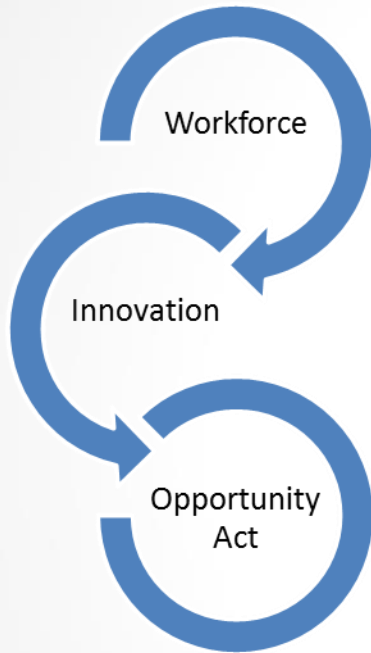


WIOA Youth Program



Transitioning from WIA to WIOA

Learning Objectives

- Overview of Changes from WIA to WIOA
- New Eligibility Requirements
 - Source Documentation
- New Program Elements
- The ISS and Career Pathways
- Tracking Changes in MOSES

Overview of the Workforce Innovation and Opportunity Act (WIOA)

- WIOA signed into law by President Obama on July 22, 2014
- WIOA supersedes the Workforce Investment Act (WIA) of 1998
- In general, WIOA takes effect on July 1, 2015, the first full year after enactment, unless otherwise noted.

What are the goals of WIOA?

Increase access to education, training, and employment--particularly for people with barriers to employment.

Create a comprehensive, high-quality workforce development system by aligning workforce investment, education, and economic development.

Improve the quality and labor market relevance of workforce investment, education, and economic development efforts.

Promote improvement in the structure and delivery of services.

Increase the prosperity of workers and employers.

Reduce welfare dependency, increase economic self-sufficiency, meet employer needs, and enhance the productivity and competitiveness of the nation.

Changes from WIA to WIOA

WIOA Youth Provision	Summary of Change	How is this different from WIA?
Youth Eligibility	<p>OSY age 16-24, not attending any school, and 1 or more of 8 additional conditions.</p> <p>ISY age 14 – 21, low income, and 1 or more of 7 additional conditions.</p>	<ul style="list-style-type: none"> • OSY age extended to 24. • ISY and OSY living in a “High Poverty Area” are considered low –income. • ISY who qualify for free and reduced lunch considered low-income. • Youth with disabilities are highly eligible. • English language learner is now one of the additional conditions for ISY eligibility.
Out-of-School Youth	75% minimum local area expenditure on OSY.	Only 30% minimum local area expenditure on OSY required under WIA.
Work Experiences	20% of local funds must be spent on work-based experiences for ISY and OSY.	Combines summer youth employment with work experience
Career Pathways	The alignment of education, training, employment, and support services that lead to recognized postsecondary credentials for youth.	Incorporates career pathways in both the objective assessment and development of the Individuals Service Strategy.

Changes from WIA to WIOA

WIOA Youth Provision	Summary of Change	How is this different from WIA?
Youth with Disabilities	Increases access to workforce services to prepare individuals for competitive integrated employment. Promotes employer engagement, physical and programmatic accessibility to employment and training services for individuals with disabilities.	<ul style="list-style-type: none"> Increased emphasis and requirement to serve youth with disabilities. Youth with disabilities are highly eligible.
Procurement	Competitive procurement. Grants and contracts are awarded on a competitive basis based on recommendations of the youth standing committee.	Maintains the same competitive procurement but allows local areas to use 10% of funds to pay for performance contracts and allows sole-source contracts if there are insufficient providers.
Program Service Elements	5 New Program Service Elements	<ul style="list-style-type: none"> 14 required service elements Summer employment element combined with work experience element
Performance Indicators	6 Common Measures across all programs:	<ul style="list-style-type: none"> Eliminates the Literacy and Numeracy Measure Additional 3 Performance Indicators for youth

Out of School Youth Eligibility

- Citizenship/ Work Eligible and Selective Service Compliance AND
- Out of School AND 16 - 24 years old AND,
- One or more 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 ** - **NEW**
 - HS Grad/HiSET who is **low-income** and basic skills deficient or an English language learner – **NEW**
 - Subject to the juvenile or adult justice system (*formerly Offender*)
 - Homeless, a runaway, in foster care or has aged out of the foster care system
 - Pregnant or parenting
 - An individual with a disability
 - **Low-income** individual who requires additional assistance to enter or complete an educational program or to secure or hold employment

** This barrier is not applicable to Massachusetts since compulsory school age in ends on a person's 16th birthday in Massachusetts.

