
- Several webinars have been offered by entities such as NASWA (National Association of State Workforce Agencies) and NAWB (National Association of Workforce Boards) that will assist states and local areas to analyze their ability to quick start transition to WIOA and ensure appropriate entities at the state a local governance level are taking action.

## CHANGES IN PERFORMANCE MEASURES UNDER WIOA

Under WIOA Common Measures will be referred to as Primary Indicators. There are significant changes in how indicators are being measured and some new measures have been added. The chart below provides a basic overview of what was measured under WIA versus what will be measured under WIOA. Specifics on how some of the indicators will be measured (such as a skills gains) are not yet available and will likely be explained when the Notices of Public Rule Making (NPRM) are published. One new indicator for which all programs will be measured relates to effectiveness in serving employers. This measure emphasizes the importance of employer-driven responses to workforce development.

**A** = Adult Programs

**Y** = Youth Programs

**All** = all programs

WIA Common Measures	WIOA Primary Indicators
<ul style="list-style-type: none"> <li>✚ Entered Employment 1<sup>st</sup> Qtr. after exit (A)</li> <li>✚ Employment Retention 2<sup>nd</sup> &amp; 3<sup>rd</sup> Qtr. after exit (A)</li> <li>✚ Six Month Average Earnings 2<sup>nd</sup> &amp; 3<sup>rd</sup> Qtr. after exit (A)</li> <li>✚ Placement in Employment/Education 1<sup>st</sup> Qtr. after exit (Y)</li> <li>✚ Attainment of Degree/Certificate by 3<sup>rd</sup> Qtr. after exit (Y)</li> <li>✚ Literacy Numeracy Gains (Y)</li> </ul>	<ul style="list-style-type: none"> <li>✚ Percent Employed 2<sup>nd</sup> Qtr. after exit (A)</li> <li>✚ Placement in Employment/Education 2<sup>nd</sup> Qtr. after exit (Y)</li> <li>✚ Percent Employed 4<sup>th</sup> Qtr. after exit (A)</li> <li>✚ Placement in Employment/Education 4<sup>th</sup> Qtr. after exit (Y)</li> <li>✚ Median Earnings 2<sup>nd</sup> Qtr. after exit (All + Wagner Peyser)</li> <li>✚ Credential Attainment (up to 1 year after exit) (All)</li> <li>✚ Measurable Skill Gains (All)</li> <li>✚ Effectiveness in serving Employers (All)</li> </ul>

As under WIA, the new Act requires the State to negotiate performance goals on behalf of Local Areas. Local economic conditions and demographic characteristics of the populations to be served in the local areas will be considered just as they were under WIA.

## WIOA ELIMINATES REQUIRED SEQUENCE OF SERVICE

Under WIOA, **Core** and **Intensive** services will be collapsed into a single service category referred to as **Career Services**. There will be no required sequence of service for approval of participant training services. This change is intended to enhance participant access to training. Under WIOA - Intake and Assessment activity will continue to be required service components that may be conducted and accepted by any of the core partners.

# WIOA TRANSITION NEWS

March 13, 2015

Keep your eye on this website for new TEGs or Announcements <http://www.doleta.gov/WIOA/>

- WIOA FAQs Link: [http://www.doleta.gov/wioa/pdf/WIOA\\_FAQs\\_Acc.pdf](http://www.doleta.gov/wioa/pdf/WIOA_FAQs_Acc.pdf)
- WIOA FAQs Round 2: [http://www.doleta.gov/wioa/pdf/WIOA\\_FAQs\\_Round2.pdf](http://www.doleta.gov/wioa/pdf/WIOA_FAQs_Round2.pdf)

## Maine Activity WIOA Transition

- Subcommittee on Maine’s OneStop System met in Bangor on 3-11-15 are scheduled to meet again on 4-15-15
- Subcommittee on Performance will meet on morning of 3-23-15
- Subcommittee on Unified Planning will meet on morning of 3-23-15
- Steering Committee will meet on morning of 4-7-15

