

Building on Success!

**What Will
WIOA
Mean for
CareerSource
South Florida?**

Capturing the Opportunity!

⚡ **WIOA Wants BIG Change!** ⚡

⚡ **Real System Partnership:**
Alignment for System Improvement

⚡ Access for Those with **Barriers to Employment**

⚡ **Not Just Jobs:**
Skills, Credentials, and Employment Outcomes

⚡ **“Stepping Stones”:**
Career Pathways for Talent Pipelines

⚡ Increased **Employer Engagement**
(With More Work-Based Training)

⚡ Five System Shifts ⚡

Partner Programs →? and...System Alignment

Universal →? and...Leave No One Behind

Skills, Credentials, Jobs →? and...All Three Forever

Jobs →? and...Careers for Talent Pipelines

Business Services →? and...Employer Engagement

***The WIOA Partnership:
Shared Vision, Participants, Services, Outcomes!***

Partner Programs → and... System Alignment and Access

- ✓ **Strategic Partners**
- ✓ **Core Program Partners**
- ✓ **One-Stop System, Partners, Centers, Access**

***NPRM Regulations § 678.300:*
What is the one-stop delivery system?**

“The one-stop delivery system brings together workforce development, educational, and other human resource services in a seamless customer-focused service delivery network that enhances access to the programs' services and improves long-term employment outcomes for individuals receiving assistance. One-stop partners administer separately funded programs as a set of integrated streamlined services to customers.”

⚡ **Required WIOA One-Stop Partners** ⚡

“Participating in the Operation of a One-Stop Delivery System”

- ✓ WIOA T-I Adult, DW, Youth
- ✓ Wagner-Peyser
- ✓ Adult Education and Literacy
- ✓ Vocational Rehabilitation
- ✓ Career, Technical Education
- ✓ Title V Older Americans Act
- ✓ Job Corps
- ✓ Native American Programs

- ✓ Migrant Seasonal Farmworkers
- ✓ Jobs for Veterans State Grants
- ✓ YouthBuild
- ✓ Trade Act
- ✓ CSBG (Community Action) E/T
- ✓ HUD E/T
- ✓ Unemployment Compensation
- ✓ Second Chance

- ✓ TANF (*Unless the Governor Says, “No”*)
- ✓ Others (*If Chief Elected Officials and Governor, Says, “Yes”*)

South Florida Workforce Board



Works With Strategic and Core Program Partners



Designs the CareerSource South Florida Workforce System



Aligns System Partner Programs for Increased Access

The South Florida Workforce System

- ✓ Career Centers
- ✓ Partner Programs
- ✓ Access Points
- ✓ Refugee Centers
- ✓ Offender Hub
- ✓ In-/Out-of School Youth

All One System: Clicks...Bricks...Connect!

⚡ Universal → Leave No One Behind ⚡

WIOA Definition: Individual with Barrier to Employment

- (A) Displaced homemakers
- (B) Low-income individuals
- (C) Indians, Alaska Natives, and Native Hawaiians
- (D) Individuals with disabilities, including youth who are individuals with disabilities
- (E) Older individuals
- (F) Ex-offenders
- (G) Homeless individuals or homeless children and youths
- (H) Youth who are in or have aged out of the foster care system
- (I) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
- (J) Eligible migrant/seasonal farmworkers
- (K) Individuals within 2 years of exhausting lifetime eligibility (for TANF)
- (L) Single parents (including single pregnant women)
- (M) Long-term unemployed individuals
- (N) Such other groups as the Governor involved determines to have barriers to employment

⚡ Skills, Credentials, and Jobs →? All Three Forever ⚡

Six WIOA Primary Indicators of Performance:

1. Employment in Second Quarter
2. Employment in Fourth Quarter
3. Median Earnings in Second Quarter
4. Postsecondary Credentials (or Secondary School Diploma+)
5. Achieving Measurable Skill Gains (During Program)
6. Effectiveness in Serving Employers

Manufacturing Talent for The Employer Customer

Shifting the Business Model from a
"Retail Store" to a
"Manufacturer of Talent"