In School Youth Eligibility

- Citizenship/Work Eligible and Selective Service Compliance AND
- In School AND 14 – 21 years old AND **Low Income**, AND
- One or more of the following:
 - Basic skills deficient
 - English language learner – **NEW** (*same definition as Limited English Proficient*)
 - An offender
 - Homeless, a runaway, in foster care or has aged out of the foster care system
 - Pregnant or parenting
 - Individual with a Disability
 - Requires additional assistance to enter or complete an educational program or to secure or hold employment
 - (*not more than 5% allowed using this item*)

Source Documentation for New Eligibility Criterion

New Eligibility Criterion	Source Documentation
Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter	<ul style="list-style-type: none"> • Attendance letter from school • Letter from school official stating youth school status • Applicant Statement if no other forms of documentation are available –must be supported with a corroborative contact or reliable witness • Telephone verification if other forms of documentation are not readily available
HS Grad/HiSET who is low-income and basic skills deficient or an English language learner	<ul style="list-style-type: none"> • Copy of Secondary School Diploma or equivalent and provide proof of either; <ul style="list-style-type: none"> a. Basic Skills Deficiency or; b. English Language Learner
English language learner	<ul style="list-style-type: none"> • Letter from school • Statement from recognized community youth organization • School assessment

What is Low Income for WIOA?

- A WIOA Youth participant will be considered *Low Income* if any of the following are true:
 - They are receiving public assistance (TAFDC, EAEDC, SNAP, SSI)
 - Their family income is at or below 70% of the Lower Living Standard (LLS)
 - (or below Poverty Line for family of one (1))
 - They reside in a *High Poverty Area* – **NEW**
 - They have any of the following barriers:
 - Homeless/Runaway (as defined in McKinney Act)
 - Foster Care
 - They are ***in school*** and on a free or reduced lunch program - **NEW**

Source Documentation for Low Income

Low Income	Source Documentation
High Poverty Area	Census tract verification from the Poverty Threshold Census Tract Database
Free or Reduced Lunch	Verification from school

Low Income Exception (5% Window Eligibility)

Five percent of **all** WIOA youth participants, who would ordinarily be required to be low-income for eligibility, and who meet **all** other eligibility requirements, may be non low income.

The 5% calculation is based on the percent of all youth served by the program in the local area's WIOA youth program in a given program year.

Work Experiences

At least 20% of local Youth formula funds must be used for work experiences.

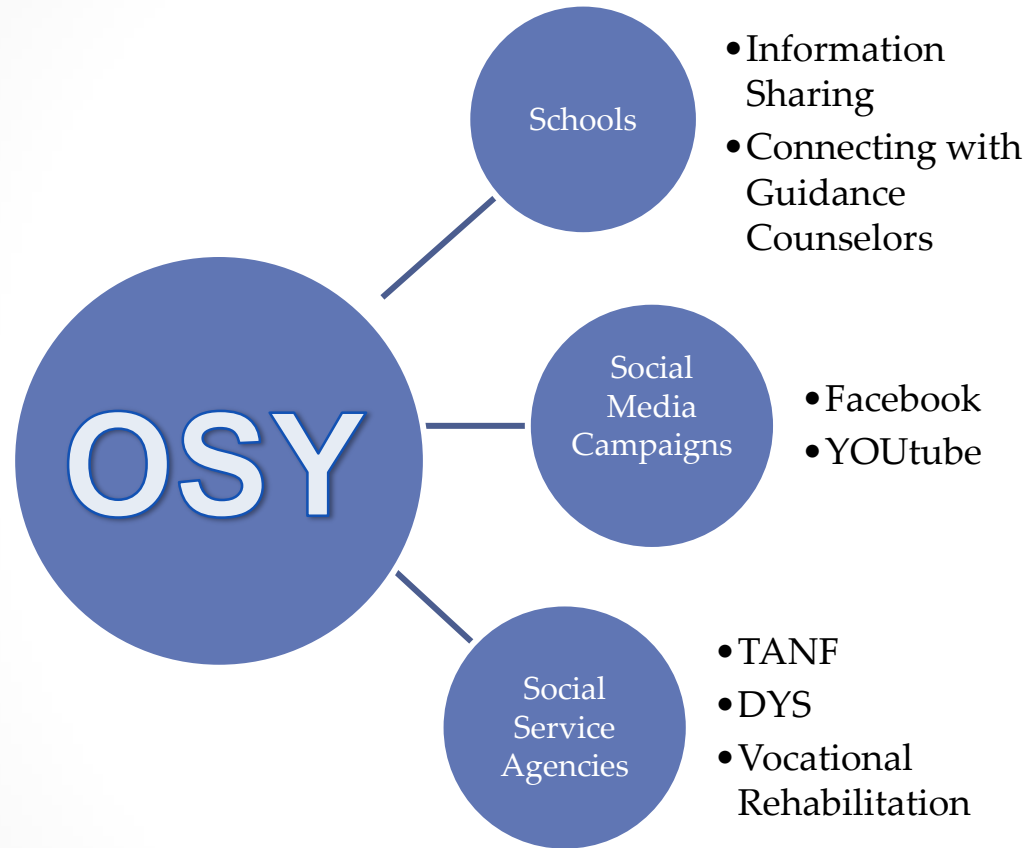
Under WIOA paid and unpaid work experiences that have as a component academic and occupational education may include the following four categories:



Out-of-School Youth

- WIOA requires that 75% of state and local Youth funding be used for out-of-school youth.
 - WIOA shifts the focus to serving Out-Of-School Youth.
 - Local areas must work towards spending 75 percent of PY 2015 / FY2016 funds on OSY.
 - The increased expenditures must be a minimum increase of 10 percent points compared to the previous year and no lower than a 50 percent OSY expenditure rate.
 - Local areas must spend a minimum percent of 75 percent of PY 2016 / FY 2017 funds on OSY.

Recruitment for OSY



New Program Service Elements

Five New Elements (total of 14 program elements)

- Financial literacy
- Entrepreneurial skills training
- Services that provide labor market and employment information in the local area
- Activities that help youth transition to postsecondary education and training
- Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster

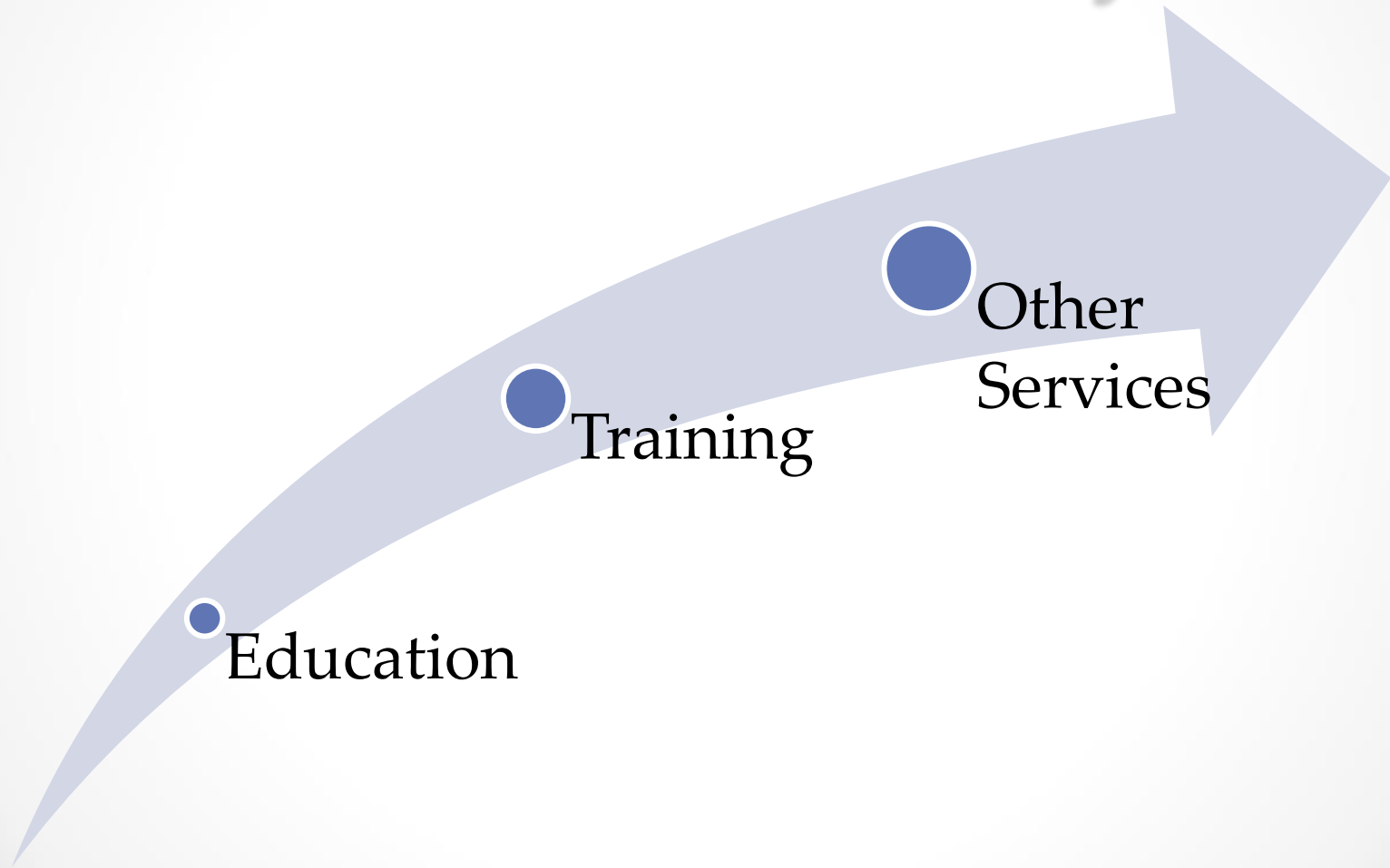
Individual Service Strategy Plan

An Individual Service Strategy (ISS) plan must be developed for each youth participant.

The ISS must:

- Include career planning and the results of objective assessments
- Include education and employment goals
- Include achievement objectives and services
- Directly link to one or more performance indicators
- Identify an appropriate career pathway
 - Assessment tools to identify appropriate career pathway's can include:
 - MASSCIS
 - Career Ready 101

Career Pathway



WIOA Career Pathway

CAREER PATHWAY—The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

- Aligns with the skill needs of industries;
- Prepares individuals to be successful in education options;
- Includes counseling to support education and career goals;
- Includes contextualized learning within an occupational cluster;
