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

<table>
<thead>
<tr>
<th>WIOA Youth Provision</th>
<th>Summary of Change</th>
<th>How is this different from WIA?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth Eligibility</td>
<td>OSY age 16-24, not attending any school, and 1 or more of 8 additional conditions. ISY age 14 – 21, low income, and 1 or more of 7 additional conditions.</td>
<td>• OSY age extended to 24. • ISY and OSY living in a &quot;High Poverty Area&quot; 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.</td>
</tr>
<tr>
<td>Out-of-School Youth</td>
<td>75% minimum local area expenditure on OSY.</td>
<td>Only 30% minimum local area expenditure on OSY required under WIA.</td>
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<tr>
<td>Work Experiences</td>
<td>20% of local funds must be spent on work-based experiences for ISY and OSY.</td>
<td>Combines summer youth employment with work experience</td>
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<td>Career Pathways</td>
<td>The alignment of education, training, employment, and support services that lead to recognized postsecondary credentials for youth.</td>
<td>Incorporates career pathways in both the objective assessment and development of the Individuals Service Strategy.</td>
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## Changes from WIA to WIOA

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| 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. | • 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                                                    | • 14 required service elements  
• Summer employment element combined with work experience element |
| Performance Indicators     | 6 Common Measures across all programs:                                            | • 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:
  o School dropout
  o Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter ** - NEW
  o HS Grad/HiSET who is low-income and basic skills deficient or an English language learner – NEW
  o Subject to the juvenile or adult justice system (formerly Offender)
  o Homeless, a runaway, in foster care or has aged out of the foster care system
  o Pregnant or parenting
  o An individual with a disability
  o 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

<table>
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<th>Source Documentation</th>
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| Within the age of compulsory school attendance, but has not attended school for at least  | • 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 |
| the most recent complete school year calendar quarter                                      |                                                                                                                                                                                                                      |
| HS Grad/HiSET who is **low-income** and basic skills deficient or an English language learner | • Copy of Secondary School Diploma or equivalent  
and provide proof of either;  
  a. Basic Skills Deficiency or;  
  b. English Language Learner                                                                 |
| English language learner                                                                   | • 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

<table>
<thead>
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<th>Low Income</th>
<th>Source Documentation</th>
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<tbody>
<tr>
<td>High Poverty Area</td>
<td>Census tract verification from the Poverty Threshold Census Tract Database</td>
</tr>
<tr>
<td>Free or Reduced Lunch</td>
<td>Verification from school</td>
</tr>
</tbody>
</table>
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:

- On the Job Training
- Summer Employment/Year Round Employment
- Internships and Job Shadowing
- Pre-Apprenticeship Programs
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 / FY2017 funds on OSY.
Recruitment for OSY

- Schools
  - Information Sharing
  - Connecting with Guidance Counselors

- Social Media Campaigns
  - Facebook
  - YouTube

- Social Service Agencies
  - TANF
  - DYS
  - Vocational Rehabilitation
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
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)
Eligibility - ISY

Low Income: Free/Reduced Price Lunch
Eligibility – ISY/OSY
Low Income: High Poverty Area

The Assistance Categories can be edited on the Assistance tab which is contained within the Full tab.
New Program Elements
New Program Elements

Financial Literacy and Transition to Post Secondary/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.
New Program Elements
Entrepreneurial Training
In Training Course Activity Categories

Massachusetts Department of Career Services

June/July 2015 - Revised 29
New Program Elements
Education Concurrently with Workforce Prep Activities
In Training Course Activity Categories

![Image of training course activity categories](image-url)
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
Some Other WIOA Stuff

• New In School/Out of School Youth Icons
Some Other WIOA Stuff

- New Warning when ISY/OSY Status Changes
## WIOA Youth Performance Indicators

*(not until July 2016)*

<table>
<thead>
<tr>
<th>Performance Measure</th>
<th>Measure Detail</th>
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<td><strong>In Employment or Post Secondary Education or Training in the 2nd Quarter After Exit</strong></td>
<td>Percentage of youth who are in education or training or entered employment during 2\textsuperscript{nd} Quarter after exit. All exiters are measured</td>
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<tr>
<td><strong>In Employment or Post Secondary Education or Training in the 4th Quarter After Exit</strong></td>
<td>Percentage of youth who are in education or training or entered employment during 4\textsuperscript{th} Quarter after exit. All exiters are measured</td>
</tr>
<tr>
<td><strong>Median Wages 2nd Quarter After Exit</strong></td>
<td>Median wages of those in employment during 2nd Quarter after exit</td>
</tr>
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</table>
| **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). |

*Massachusetts Department of Career Services*  
*June/July 2015 - Revised ● 34*
Resources

• Massachusetts Career Information System
  o http://www.mass.gov/massworkforce/resources/masscis/

• Career Ready 101

• Notice of Proposed Rule Making – WIOA

• Workforce Innovation and Opportunity Act