⚡ *Vision* ⚡
Every Job Seeker
Leaves as a Better Job Candidate

**Raw
Material**

Job Seekers

*Looking,
Not Finding*

*All Need Skills
Improved*



**Center as
Manufacturer**

*Continuous
Engagement*

*Value-Add
Services*

Skills for Jobs



**Quality
Product**

*More
Skilled*

*More
Competitive*

Employed

⚡ *The Value-Add* ⚡

Building Better Candidates

- All Job Seekers (and Everyone, Forever)
Need To Improve Skills to Be More Competitive
- Just Having Better Job Search Skills
Does Not Necessarily Make You More Competitive
- Workforce Improvement is both a
Job Seeker and Business Service

⚡ **The Shift from Job Security to Skill Security** ⚡

- Not Job or Training
- Skill Development and Training
- Skills and Training for Jobs

ALL Job Seekers Need an Opportunity to:

Know Skills



Develop Skills



Get Best Job Possible with Skills

Job Seeker Transformation to Serve the Employer Customer:

Skill Assessment and Labor Market Information

and

Skill Development and/or Occupational Training

and

Credentials and Skill Verification

and

Better Job Search and Job Getting Skills

⚡ **Jobs →? and Careers for Talent Pipelines** ⚡

The Next Step in an Evolution of Purpose and Vision

Credentials for Career Pathway Jobs (WIOA)



Skills for Jobs (Demand-Driven)



Skills and Jobs (Service Integration)



Jobs (Common Measure Waiver)



Skills or Jobs (WIA)