- Organizes education, training, and other services that accelerates education and career advancement;
- Enables the attainment of a secondary and at least one postsecondary credential;
- Supports entrance or advancement within a specific occupation or occupation cluster.

Transitioning ISY

- Remaining ISY will continue to receive services while funds are shifted to serve more OSY.
- Existing resources for serving ISY should be identified.
- New enrollments must reflect the shift to serving more OSY.

WIA Youth Grandfathered into WIOA Youth Program

- July 1, 2015 – WIA youth still enrolled will be grandfathered into the WIOA program (*even if not otherwise eligible for WIOA*)
- Re-eligibility determination is not needed for WIA youth who are already enrolled prior to July 1, 2015.
- WIA youth must be allowed to complete WIA services specified in their ISS

What's new in MOSES for tracking WIOA Youth?

- Eligibility Items
 - Youth Not Attending HS, but of Compulsory Age
 - Free/Reduced Lunch
 - High Poverty Area
 - English Language Learner (same definition as Limited English Proficiency)
 - Subject to the juvenile or adult justice system (same definition as Offender)
- Program Elements
 - Financial Literacy Education
 - Transition to Post Secondary/Training Activities
 - Education Concurrently with Workforce Prep
 - Entrepreneurial Skills Training
 - Labor Market/Employment Information Services

New Eligibility Items

Eligibility - OSY

New Barrier – *Youth Not Attending*

(Since compulsory school age in MA ends on a person's 16th birthday, this barrier will not be used)

Job Seeker Membership (Practice, APRIL)

Practice, APRIL SSN: XXX-XX-1822 ID: 10630157 PE \$ F Notes

Basic Full Education Work Experience Events Alerts Closed Case Plans/ISS Services Special Programs Survey