## WIOA Partners

CORE	REQUIRED	ADDITIONAL
<ul style="list-style-type: none"> <li>• Adult Education &amp; Literacy</li> <li>• Formula Grant Service Providers</li> <li>• Vocational Rehabilitation</li> <li>• Wagner Peyser/Labor Exchange</li> </ul>	<ul style="list-style-type: none"> <li>• CTE-Post Secondary/Carl Perkins Act</li> <li>• Community Services Block Grant Recipients (DHHS/CAPs)</li> <li>• HUD Employment &amp; Training Programs</li> <li>• Indian &amp; Native American Programs</li> <li>• Job Corps</li> <li>• Local Veteran’s Employment (LVER)</li> <li>• Disabled Veteran’s Outreach (DVOP)</li> <li>• National Farmworker Jobs Program</li> <li>• Senior Community Service Employment Program (Able Me)</li> <li>• TANF (DHHS)</li> <li>• Trade Adjustment Assistance</li> <li>• Unemployment Compensation</li> <li>• YouthBuild</li> </ul>	<ul style="list-style-type: none"> <li>• National &amp; Community Service Act</li> <li>• SNAP / Food stamps</li> <li>• Ticket To Work / SSI</li> <li>• Voc Rehab Client Assist Programs</li> </ul> <p>• Other Fed/State/Local E&amp;T entities such as:            Maine Apprenticeship            Maine State Library            Women, Work Community            Women Unlimited            etc.</p>

## WIOA Required Workforce Board Members

STATE	LOCAL
<p>1: Governor            1: Representative from Maine House            1: Representative from Maine Senate</p> <p><b>Majority:</b> CEOs of Maine Businesses who offer high-quality, in-demand employment and training opportunities and who have been nominated by business organizations or trade associations</p> <p>20% Labor Organizations / Joint Apprenticeship Councils  <i>May include: CBOs that address E&amp;T for those w/ barriers</i></p> <p>1:Lead State Official – Adult Education            1: Lead State Official – Wagner Peyser            1: Lead State Official – Formula Funds            1: Lead State Official – Vocational Rehabilitation</p> <p><i>May include others (Ec. Dev, MCCS, Juvenile Justice, etc.)</i></p>	<p><b>Majority:</b> Representatives of Local Area Businesses who offer high-quality, in-demand employment and training opportunities and who have been nominated by local business or trade associations</p> <p>20% Labor Organizations / Joint Apprenticeship Councils  <i>May include: CBOs that address E&amp;T for those w/ barriers &amp; youth</i></p> <p>Shall Include Local Representative(s) of:</p> <ul style="list-style-type: none"> <li>• Adult Education &amp; Literacy</li> <li>• Institution(s) of Higher Education</li> <li>• Economic Development</li> <li>• Wagner Peyser Services</li> <li>• Vocational Rehabilitation Services</li> </ul> <p><i>May include others (Providers of Housing, Transportation, Public Assistance, Philanthropy, etc.)</i></p>

# WIOA TRANSITION NEWS

March 6, 2015

Keep your eye on this website for new TEGs or Announcements <http://www.doleta.gov/WIOA/>

- See also new WIOA Collection Page at: [wioa.workforce3one.org](http://wioa.workforce3one.org)
- Read the most recent **TEGL 19-14 Vision for the Workforce System and Initial Implementation of WIOA** (which provides guidance on steps States can start taking now).
- FYI Education Websites on WIOA
  - OCTAE <http://www2.ed.gov/about/offices/list/ovae/piAdultEd/wioa-reauthorization.html>
  - OSERS <http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html>

## Maine Activity:

- Three WIOA transitions subcommittees have been formed and scheduled to meet in March (Unified Plan, OneStop System, and Performance). These committees will develop WIOA transition plans.
- Staff attended various webinars hosted by national DOL & DOE

## Where's the guidance?

Look for Notices of Public Rule Making (NPRMs) to be published in the Federal Register soon. NPRM provides a first draft of the rules and offers opportunity for states to comment. USDOL will provide guidance on how to effectively submit a comment. A total of 5 NPRMs will be issued: 1 Joint Labor & Education NPRM covering State Planning, Performance & OneStop System; 1 DOL NPRM covering the DOL administered programs and provisions; and 3 NPRMs from DOE covering DOE programs authorized or amended under WIOA. Final Regulations will be published in early 2016

In lieu of the NPRMs, USDOL has promised to provide guidance (via TEGs) on topics such as managing two sets of funds WIA and WIOA and on how long WIA common measures will apply.