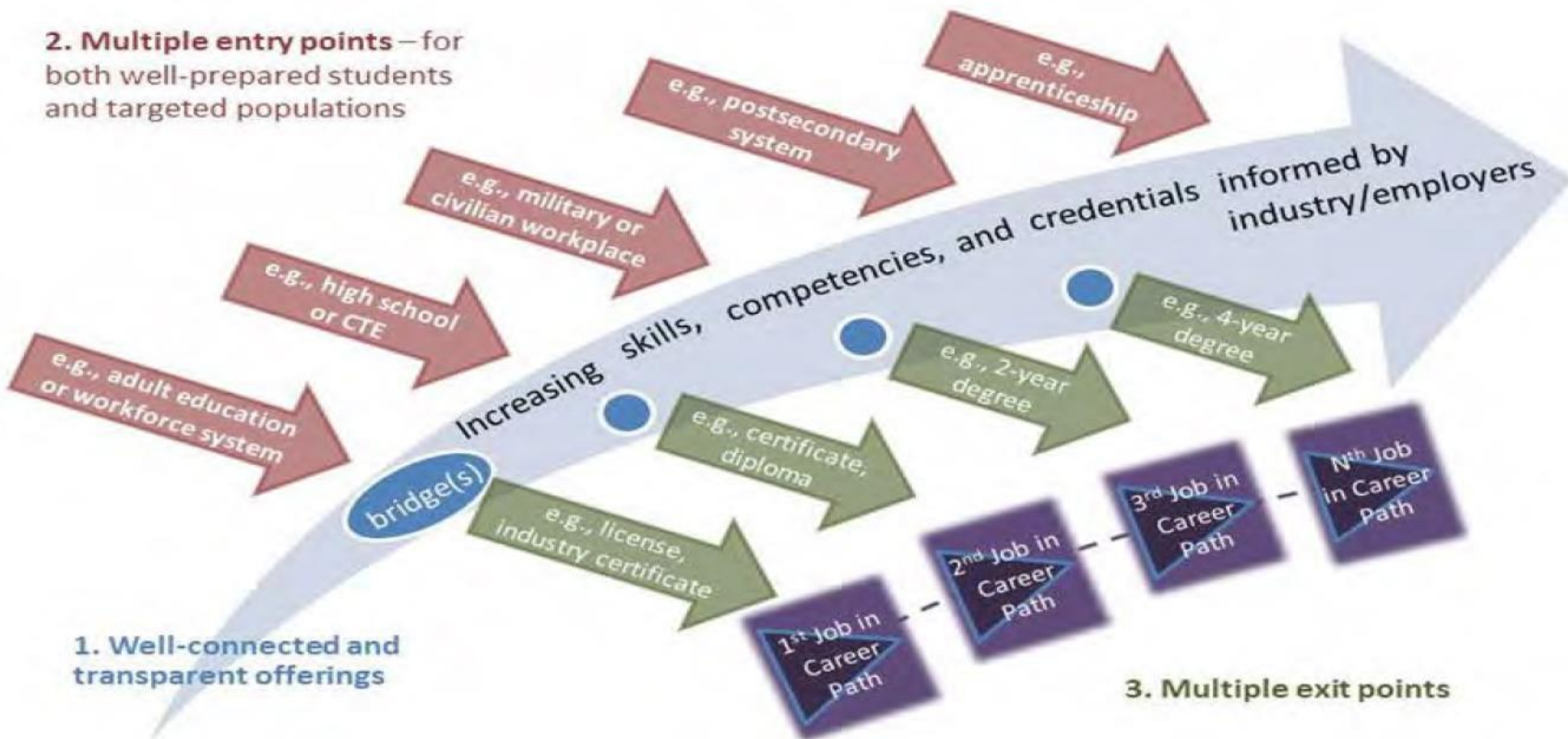


Skills (JTPA)



Jobs (CETA)

Career Pathways



Developed by the Center for Postsecondary and Economic Success at The Center for Law and Social Policy (CLASP)

The Next Step in an Evolution of Purpose and Vision

**Career Pathways for Workers in Support of
Industry and Sector Talent Pipelines**



In-Demand Sector and Industry Partnerships



Business Engagement and Work-Based Learning



Job-Driven Training



Business Services and Employer Services



Employer Services

Career Pathways Are Both a Job Seeker and Business Service

Pumping the Pipeline Through Career Pathways!

← *Talent to Jobs* ←

Talent Pipelines

- Sectors and Employers
- Supply Chains
- Current, Future, Potential Workforce

Merge Pipeline/Pathway

- *Partner*
- *Promote*
- *Prepare*
- *Continue*
- *Connect*

Career Pathways

- Non-Linear
- Progressive Steps
- Position: Now, Next
- Lifetime Skill Develop

→ *Jobs to Talent* →

⚡ **Business Services** →? **and...Employer Engagement** ⚡

What Is Employer Engagement?

- ✓ Seeking Advice from Employers and Industries on **How to Design and Deliver Job Seeker Services** To Better Meet Talent Needs
- ✓ **Defining and Validating the Skills and Credentials** Needed for Individual Career Pathways to Fill Talent Pipelines
- ✓ Providing **Work-Based Training and Learning Opportunities**

Making the Demand-Driven Connection!

⚡ **Business Services →? and...Employer Engagement** ⚡

Work-Based Training and Learning

- ✓ Internships and Work Experience
 - ✓ On-the-Job Training
 - ✓ Apprenticeship
- ✓ Supported Work and Transitional Jobs
 - ✓ Summer Jobs

***Education Gets You an Interview...
Work Experience Gets You a Job!***

✦ New in WIOA ✦

The WIOA One-Stop Center's and System's Menu of Services

One-Stop Center Career and Training Services

- ✓ **Career Services
(No Separate Core and Intensive Services)**
- ✓ **Career Services
(Basic and Individualized)**
- ✓ **New Menu of Required Career Services**
- ✓ **New NPRM Details for Some Career Services**
- ✓ **Career Services Requiring Partnership**
- ✓ **Expanded (Potential) Training Services**

⚡ WIOA CAREER SERVICES ⚡

“Funds shall be used...to provide career services, which shall be available to individuals who are adults or dislocated workers through the **one-stop delivery system and shall, at a minimum, include—**“

- ✓ Eligibility for services
- ✓ Outreach, intake, orientation
- ✓ Initial assessment
- ✓ Labor exchange services
- ✓ Referrals to programs
- ✓ Labor market information
- ✓ Performance, cost information
- ✓ Supportive services information
- ✓ UI Information and assistance
- ✓ Financial aid information