General Information Military Information Barriers Assistance

<input type="checkbox"/> DCF Youth <input type="checkbox"/> Displaced Homemaker <input type="checkbox"/> DYS Youth <input type="checkbox"/> Financial <input type="checkbox"/> Health <input type="checkbox"/> Housing <input type="checkbox"/> Labor Market Discrimination <input type="checkbox"/> Lack of Childcare/Eldercare <input checked="" type="checkbox"/> Lack of Credentials, Certification, Licensing <input type="checkbox"/> Lack of Marketable/Occupational Skills	<input type="checkbox"/> Lack of Self-Sufficiency <input type="checkbox"/> Lack of Transportation <input type="checkbox"/> Legal <input type="checkbox"/> Limited Basic Educational Skills <input type="checkbox"/> Limited Job Search Skills <input type="checkbox"/> Other <input type="checkbox"/> Probation/Court Involvement <input type="checkbox"/> Substance Abuse <input type="checkbox"/> Underemployed <input type="checkbox"/> Work History (limited,gaps,none,etc.)	Eligibility <input type="checkbox"/> Below Grade Level <input type="checkbox"/> Disability <input checked="" type="checkbox"/> English Language Learner <input type="checkbox"/> Foster Child <input type="checkbox"/> Homeless <input checked="" type="checkbox"/> Offender/Subject to Justice System <input type="checkbox"/> Pregnant/Parenting Issues <input type="checkbox"/> Runaway Youth <input type="checkbox"/> Youth Not Attending, but of Compulsory Age <input type="checkbox"/> Youth Requiring Additional Assistance
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Note: Barriers should not be unchecked when they are resolved. Instead, a barrier note should be added to indicate how the barrier was resolved. Also be aware that checking the Eligibility barriers will affect eligibility.

Barrier Notes

To operate his own business, Lonnie needs close guidance on not only stating a business after creating a business plan but also knowledge of financing and obtaining required permits to operate such a business.
 Lack of Credentials, Certification, Licensing(001)
 Lonnie's desire to own and operate his business requires him to seek guidance through the entrepreneurial program offered in Pittsfield.(001)

Trade Eligibility Match Criteria Run Match Eligibility Criteria OK Cancel

Eligibility - ISY

Low Income: *Free/Reduced Price Lunch*

Job Seeker Membership (Practice, APRIL)

Practice, APRIL SSN: XXX-XX-1822 ID: 10630157

Basic Full Education Work Experience Events Alerts Closed Case Plans/ISS Services Special Programs Survey

General Information Military Information Barriers Assistance

Assistance Categories

<input type="checkbox"/> TAFDC	Long Term TAFDC: <input type="radio"/> Yes <input checked="" type="radio"/> No	<input type="checkbox"/> Refugee Assistance
<input type="checkbox"/> EAEDC		<input type="checkbox"/> SNAP (Supplemental Nutrition Assistance Program)
<input type="checkbox"/> SSI	<input type="checkbox"/> Free/Reduced Price Lunch	<input type="checkbox"/> SSDI <input type="checkbox"/> Previous SSDI Recipient <input type="checkbox"/> Ticket to Work

Trade Eligibility Match Criteria Run Match Eligibility Criteria OK Cancel

Eligibility – ISY/OSY

Low Income: *High Poverty Area*

Training Registration (10630157)

Practice, APRIL SSN: XXX-XX-1822 ID: 10630157

General Family/Public Assistance

Assistance Categories

☐ TAFDC Long Term ☐ Yes ☒ No ☐ Refugee Assistance

☐ EAEDC TAFDC: ☐ SNAP (Supplemental Nutrition Assistance Program)

☐ SSI ☒ Free/Reduced Price Lunch ☐ SSDI ☐ Previous SSDI Recipient ☐ Ticket to Work

The Assistance Categories can be edited on the Assistance tab which is contained within the Full tab

Other

DTA Case Number: DTA Case Closed Date: 00/00/0000

TANF Exhaustee: ☐ Yes ☒ No ESP Registered: ☐ Yes ☒ No

TANF 12 Mo Time Limit: ☐ Yes ☒ No DTA Post Employment Eligibility: ☐ Yes ☒ No

Non Custodial Parent: ☐ Yes ☒ No

Family

► Status: Parent in a two parent family

Number of Dependent Children: 1

Family Size: 3

Verified Family Size: ☐ Yes ☒ No

6 mo. Family Income (Annualized):

