WIOA, Perkins, and ESSA: Intersections and Opportunities

Career Readiness Initiative Fall Cross-State Convening
October 25, 2016
Workforce Innovation and Opportunity Act (WIOA)

- Signed into law July 2014, replaced the Workforce Investment Act (WIA)
- Implementation began July 1, 2015
- Focus on alignment across federal workforce, education programs

Photo credit: Flickr user Katie Harbath. Used by permission under a Creative Commons license.

www.nationalskillscoalition.org
WIOA – Four Titles, Six “Core” Programs

- Title I – Workforce Development Activities (Adult, Dislocated Worker, Youth)
- Title II – Adult Education and Family Literacy Act (AEFLA)
- Title III – Wagner-Peyser Act (Employment Services)
- Title IV – Rehabilitation Act of 1973 (vocational rehabilitation)

www.nationalskillscoalition.org
WIOA – Performance Measures

Creates a single set of common performance measures across core programs, including:

- Unsubsidized employment;
- Median earnings;
- Receipt of a secondary diploma or recognized postsecondary credential;
- Measurable skills gains toward a credential or employment; and
- Employer engagement

www.nationalskillscoalition.org
WIOA – State and Local Planning

- WIOA requires new four-year **Unified Plan**: sets vision and strategy across all six core programs
- States *may* elect, instead, to create a **Combined Plan**: Unified Plan plus alignment with at least 1 optional program (Perkins CTE, TANF, etc.)
- Local/regional plans must align with state plan, require 30 day public comment period
- First round of state plans submitted April 2016 - seven included Perkins CTE as part of combined plan
WIOA Title I Workforce Programs

- Core programs - formula grants to states (FY 2015):
  - $777M for adult activities
  - $1.012B for dislocated workers
  - $832M for youth activities

- National programs include:
  - YouthBuild
  - Job Corps
  - Native American grants
  - Migrant and Seasonal Farmworker grants
  - Reintegration of Ex-Offenders

www.nationalskillscoalition.org
WIOA Title I – Governance and Infrastructure

• Requires establishment of business-led state and local workforce development boards (WDBs)
• State WDBs assist with state plan, policies, including career pathways and sector partnerships
• Local WDBs oversee one-stop system, select providers of adult and youth services
• American Job Centers – must provide universal access to core programs, other federal workforce programs
• One-stop operators must be competitively bid under WIOA, but do not need to be direct service provider

www.nationalskillscoalition.org
Industry or Sector Partnerships

- Partnerships between multiple employers in target industry, local boards, labor, and training providers
- Required activity at local level, states are required to support local partnerships
- Opportunity for CTE to engage employers, support development of short and long-term workforce pipelines

www.nationalskillscoalition.org
WIOA and Career Pathways

• State board must develop strategies to support the use of career pathways

• Local board must lead efforts to develop and implement career pathways with secondary and postsecondary providers, and include descriptions in local plans

• Youth service strategies must include career pathways

www.nationalskillscoalition.org
WIOA Youth Eligibility

- Two types of youth eligibility – in-school (ISY) and out-of-school (OSY)
- WIOA requires 75 percent of local expenditures on OSY (up from 30% in WIA)

www.nationalskillscoalition.org
WIOA Youth Eligibility - OSY

- Must be:
  - Not attending school
  - Age 16-24 and
  - One of the following:
    - School dropout
    - within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter
    - recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is basic skills deficient or an English language learner
    - Subject to juvenile or adult justice system
    - Homeless
    - Pregnant or parenting
    - Individual with a disability
    - Low-income individual requiring additional assistance to enter or complete education program, or secure or hold employment

www.nationalskillscoalition.org
WIOA Youth Eligibility – ISY

• Must be:
  – Attending school
  – Age 14-21
  – Low-income
  – One of the following:
    • Basic skills deficient
    • English language learner
    • An offender
    • Homeless
    • Pregnant or parenting
    • Individual with a disability
    • requiring additional assistance to enter or complete education program, or secure or hold employment

www.nationalskillscoalition.org
WIOA Youth 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 or for 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—
   - summer employment opportunities and other employment opportunities available throughout the school year
   - pre-apprenticeship programs
   - internships and job shadowing
   - on-the-job training opportunities

4) Occupational skill training (must prioritize programs leading to postsecondary credentials).

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.

7) Supportive services.

8) Adult mentoring for 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.

