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# WIOA, Perkins, and ESSA: Intersections and Opportunities

Career Readiness Initiative  
Fall Cross-State Convening  
October 25, 2016

# Workforce Innovation and Opportunity Act (WIOA)

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



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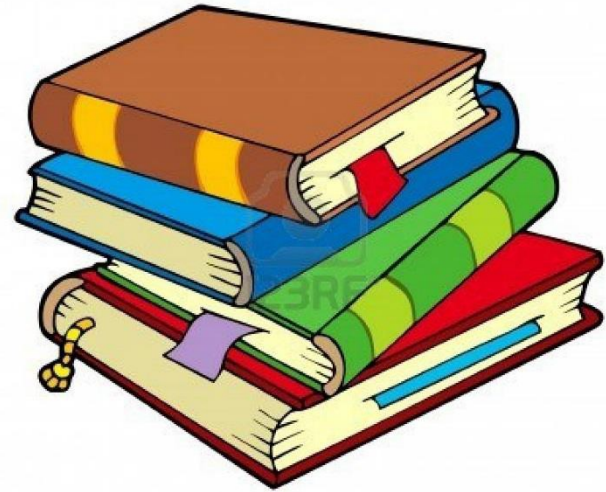


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# WIOA – Four Titles, Six “Core” Programs

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- 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)



# 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

Table 1. State Program Score and State Indicator Scores

Indicator/Program	Title II Adult Education	Title IV Rehabilitative Services	Title I Adults	Title I Dislocated Workers	Title I Youth	Title III Wagner - Peysner	Average Indicator Score
Employment 2nd Quarter After Exit							1
Employment 4th Quarter After Exit							2
Median Earnings 2nd Quarter After Exit							3
Credential Attainment Rate							4
Measurable Skill Gains							5
Effectiveness in Serving Employers							6
Average Program Score	7	8	9	10	11	12	-





# WIOA – State and Local Planning

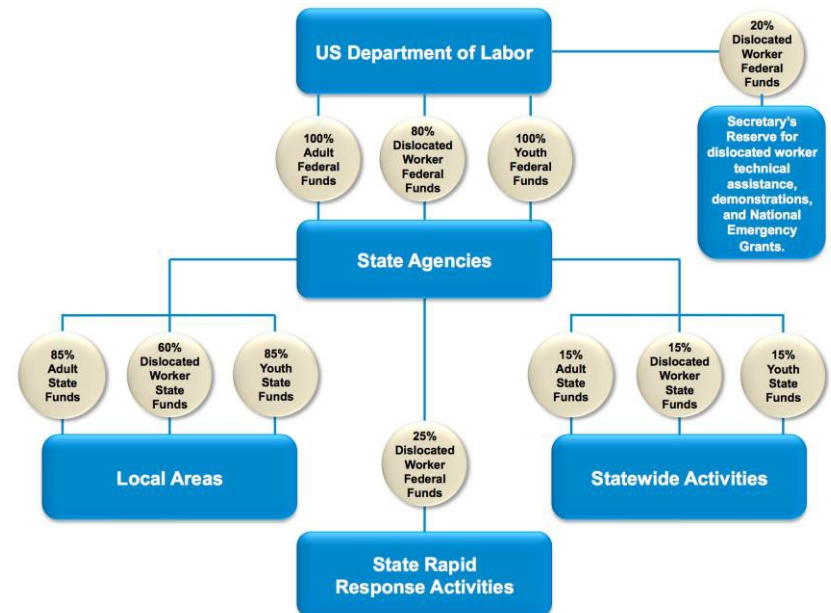
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- WIOA requires new four-year **Unified Plan:** sets vision and strategy across all six core programs
- States *may* elect, instead, to create a **Combined Plan:** Unified Plan plus alignment with at least 1 optional program (Perkins CTE, TANF, etc.)
- 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



# WIOA Title I – Governance and Infrastructure

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- 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



# Industry or Sector Partnerships

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- 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



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# WIOA and Career Pathways

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- 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