WIDA Low-Income: Yes

☒ High_poverty_area

Under poverty Line / 70% Lower Living Standard: No Under poverty Line: No 70% Lower Living Standard: No

OK Cancel

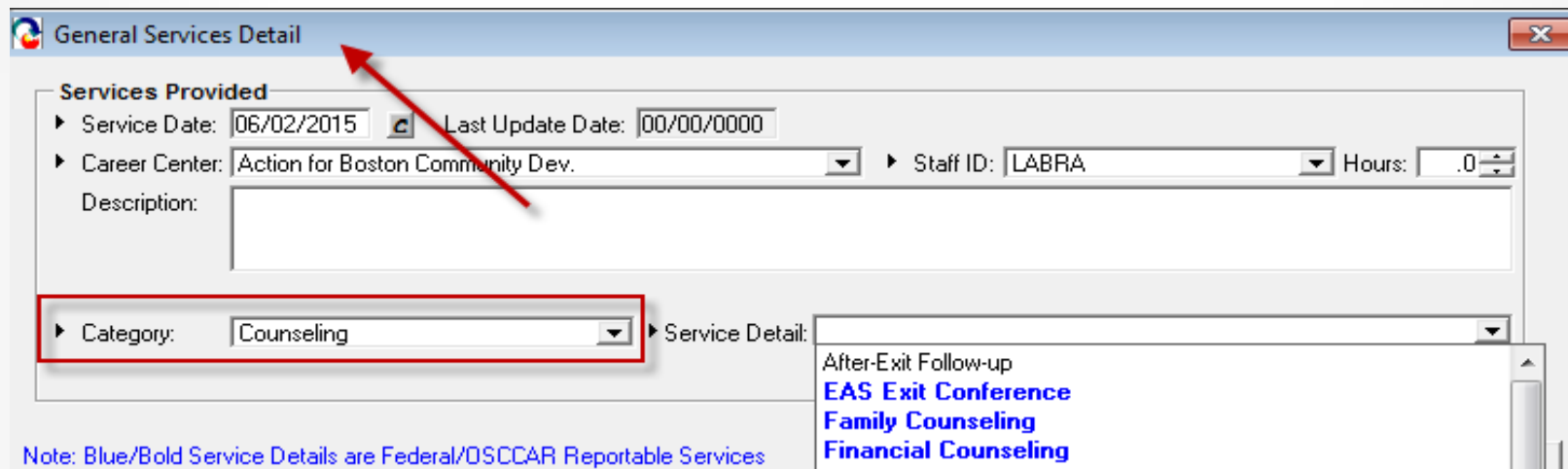
New Program Elements

New Program Elements

Financial Literacy and Transition to Post Sec/Training

Two Options

Financial Literacy and Transition to Post Secondary/Training may each be tracked either as a service (option #1) or as an activity (option #2) or both, depending on how you are delivering services.



General Services Detail

Services Provided

▶ Service Date: 06/02/2015 Last Update Date: 00/00/0000

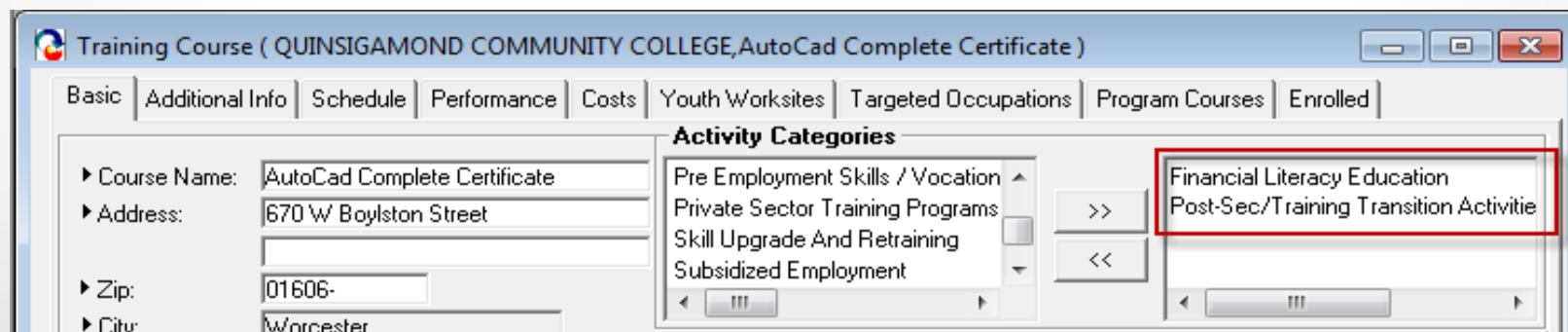
▶ Career Center: Action for Boston Community Dev. ▶ Staff ID: LABRA Hours: .0