- ✓ Follow-up services
- ✓ Comprehensive assessment
- ✓ Individual employment plan
- ✓ Career planning, counseling
- ✓ Short-term prevocational services
- ✓ Internships, work experience
- ✓ Out-of-area job search
- ✓ Financial literacy services
- ✓ English language acquisition
- ✓ Workforce preparation

WIOA Career Services = WIA Core + WIA Intensive + New WIOA

WIA Core Services:

- ✓ Eligibility for services
- ✓ Outreach, intake, orientation
- ✓ Initial assessment
- ✓ Labor exchange services
- ✓ Referrals to programs
- ✓ Labor market information
- ✓ Performance and cost information
- ✓ Supportive services information
- ✓ Information on UI
- ✓ Financial aid information
- ✓ Follow-up services

WIA Intensive Services:

- ✓ Comprehensive assessment
- ✓ Individual employment plan
- ✓ Career planning, counseling
- ✓ Short-term prevocational services
- ✓ Work experience, internships
- ✓ Out-of-area job search

*(WIOA Does Not Include:
“Case management for participants
seeking training services”)*

New WIOA Career Services:

- | | |
|----------------------------------|------------------------------------|
| ★ Business services | ★ Financial literacy services |
| ★ Referrals to other programs | ★ English language acquisition |
| ★ Assistance in filing UI claims | ★ Workforce preparation activities |

Three Categories of WIOA Career Services

1. Basic Career Services: Available to All Participants (No Priority for Services)

- ✓ Eligibility for services
- ✓ Outreach, intake, orientation
- ✓ Initial assessment
- ✓ Labor exchange services
- ✓ Referrals to programs
- ✓ Labor market information
- ✓ Performance and cost information
- ✓ Supportive services information
- ✓ Information on UI
- ✓ Financial aid information

2. Individualized Career Services (Apply Priority for Services)

“Services, if determined to be appropriate in order for an individual to obtain or retain employment, that consist of”

- ✓ Comprehensive assessment
- ✓ Individual employment plan
- ✓ Career planning, counseling
- ✓ Short-term prevocational services
- ✓ Internships and work experience
- ✓ Workforce preparation activities
- ✓ Financial literacy
- ✓ Out-of-area job search
- ✓ English language acquisition

3. Follow-Up Activities

**Career Services:
Connection to Partner Programs and Services**

WIA and WIOA (No Change):

“Determinations of whether individuals are eligible to receive assistance under this subtitle”

“Outreach, intake (which may include worker profiling), and orientation to the information and other services available through the one-stop delivery system”

⚡ New in WIOA ⚡

“Provision of **referrals to and coordination of activities with other programs and services**, including programs and services within one-stop delivery system and, in appropriate cases, other workforce programs”

“Assistance in establishing **eligibility for programs of financial aid** assistance for training and education programs...not funded under this Act”

**Basic Career Services:
Initial Assessment**

WIA:

“Initial assessment of skill levels, aptitudes, abilities,
and supportive service needs”

⚡ New in WIOA ⚡

“Initial assessment of skill levels
(including literacy, numeracy, and English language proficiency),
aptitudes, abilities **(including skills gaps),** and
supportive service needs”

- *More than, “How May I Help You?”*
- *Specifies “Skill Levels” and “Skill Gaps” in Specific Areas*
- *How and When? (One-on-One, Staff-Assisted?)*

**Basic Career Services:
Job Search and Placement Assistance**

WIA:

“Job search and placement assistance, and...career counseling”

⚡ New in WIOA ⚡

“Labor exchange services—

job search and placement assistance and,
in appropriate cases, career counseling, including—

provision of information on

**in-demand industry sectors and occupations; and
provision of information on non-traditional employment**

**appropriate recruitment and other business services
on behalf of employers, including small employers, in the local area,**
which services may include services described in this subsection, such as
providing information and referral to specialized business services not
traditionally offered through the one-stop delivery system”

**Basic Career Services:
Job Seeker Information**

Labor Market Information

“Provision of workforce and labor market employment statistics information, including provision of accurate information relating to local, regional, and national labor market areas, including

- Job vacancy listings in such labor market areas;
- Information on job skills necessary to obtain the jobs;
- Information relating to local occupations in demand and the earnings, skill requirements, and

opportunities for advancement for such occupations”

⚡ WIOA ⚡

**Same as WIA, but adds:
“opportunities for advancement for such occupations”**

Another Link to Career Pathways!