## What's new?

In the last issue **five new youth elements were mentioned**. WIOA requires that youth have access to a total of **14 youth service elements**. Note: Summer Youth Employment has been subsumed under the category Paid & Unpaid Work Experiences under the original 10 elements.

## THE FIVE NEW YOUTH ELEMENTS ARE AS FOLLOWS:

1. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
2. Financial Literacy Education;
3. Entrepreneurial Skills;
4. Services that provide Labor Market & Employment Information about in-demand industry sectors or occupations available in the local area, such as Career Awareness, Career Counseling, and Career Exploration services; and
5. Activities that help youth prepare for transition to post-secondary education and training.

## Critical Issues:

- ✚ **Deepening partnerships among core partners (Formula, WP, Adult Ed, and VR)**
- ✚ **Assessing Maine's ability to meet all of the new statutory requirements**
- ✚ **Understanding the role of Adult Education in the OneStop delivery system under WIOA**

# WIOA TRANSITION NEWS

February 27, 2015

## Resources:

- WIOA from ETA: <http://www.doleta.gov/WIOA/>
- WIOA from EDUCATION: <http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>
- PY14 – TEGs & TENS: <http://wdr.doleta.gov/directives/>
- WIOA & TANF: <http://www.acf.hhs.gov/programs/opre/resource/coordinating-employment-services-across-the-tanf-and-wia-programs>

## Maine Activity:

- State Agency Core Team (DOL/DOE) have met and established a Steering Committee
  - Steering Committee (BES, BRS, Adult Education, LWIBs) met and have established three working committees that will convene in March. they are:
    - Uniform Plan Committee – to be scheduled by Garret Oswald/Paul Leparulo
    - Performance and Accountability Committee to be scheduled by Karen Fraser/Kelley Heath
    - OneStop System Committee to be scheduled by Joanna Russell/Ginny Carroll
- The three committees will elect chairs, identify up to 8 key members and invite advisors/SMEs as needed. Key members = LWIBs, Program Leads, CareerCenter Managers etc.
- LWIBs have met w/ BES to discuss:
    - New Board Make Up / WIOA Policy Changes
    - MOUs with Required Partners
    - WIOA Issues/Challenges
  - SWIB Staff attended the NGA conference in Washington DC for national view on WIOA implementation

## **BE SURE TO VIEW WIOA 101 WEBINARS using the link on ETA WIOA link above**

and issues – Maine is on track.

## What's Different?

- **Streamlined State and Local Workforce Board Membership (new membership requirements)**
- **Performance Measured Differently**
- **100% funds transfer allowed between Adult & DW**
- **Youth Eligibility Criteria Changes (no income test for OSY)**
- **Raises OSY age to 24**
- **Five (5) New Youth Service Elements (15 elements total).**
- **75% Funds on Out of School Youth (20% on WE type activities)**
- **Integrated Services FOR REAL!!** Stronger Federal Agency Partnerships (DOL, EDU, DHHS)
- **Prioritizes Employer Engagement - Expanded use of Employer-Based Training**
- **Certification of OneStops**
- **Expanded Accountability for Eligible Training Providers (no waivers of performance reporting)**
- **Focus on Career Pathways - Priority for Individuals w/ Skill Deficiencies & Barriers to Employment**

## Critical Issues:

- ✚ **Begins July 1, 2015**
- ✚ **State/Local Plans & New Performance Reporting not 'til March 2016**
- ✚ **Dual Program Fiscal Reporting until WIA money gone (WIA/ WIOA)**