Description:

▶ Category: Counseling ▶ Service Detail:

After-Exit Follow-up
EAS Exit Conference
Family Counseling
Financial Counseling

Note: Blue/Bold Service Details are Federal/OSCCAR Reportable Services



Training Course (QUINSIGAMOND COMMUNITY COLLEGE, AutoCad Complete Certificate)

Basic | Additional Info | Schedule | Performance | Costs | Youth Worksites | Targeted Occupations | Program Courses | Enrolled

▶ Course Name: AutoCad Complete Certificate

▶ Address: 670 W Boylston Street

▶ Zip: 01606-

▶ City: Worcester

Activity Categories

Pre Employment Skills / Vocation
Private Sector Training Programs
Skill Upgrade And Retraining
Subsidized Employment

Financial Literacy Education
Post-Sec/Training Transition Activities

New Program Elements

Entrepreneurial Training

In Training Course Activity Categories

The screenshot shows a software window titled "Training Course (QUINSIGAMOND COMMUNITY COLLEGE,AutoCad Complete Certificate)". It has several tabs: Basic, Additional Info, Schedule, Performance, Costs, Youth Worksites, Targeted Occupations, Program Courses, and Enrolled. The "Basic" tab is active. On the left, there are input fields for Course Name (AutoCad Complete Certificate), Address (670 W Boylston Street), Zip (01606-), and City (Worcester). On the right, under the heading "Activity Categories", there is a list of categories: Customized Training, Dropout Prevention/Tutoring, Educational Training (Youth), and Financial Literacy Education. To the right of this list are buttons for adding (>>) and removing (<<) categories. A red rectangle highlights the "Entrepreneurial Training" category, which is shown in a separate box on the right side of the interface.

Training Course (QUINSIGAMOND COMMUNITY COLLEGE,AutoCad Complete Certificate)

Basic | Additional Info | Schedule | Performance | Costs | Youth Worksites | Targeted Occupations | Program Courses | Enrolled

▶ Course Name: AutoCad Complete Certificate

▶ Address: 670 W Boylston Street

▶ Zip: 01606-

▶ City: Worcester

Activity Categories

Customized Training

Dropout Prevention/Tutoring

Educational Training (Youth)

Financial Literacy Education

>>

<<

Entrepreneurial Training

New Program Elements

Education Concurrently with Workforce Prep Activities

In Training Course Activity Categories

Training Course (QUINSIGAMOND COMMUNITY COLLEGE, AutoCad Complete Certificate)

Basic | Additional Info | Schedule | Performance | Costs | Youth Worksites | Targeted Occupations | Program Courses | Enrolled

▶ Course Name: AutoCad Complete Certificate

▶ Address: 670 W Boylston Street

▶ Zip: 01606-

▶ City: Quincy

Activity Categories

Occupational Skills Training

Academic/Occupational Learning

Adult Education and Literacy Act

Alternative School

>>

<<

Education w/Workforce Prep Activities

New Program Elements

Services that provide labor market and employment information

- Under the Job Search Category
 - **Automated Labor Exchange**
 - **Job Order Search**
 - **Labor Market Info**
 - **Resource Room**

The screenshot shows a software window titled "General Services Detail". It contains several input fields and dropdown menus. A red rectangular box highlights the "Category" dropdown menu, which is currently set to "Job Search". Other visible fields include "Service Date" (06/02/2015), "Last Update Date" (00/00/0000), "Career Center" (Action for Boston Community Dev.), "Staff ID" (LABRA), "Hours" (.0), and a "Description" text area. At the bottom, there is a note about reportable services and "OK" and "Cancel" buttons.