**Basic Career Services:
Program Performance and Cost Information for Job Seekers**

WIA and WIOA (Basically No Change):

- ✓ Performance information and program cost information on providers of:
 - Training
 - Youth Workforce Activities
 - Adult Education
 - Career and Technical Education
 - Vocational Rehabilitation

- ✓ Local area performance on accountability measures

⚡ New in WIOA ⚡

**“Provision of information,
in usable and understandable formats and languages,
about how the local area is performing on local performance accountability
measures, as well as any additional performance information
relating to the area’s one-stop delivery system”**

**Basic Career Services:
Job Seeker Supportive Services Information**

WIA:

“Provision of accurate information relating to the availability of supportive services, including childcare and transportation, available in the local area, and referral to such services, as appropriate”

⚡ New in WIOA ⚡

“Provision of information, in
usable and understandable formats and languages”

Requires information and referral on specific programs and services:

- Childcare
- Child support
- Medical, child health assistance
- TANF
- SNAP (Food Stamps)
- Earned Income Tax Credit

Basic Career Services: Unemployment Insurance

WIA: “Provision of information regarding filing claims...”

⚡ **New in WIOA** ⚡

NPRM Regulations § 678.430: “What are career services?”

“Provision of information **and assistance** regarding filing claims for unemployment compensation, by which the one-stop must **provide meaningful assistance to individuals seeking assistance in filing a claim...**

(i) “Meaningful assistance” means:

(A) Providing assistance **on-site** using staff who are well-trained in unemployment compensation claims filing and the rights and responsibilities of claimants; or

(B) Providing assistance by **phone or via other technology**, as long as the assistance is provided by trained and available staff and **within a reasonable time.**

(ii) The **costs associated in providing this assistance may be paid** for by the State’s unemployment insurance program, or the WIOA adult or dislocated worker programs, or some combination thereof.”

Basic Career Services: Unemployment Insurance

NPRM Preamble § 678.430: “What are career services?”

“...individuals...should receive more robust or “meaningful” service beyond what they could obtain on their own using self-service tools...”

“...assistance in filing a claim if they request it or are identified as needing the service due to barriers such as limited English proficiency or disabilities.”

“...meaningful assistance can also be provided by phone or by means of other technology, including computer access, as long as the assistance is provided by specifically identified staff and within a reasonable time. This means that **if the customer is referred to a phone for UI claims assistance, it must be a phone line dedicated to serving one-stop customers. It cannot be simply placing the customer into the general State UI agency contact center’s phone queue.**

“This proposed regulation does not require that States actively promote in-person claims filing through the one-stop centers. **It does mean that assistance must be made available to customers who come to the one-stop for assistance in filing a UI claim and to customers that have been identified as having barriers to filing a UI claim without assistance.”**

**“Individualized career services
must be made available if determined to be appropriate
in order for an individual to obtain or retain employment.”**

- ✓ Comprehensive and specialized assessments of the skill levels
 - ✓ Development of an individual employment plan
 - ✓ Group counseling and Individual Counseling
 - ✓ Career planning
 - ✓ Short-term pre-vocational services
- ✓ Internships and work experiences that are linked to careers
 - ✓ Workforce preparation activities
 - ✓ Financial literacy services
- ✓ Out-of-area job search assistance and relocation assistance
- ✓ English language acquisition, integrated education/training programs

***Individualized Career Services:
Comprehensive Assessment, IEP, Counseling, Career Planning***

WIA and WIOA (No Change):

- Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include diagnostic testing and use of other assessment tools; and in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals
- Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve the employment goals
- Group counseling; Individual counseling; Career planning

⚡ New in WIOA ⚡

Adds to IEP:

**“Providing information on eligible providers of training services...
and career pathways to attain career objectives”**

***Individualized Career Services:
Prevocational Services and Out-of-Area Job Search***

WIA and WIOA (No Change):

- **“Short-term prevocational services**, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals for unsubsidized employment or training”
- **“Out-of-area job search assistance** and relocation assistance”

⚡ New in WIOA ⚡

“Internships and work experiences that are **linked to careers”**

- *Specifically Adds Internships and Links to Careers*
- *More than Just “Work Experience”*
- *“Stepping Stones” for “Career Pathways”*

Individualized Career Services: Internship and Work Experience

NPRM Regulations: § 680.170

What is an internship or work experience for adults and dislocated workers?

“...internships or work experiences are a **planned, structured learning experience that takes place in a workplace for a limited period of time.**”

Work experience may be **paid or unpaid**, as appropriate.

An internship or work experience may be arranged within the **private for profit sector, the non-profit sector, or the public sector.**

Labor standards apply in any work experience setting where an employee/employer relationship, as defined by the Fair Labor Standards Act, exists.”

⚡ New in WIOA ⚡

- English language acquisition and integrated education and training programs

- Workforce preparation activities

Links to WIOA Title II, Adult Education and Literacy

Definition of Workforce Preparation Activities in WIOA Title II, Adult Education and Literacy

“The term ‘workforce preparation activities’ means activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training or employment.”

⚡ New in WIOA ⚡

“Financial literacy services, such as...”

“Ability of participants to create household budgets, initiate savings plans, and make informed financial decisions about education, retirement, home ownership, wealth building, or other savings goals;

Ability to manage spending, credit, and debt, including credit card debt, effectively;

Awareness of the availability and significance of credit reports and credit scores in obtaining credit, including determining their accuracy (and how to correct inaccuracies in the reports and scores), and their effect on credit terms;

Ability to understand, evaluate, and compare financial products, services, and opportunities;

Activities that address the particular financial literacy needs of non-English speakers, including providing the support through the development and distribution of multilingual financial literacy and education materials”

Career Services: Follow-up Services

WIA: Adults and Dislocated Workers

“Follow-up services, including counseling regarding the workplace, for participants in workforce investment activities authorized under this subtitle who are placed in unsubsidized employment, for not less than 12 months after the first day of the employment, as appropriate”

WIOA NPRM: Adults and Dislocated Workers

“Follow-up services...**must be made available, as appropriate,** for a minimum of **12 months** following the **first day of employment**, to **registered participants** who are placed in unsubsidized employment.”

- Follow-Up “Services” ...Not Follow-Up “Contact”

- After “Employment”...Not After “Exit”:

- Employment Does Not Necessarily Equal Exit

WIOA TRAINING SERVICES

“Training services *may include...*”

In Both WIA and WIOA	Modified in WIOA
<ul style="list-style-type: none"> ✓ Occupational skills training ✓ On-the-job training ✓ Programs that combine workplace training with related instruction ✓ Training programs operated by the private sector ✓ Skill upgrading and retraining ✓ Entrepreneurial training ✓ Customized training 	<ul style="list-style-type: none"> ✓ Job readiness training provided in combination with (with other training) ✓ Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with (other training) services

New “Permissible” Training Services in WIOA

✓ **Incumbent worker training**

✓ **Transitional jobs**

⚡ **WIOA Training Service (Modified from WIA)** ⚡

Adult education and literacy activities, **including activities of English language acquisition and integrated education and training programs**, provided concurrently or in combination with (other training) services

- *The Change: Specifies the Activities*

- *Links to WIOA Title II, Adult Education and Literacy*

Definition of Integrated Education and Training in WIOA Title II, Adult Education and Literacy

“A service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement”