# WIOA Youth Eligibility

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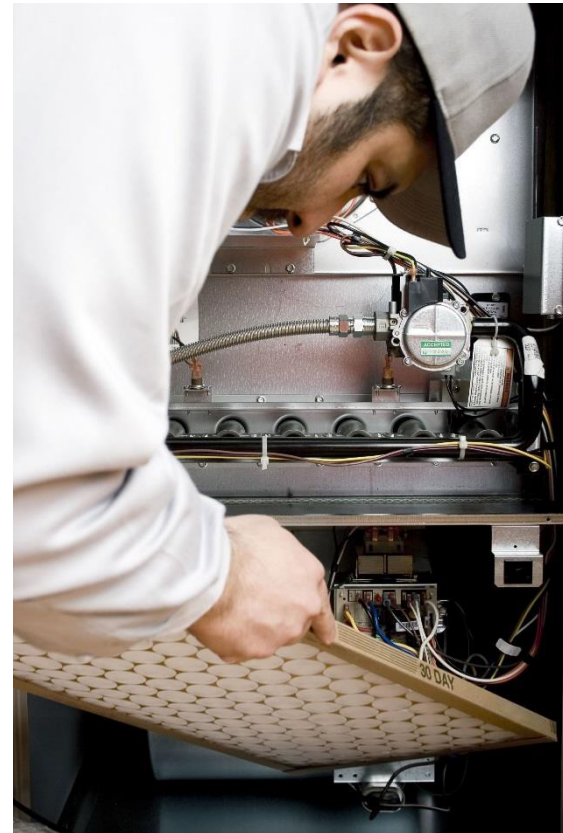
- Two types of youth eligibility – in-school (ISY) and out-of-school (OSY)
- WIOA requires 75 percent of local expenditures on OSY (up from 30% in WIA)



# WIOA Youth Eligibility - OSY

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- 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



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# WIOA Youth Eligibility – ISY

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- 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



# WIOA Youth Program Elements

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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.



# WIOA Youth Program Elements

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- 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





# On-the-Ground Considerations

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- 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?



# Contact

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# ADVANCE

## CTE

*State Leaders Connecting Learning to Work*

# Weaving Together WIOA, ESSA, and Perkins

Steve Voytek, Government Relations Manager,  
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# 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)

	USDE	SEA	LEA
Funding	Determine state allocations	Determine LEA allocations	Determine school allocations
Plans	Review and approve state plans	Review and approve LEA applications	Develop and submit application for funds to SEA
Assistance & Guidance	Provide technical assistance and guidance (non-binding) to SEAs	Provide technical assistance to LEAs	Administer funds in accordance with ESSA
Compliance	Monitor SEA's compliance with the law	Monitor LEA's compliance with statute and state laws	Be responsive to monitoring visits by SEA
Data / Reporting	Collect data and information / develop non-regulatory guidance (non-binding)	Collect data and information required to fulfill requirements of ESSA	Submit data and reports as required

# 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

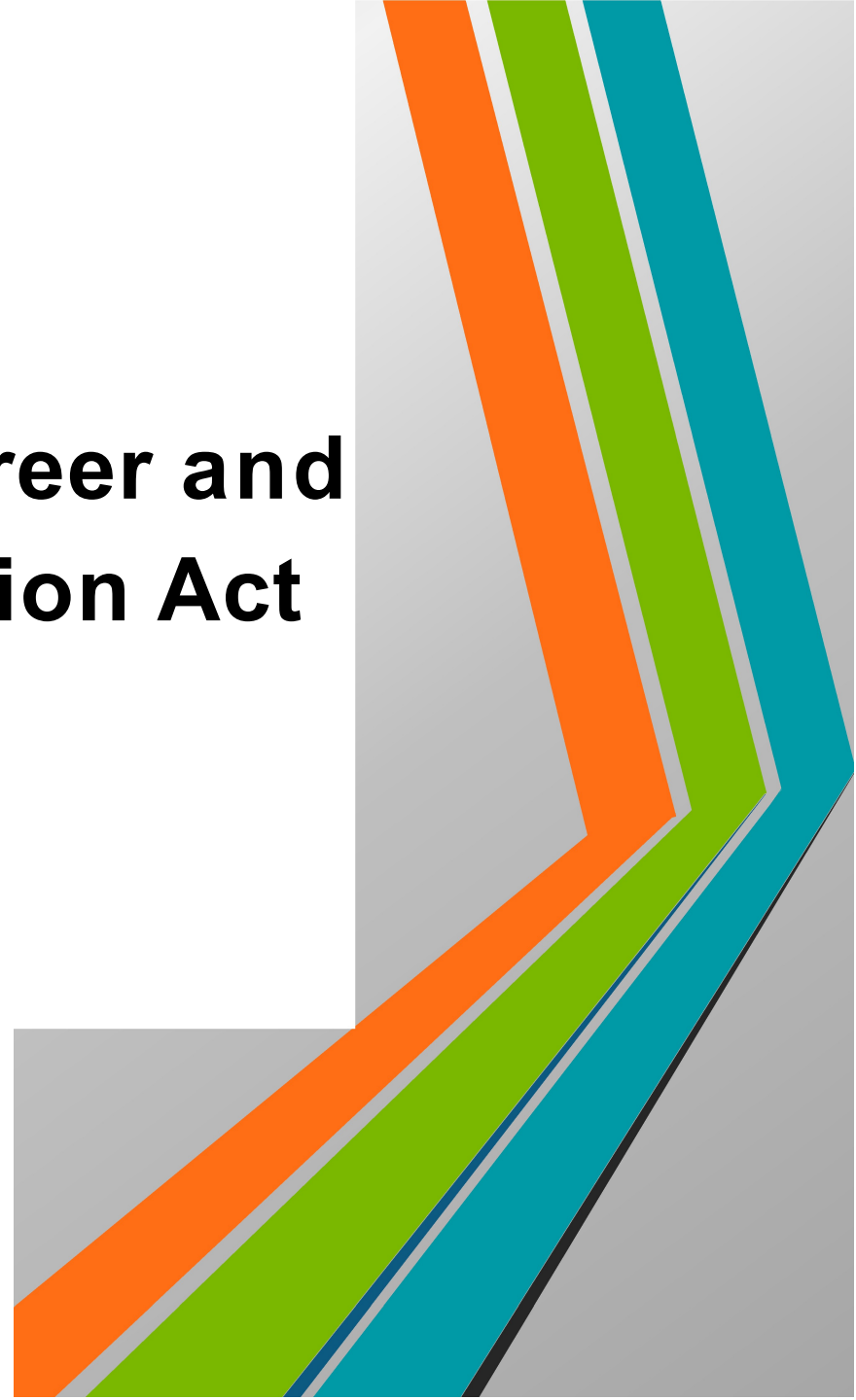
- States establish long-term, statewide goals and interim targets
- States create accountability system that must incorporate five metrics
- States establish methodology for identifying low-performing schools + related intervention processes
- States and districts must make available to the public “report 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
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# 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\*