General Services Detail

Services Provided

▶ Service Date: 06/02/2015 ▶ Last Update Date: 00/00/0000

▶ Career Center: Action for Boston Community Dev. ▶ Staff ID: LABRA ▶ Hours: .0

Description:

▶ Category: Job Search ▶ Service Detail:

Note: Blue/Bold Service Details are Federal/OSSCAR Reportable Services
Employment and Follow-Up Services are additionally reported on OSCAR

OK Cancel

Some Other WIOA Stuff

- New In School/Out of School Youth Icons



Some Other WIOA Stuff

- New Warning when ISY/OSY Status Changes

The screenshot shows a web application titled "Job Seeker Membership (Practice, APRIL)". The main header includes "Practice, APRIL", "SSN: XXX-XX-1822 ID: 10630157", and a "Notes" button. The navigation bar contains tabs for "Basic", "Full", "Education", "Work Experience", "Events", "Alerts", "Closed Case Plans/ISS", "Services", "Special Programs", and "Survey". The "Education" tab is selected, and the "Additional Information" section is expanded. The "Education" section contains a red-bordered box with the following options: "In School" (radio buttons for Yes, Yes - In Alternative School, No) and "Highest Degree" (dropdown menu set to "Less Than High School"). A warning dialog box is overlaid on the form, titled "Warning! Applicant enrolled in Title I Youth." The dialog contains a question mark icon and the text: "Changing the School status for this participant may impact the individual's program eligibility and federal reporting status. Please reconsider before proceeding. Select YES to proceed or NO to let the School value remain as it is." The dialog has "Yes" and "No" buttons.

Job Seeker Membership (Practice, APRIL)

Practice, APRIL SSN: XXX-XX-1822 ID: 10630157 PE \$ F Notes

Basic Full Education Work Experience Events Alerts Closed Case Plans/ISS Services Special Programs Survey

General Information Military Information Barriers Assistance

Additional Information

✓ Employed: ☐ Yes ☒ No Immigrant: ☐ Yes ☒ No

✓ Disability: ☐ Yes ☒ No ☐ Not Disclosed

Dislocated Worker ☒ Received Notice of Layoff/Military Service ☐

Primary Language: English

Language Details:

Summer Youth ☐

Permanently Separated (HITG): ☐ Last Modified: 00/00/00

Economically Disadvantaged

✓ Family Size:

✓ Is your family income for the last six months below \$9,005.00? ☐

Career Objective

✓ Viewable to Employers on the Internet (JobQuest) ☒ Yes ☐ No

To own and operate a motorcycle, atv, snowmobile, retail and repair

Education

✓ In School: ☒ Yes ☐ Yes - In Alternative School ☐ No

✓ Highest Degree: Less Than High School

Warning! Applicant enrolled in Title I Youth.

Changing the School status for this participant may impact the individual's program eligibility and federal reporting status. Please reconsider before proceeding.

Select YES to proceed or NO to let the School value remain as it is.

Yes No

WIOA Youth Performance Indicators

(not until July 2016)

Performance Measure	Measure Detail
In Employment or Post Secondary Education or Training in the 2 nd Quarter After Exit	Percentage of youth who are in education or training or entered employment during 2 nd Quarter after exit. All exiters are measured
In Employment or Post Secondary Education or Training in the 4 th Quarter After Exit	Percentage of youth who are in education or training or entered employment during 4 th Quarter after exit All exiters are measured
Median Wages 2nd Quarter After Exit	Median wages of those in employment during 2nd Quarter after exit
Credential Attainment	Percentage of youth who obtain post-secondary credential; diploma or equivalent* during program or within 1 year of exit *diploma/equivalent counts ONLY if, in addition, have obtained or retained a job OR are in an education or training program that leads to a post-secondary credential within 1 year of exit
Measureable Skill Gain	Percentage of youth who are in an education or training program that leads to a post-secondary credential or employment and who are achieving “measurable skills gains” (still to be defined)
Employer Measure	Effectiveness of serving employers” (still to be defined).

Resources

- Massachusetts Career Information System
 - <http://www.mass.gov/massworkforce/resources/masscis/>
- Career Ready 101
 - <http://www.mass.gov/massworkforce/careerready/tools/career-ready-101/>
- Notice of Proposed Rule Making – WIOA
 - <http://www.gpo.gov/fdsys/pkg/FR-2015-04-16/pdf/2015-05530.pdf>
- Workforce Innovation and Opportunity Act
 - <https://www.congress.gov/bill/113th-congress/house-bill/803/text>