⚡ What's New? ⚡ **WIOA Adult and Dislocated Worker Programs**

- ✓ Adult and Dislocated Worker Program Eligibility
 - ✓ Adult and Dislocated Worker Program Registration and Participation
 - ✓ Priority for Individualized Career Services and All Training Services for Adults
 - ✓ No “Sequence of Service” (?)
 - ✓ Eligibility for Training Services
 - ✓ New Center Job Seeker Flow

Adult and Dislocated Worker Program Eligibility

No Real Change in Program Eligibility and Definitions

- Adult Definition the Same: 18+
- Dislocated Worker Definition *(Almost)* the Same
(WIOA Includes Spouses of Members of the Armed Forces on Active Duty)
- Continue with Selective Service Requirements
- Continue with Legal-to-Work Requirements

Transfer of Funds Between Adults and Dislocated Worker Programs

“A local board may **transfer**, if ... approved by the Governor, up to... 100 percent of funds...between adult...and dislocated worker...activities”

Will You Request Transfer? If So, What Percentage?

⚡ WIOA: Adult/DW Registration and Participation ⚡

Who Register, When? When Enter the WIOA Performance Pool?

WIA Regulations	WIOA NPRM
<p>Sec. 663.105 When must adults and dislocated workers be registered?</p> <p>(a) Registration is the process for collecting information to support a determination of eligibility. This information may be collected through methods that include electronic data transfer, personal interview, or an individual's application.</p> <p>(b) Adults and dislocated workers who receive services funded under title I other than self-service or informational activities must be registered and determined eligible.</p>	<p>§ 680.110 When must adults and dislocated workers be registered and considered a participant?</p> <p>Registration is the process for collecting information to support a determination of eligibility. This information may be collected through methods that include electronic data transfer, personal interview, or an individual's application.</p> <p>Participation occurs after the registration process of collecting information to support an eligibility determination and begins when the individual receives a staff-assisted WIOA service, which does not include self-service or informational activities.</p>

⚡ WIOA: Priority for Adult Services ⚡

WIA	WIOA
<p>“In the event that funds allocated to a local area for adult employment and training activities are limited, priority shall be given to recipients of public assistance and other low-income individuals for intensive services and training services.</p> <p>The appropriate local board and the Governor shall direct the one-stop operators in the local area with regard to making determinations related to such priority”</p>	<p>“For adult employment and training activities, priority shall be given to recipients of public assistance, low-income individuals, and individuals who are basic skills deficient for receipt of <i>(certain)</i> career services <u>and (all)</u> training services.</p> <p>The local board and the Governor shall direct the one-stop operators in the local area with regard to making determinations related to such priority”</p>

“Priority” for WIOA Adult Individualized Career Services

1. Basic Career Services: Available to All Participants (No Priority for Services)

- ✓ Eligibility for services
- ✓ Outreach, intake, orientation
- ✓ Initial assessment
- ✓ Labor exchange services
- ✓ Referrals to programs
- ✓ Labor market information
- ✓ Performance and cost information
- ✓ Supportive services information
- ✓ Information on UI
- ✓ Financial aid information

2. Individualized Career Services (Determine Priority for Services)

“Services, if determined to be appropriate in order for an individual to obtain or retain employment, that consist of”

- ✓ Comprehensive assessment
- ✓ Individual employment plan
- ✓ Career planning, counseling
- ✓ Short-term prevocational services
- ✓ Internships and work experience
- ✓ Workforce preparation activities
- ✓ Financial literacy
- ✓ Out-of-area job search
- ✓ English language acquisition

3. Follow-Up Activities

Adult Priority for Individualized Career Services and Training Services

***Recipients of Public Assistance and Low-Income
(Same as WIA)***

**and Basic Skills Deficient
(New in WIOA)**

“...the individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual’s family, or in society”

Veterans:

If Eligible...Always Have Priority!

⚡ **WIOA: “No Sequence of Service”** ⚡
USDOL: “Access Training Immediately”

NPRM Preamble § 678.430: What are career services?

“Proposed § 678.425 repeats the WIOA prohibition on one-stop partners requiring a particular sequence of services. Seamless service delivery, which is one of the underlying principles of the one-stop system, requires that appropriate services be made available to individuals based on their needs, and that multiple services can be provided simultaneously.

