



# WIOA 101: Basics of Program Eligibility



Connecting Talent with Opportunity

# Presenters

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# WIOA & the Core Programs

- WIOA is designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employer hire and retain skilled workers.
- WIOA includes five titles:
  - Workforce Development Activities (Title I)
  - Adult Education and Literacy (Title II)
  - Amendments to the Wagner-Peyser Act (Title III)
  - Amendments to the Rehabilitation Act of 1973 (Title IV), and
  - General Provisions (Title V)

# Title I: Workforce Development Activities

- Adult & Dislocated Worker Services
  - WIOA establishes two levels of employment and training services:
    - Career Services, which includes three types
      - Basic: Available to all
      - Individualized: Requires an eligibility determination
      - Follow-Up: Made available to participants placed in unsubsidized employment
    - Training Services, which includes services such as:
      - Occupational Skills Training (ITAs)
      - On-the-Job Training
      - Incumbent Worker Training
      - Apprenticeships
      - Transitional Jobs
      - Adult Education & Literacy activities

# Title I: Workforce Development Activities

- Youth Services
  - Required Elements
    - Tutoring, Study Skills Training, Instruction, & Evidence-based Dropout Prevention & Recovery Strategies
    - Alternative Secondary School Services or Dropout Recovery Services
    - Paid & Unpaid Work Experiences
    - Occupational Skills Training (only OSY)
    - Education Offered Concurrently with & in the same context as Workforce Preparation
    - Leadership Development
    - Supportive Services
    - Adult Mentoring
    - Comprehensive Guidance & Counseling
    - Financial Literacy Education
    - Entrepreneurial Skills Training
    - Labor Market & Employment Information Services
    - Activities that Prepare for Transition to Postsecondary Education & Training
    - Follow-Up Services

# Title I: Workforce Development Activities

- **Basics of Eligibility**
  - Defined by core Federal requirements
    - Citizen or eligible to work in the U.S.\*
    - Selective Service registration (if applicable)\*\*
  - Requirements further defined by State policy
  - Local policy can set additional eligibility and/or priority of service requirements
- **Priority of Service**
  - Not an eligibility criterion, but a means to ensure emphasis providing services to these populations. Applies regardless of funding levels.
  - WIOA Priority of Service
    - Recipients of public assistance and other low income individuals
    - Basic skills deficient

# Title I: Workforce Development Activities

- **Adult Eligibility**
  - 18 or older
  - Unemployed or underemployed
  - *Underemployed* includes persons who:
    - Are employed less than full-time and are seeking full-time employment;
    - Are employed in a position not commensurate with the individual's demonstrated level of educational attainment and skills;
    - Are working full-time and meet the definition of low income\*; or
    - Are employed, but whose current job earnings are not sufficient compared to their previous earnings

# Title I: Workforce Development Activities

- Dislocated Worker Eligibility
  - 18 or older
  - One of the following:
    - Has been terminated or laid off, or has received a notice of termination or layoff from employment, is eligible for and has exhausted unemployment insurance, AND is unlikely to return to a previous industry or occupation\*
    - Has been terminated or laid off, or received notification of termination or layoff as a result of a permanent closure or substantial layoff; or is employed at a facility where the employer has made the general announcement that the facility will close within 180 days
    - Was self-employed but is unemployed as result of general economic conditions in the community or because of a natural disaster
    - Is a displaced homemaker who is no longer supported by another family member
    - Is a separating service member, is eligible for or has exhausted Unemployment Compensation for Ex-Service members, and meets the unlikely to return criteria to the previous industry or occupation in the military
    - Is the spouse of an active duty service member who has experienced a loss of employment as the result of relocation to accommodate a permanent change in duty station of such member



# Title I: Workforce Development Activities

- Military Service Member/Veteran Eligibility
  - Not a separate eligibility category, can be classified as an Adult or Dislocated Worker depending on their situation
  - Veterans Priority of Service\*
    - The right of veterans to take precedence over a non-covered person in obtaining all employment and training services.
    - Veterans receive these services earlier in time, or instead of, non-covered persons.
    - Veterans must be eligible for services under a given program; they cannot bypass program requirements.