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; and

14) Activities that help youth prepare for and transition to postsecondary education and training.

www.nationalskillscoalition.org
WIOA Youth Program Elements

- Minimum of 20% of local funds must be spent on work experiences
- Individual training accounts (ITAs) may be used
- Co-enrollment with WIOA Adult, Title II programs encouraged

www.nationalskillscoalition.org
On-the-Ground Considerations

• Are you serving significant numbers of qualifying “youth”?
• Are you providing training that leads to a recognized postsecondary credential?
• Are you providing programs that lead to employment and earnings that meet state, local requirements?

www.nationalskillscoalition.org
Contact

Kermit Kaleba
Federal Policy Director
KermitK@nationalskillscoalition.org
202-223-8991, ext. 125
Weaving Together WIOA, ESSA, and Perkins

Steve Voytek, Government Relations Manager, Advance CTE
Every Student Succeeds Act (ESSA)
How We Got Here

- Signed into law December 2016, replaces the No Child Left Behind Act (NCLB)
- Implementation began January, 2016
- Focus on state and local flexibility for the law’s implementation
**ESSA: Roles and Responsibilities (simplified)**

<table>
<thead>
<tr>
<th><strong>USDE</strong></th>
<th><strong>SEA</strong></th>
<th><strong>LEA</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Funding</strong></td>
<td>Determine state allocations</td>
<td>Determine LEA allocations</td>
</tr>
<tr>
<td></td>
<td>Review and approve state plans</td>
<td>Review and approve LEA applications</td>
</tr>
<tr>
<td><strong>Plans</strong></td>
<td>Provide technical assistance and guidance (non-binding) to SEAs</td>
<td>Provide technical assistance to LEAs</td>
</tr>
<tr>
<td><strong>Assistance &amp; Guidance</strong></td>
<td>Monitor SEA's compliance with the law</td>
<td>Monitor LEA's compliance with statute and state laws</td>
</tr>
<tr>
<td><strong>Compliance</strong></td>
<td>Collect data and information / develop non-regulatory guidance (non-binding)</td>
<td>Collect data and information required to fulfill requirements of ESSA</td>
</tr>
</tbody>
</table>
ESSA – Standards & Assessments

• States must establish “challenging standards” in:
  • English / Language Arts;
  • Mathematics; and
  • Science

• Annual assessments in grades 3 through 8 + once in high school

• Allowable: Innovative Assessment Pilots
ESSA – Accountability / Public Reporting

- States establish long-term, statewide goals and interim targets
- States create accountability system that must incorporate five metrics
- States establish methodology for identifying low-performing schools + related intervention processes
- States and districts must make available to the public “report cards” on annual basis
ESSA – Key Intersections WIOA / Perkins

- State and local plan coordination
- State standards development
  “Well-Rounded Education” & CTE
- “Recognized postsecondary credentials”
- Measure(s) of “school quality or student success”
- Greater support for dual / concurrent enrollment
- Student transitions between secondary and postsecondary education
Carl D. Perkins Career and Technical Education Act (Perkins)
Perkins – An Overview

- Sole federal investment in CTE
- Sets expectations framework for CTE programs
- Codified “CTE” in lieu of “vocational education”
- Overarching purposes of Perkins:
  - Program improvement / scalability
  - Systems alignment
  - Bridge Builder*
Five Defining Themes of Perkins IV

• Academic and technical integration
• Accountability and improvement
• Links to business and industry
• Secondary-postsecondary connections
• Linkages between other federal programs (WIA, ESEA, and HEA)
WIOA-Perkins Leverage Points

- State / regional planning
- Labor market information sharing
- Career pathways / CTE Programs of Study
- Engaging employer community
- Work-based learning experiences
- Data sharing
Perkins V Reauthorization: Emerging Issues

- Alignment to other federal legislation
- Labor market alignment
- Public-private partnerships
- Secondary-postsecondary connections
- Performance / accountability
- Supporting innovation & state flexibility
- Ensuring equitable access
Weaving it All Together
Federal Policy Landscape: An Overview

- Order of Congressional consideration of WIOA → ESSA → Perkins → HEA is significant
- Tight federal fiscal environment (programs are asked to do more with less)
- Pendulum between federal and state roles / responsibilities has swung
Federal Intersection Points and Strategies to Think About

- Accountability systems:
  - Share responsibility across programs / systems
  - Establish limited set of quality indicators
  - Design programs / services around desired outcomes
- Braiding funding streams
- Performance-based / incentive funding
- Connecting Career Pathways, CTE POS, and Sector Strategy initiatives
Where is Federal Policy Going from Here?

- Recognition that PS education is a necessity
- Systems alignment:
  - Program delivery / implementation
  - Data systems
  - Common definitions / terminology
- Focusing on outcomes, not inputs
- Leveraging data for program development, implementation, and improvement
Questions?

Steve Voytek
Advance
CTE
Government Relations Manager
svoytek@careertech.org

Kermit Kaleba
National Skills Coalition
Federal Policy Director
KermitK@nationalskillscocallition.org