# Perkins Funding Distribution

## Federal Basic State Grant Perkins Allocation

Approximately \$1.12 billion annually

### State Allotment

- 1.63% reserved for outlying areas and Native American program
- Remainder allotted to states by formula based on population aged 15-65 and per-capita income
- 0.5% small state minimum (5 states and DC)
- Hold harmless at FY 1998 funding level (14 states and PR, VI)

### State Funds

Up to 15% of total state allotment

#### State Administrative Funds

- Up to greater of 5% or \$250,000 of state allotment
- Funds must be matched by state funds
- Allowable uses include developing the state plan, reviewing local plans, monitoring and evaluating program effectiveness, assuring compliance with other federal laws, providing technical assistance, and supporting and developing state CTE data systems

#### State Leadership Funds

- 10% of state allotment
- 9 required and 17 permissive uses of funds

#### Nontraditional Training Set-aside

\$60,000 to \$150,000 for services that prepare individuals for nontraditional fields

#### Institutional Set-aside

Up to 1% of state allotment for correctional facilities and institutions for individuals with disabilities

### Local Funds

At least 85% of total state allotment

#### Reserve Funds

States may reserve up to 10% of local funds for alternative distribution to local programs

#### Secondary Funding

States decide percentage to be distributed by specified formula based on population and poverty

#### Local School Districts

- Must qualify for \$15,000 minimum grant or can join consortium
- 9 required and 20 permissive uses of funds
- 5% of funds may be used for administrative costs
- Distribution to each school is up to state or district

#### Postsecondary Funding

States decide percentage to be distributed by specified formula based on # of students receiving Pell Grants and BIA funds

#### Postsecondary Institutions

- Must qualify for \$50,000 minimum grant or can join consortium
- 9 required and 20 permissive uses of funds
- 5% of funds may be used for administrative costs

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# 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



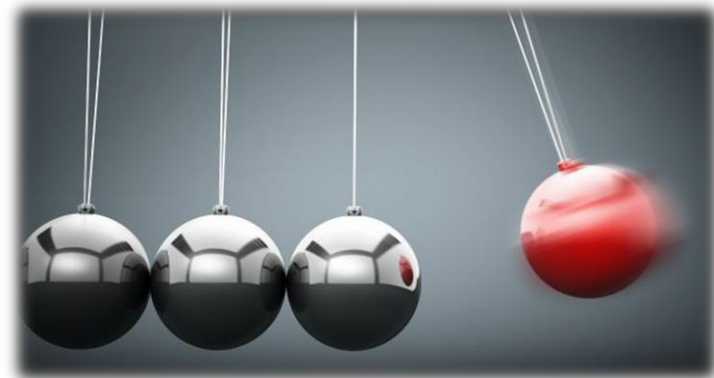
- Alignment to other federal legislation
- Labor market alignment
- Public-private partnerships
- Secondary-postsecondary connections
- Performance / accountability
- Supporting innovation & state flexibility
- Ensuring equitable access



# 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?



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