NPRM § 678.425:

“One-stop centers provide services to individual customers based on individual needs, including the seamless delivery of multiple services to individual customers. **There is no required sequence of services.**”

WIA: First, Core → Then, Maybe Intensive → Then, Maybe Training

⚡ WIOA: No Sequence of Service ⚡
"Access Training Immediately"

WIA Sequence of Service	WIOA Service Paths
<p style="text-align: center;"><i>Job Seeker</i></p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Core Services → <i>Job</i></p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Intensive Services → <i>Job</i></p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Training Services → <i>Job</i></p>	<p style="text-align: center;"><i>Job Seeker</i></p> <p style="text-align: center;">↓</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">↓</div> <div style="text-align: center;"><u>OR</u></div> <div style="text-align: center;">↓</div> </div> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">Career Services →</div> <div style="text-align: center;">Training Services</div> </div> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">↓</div> <div style="text-align: center;">↓</div> </div> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"><i>Job</i></div> <div style="text-align: center;"><i>Job <u>AND</u> Credential</i></div> </div>

WIA Core Services:

- Primarily: Self-Service, Informational, and Group
- Core Required for Intensive and Intensive Required for Training

WIOA Career Services:

- Self-Service, Informational, Group, **Staff-Assisted, and One-on-One**
- **"Career Services" Not "Required" for Initiation of Training Services**

⚡ **WIOA: Training Service Eligibility** ⚡

WIA Intensive Services Eligibility	WIOA Career Services
<ul style="list-style-type: none"> - Employed/Unemployed: Received at Least One Core Service - “Need” Intensive Services - Document: “Inability to Obtain Employment Through Core Services” 	<ul style="list-style-type: none"> - <i>Employed/Unemployed: No Intensive Services (Career Services)</i> <i>Individualized “Career Services: “If determined to be appropriate in order for an individual to obtain or retain employment”</i>
WIA Training Services Eligibility	WIOA Training Services Eligibility
<p>“Met the eligibility requirements for intensive services and who are unable to obtain or retain employment through such services”</p> <p>“Who after an interview, evaluation, or assessment, and case management, have been determined by a one-stop operator or one-stop partner, as appropriate”</p>	<p>“Who, after an interview, evaluation, or assessment, and career planning, have been determined by a one-stop operator or one-stop partner, as appropriate, to---</p> <p>be unlikely or unable to obtain or retain employment...”</p>

WIA Training Services Eligibility	WIOA Training Services Eligibility
<p>“Be in need of training services”</p>	<p>“...be <u>unlikely</u> or unable to obtain or retain employment, that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment, <u>through the career services</u>”</p> <p>“Be in need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment”</p>
<p>WIA and WIOA Training Services Eligibility (No Change)</p> <ul style="list-style-type: none"> - Have skills and qualifications to successfully participate <ul style="list-style-type: none"> - Directly linked to employment opportunities - Unable to obtain grant assistance from other sources or require additional assistance in addition to other sources <ul style="list-style-type: none"> - Eligible in accordance with Adult priority system 	

Just Kinda...No "Sequence of Service"

"NPRM § 680.220 Are there particular career services an individual must receive before receiving training services under WIOA?"

- (a) Yes, an individual must at a minimum receive either an interview, evaluation, or assessment, and career planning or any other method through which the one-stop operator or partner can obtain enough information to make an eligibility determination to be determined eligible for training...**
- (b) The case file must contain a determination of need for training services... as determined through the interview, evaluation, or assessment, and career planning informed by local labor market information and training provider performance information, or through any other career service received. There is no requirement that career services be provided as a condition to receipt of training services; however, if career services are not provided before training, the Local Board must document the circumstances that justified its determination to provide training without first providing the services...**
- (c) There is no Federally-required minimum time period for participation in career services before receiving training services."**

What Will WIOA Mean for CareerSource South Florida?

Take-Aways! Best Bets! Next Steps!