# Title I: Workforce Development Activities

- In-School Youth Eligibility

- Age 14-21
- Attending school
- Low income or falls into 5% exception
- Has one or more barriers to employment:
  - Basic Skills Deficient: defined by State policy
  - English Language Learner
  - Subject to juvenile or adult justice system
  - Pregnant or parenting
  - An individual with a disability
  - Requires additional assistance: defined by local policy

- Out-of-School Youth Eligibility

- Age 16-24
- Not attending school\*
- Has one or more barriers to employment:
  - School dropout
  - Basic Skills Deficient: defined by State policy
  - English Language Learner
  - Subject to juvenile or adult justice system
  - Homeless or runaway
  - In foster care or has aged out
  - Pregnant or parenting
  - An individual with a disability
  - Requires additional assistance: defined by local policy

# Title II: Adult Education & Literacy

- Purpose of Adult Education & Literacy
  - Assist adults to become **literate and obtain the** knowledge and skills necessary for employment and economic self-sufficiency.
  - Assist adults to obtain the education and skills that are necessary in becoming **full partners in the educational development of their children**; and lead to economic opportunities for their family.
  - **Assist adults in attaining a secondary school diploma** and in the transition to postsecondary education and training, including through career pathways.
  - **Assist immigrants and other individuals who are English language learners in:**
    - Improving their reading, writing, speaking, and comprehension skills in English;
    - Mathematics skills; and
    - Acquiring an understanding of the American system of government, individual freedom, and the responsibilities of citizenship.

# Title II: Adult Education & Literacy

- Eligible Individual
  - For Adult Education & Literacy services under WIOA, an eligible individual:
    - Has attained 16 years of age;
    - Is not enrolled or required to be enrolled in secondary school under State law; AND
    - Who --
      - Is basic skills deficient;
      - Does not have a secondary school diploma or its recognized equivalent, and has not received an equivalent level of education; OR
      - Is an English Language Learner

# Title II: Adult Education & Literacy

- **Adult Education & Literacy Activities**
  - Adult Education
  - Literacy
  - Workplace adult education and literacy activities
  - Family literacy activities
  - English language acquisition activities
  - Integrated English literacy and civics education
  - Workforce preparation activities
  - Integrated education and training

# Title III: Wagner-Peyser

- Provides Employment Services and career counseling to jobseekers, as well as Labor Exchange & Business Services to employers
- Veterans receive Priority of Service (POS)
- Any employer seeking workers is eligible for Business Services

# Title III: Wagner-Peyser

- Service Delivery Methods
  - Staff Assisted
  - Facilitated Self Help
  - Self Services

# Title III: Wagner-Peyser

- Staff Assisted Services
  - Staff Assisted: Services provided to job seekers or employers by Employment Services (ES) staff
  - Delivery methods
    - One-on-one
    - In Groups



# Title III: Wagner-Peyser

- One-on-one services for job seekers include:
  - Assessment
  - Career Counseling
  - Development of an individual service plan
  - Intensive job search & placement assistance
  - Referrals to job openings
  - Labor market and occupational information
  - Referrals to training and educational resources
- One-on-one services for employers may include:
  - Screening candidates
  - Taking job orders
  - Guidance on how to increase job seeker interest in a job opening
  - Occupational workforce information

# Title III: Wagner-Peyser

- Group services for job seekers include:
  - Workforce Orientation
  - Job clubs
  - Workshops on resume preparation, job search strategies, and interviewing
- Group services for employers may includes:
  - Workshops on topics such as state UI laws
  - Use of labor market information
  - Specialized recruitment events

# Title III: Wagner-Peyser

- Facilitated Self Help
  - Resources of this type are typically available in local One-Stop offices and include access to self-service tools such as:
    - Computers
    - Resume writing software
    - Fax machines
    - Photocopiers, and
    - Internet-based tools

\*Resource room staff interact with customers to facilitate usage of the resources

# Title III: Wagner-Peyser

- Self Services
  - Are typically electronic databases of job openings and other labor exchange related software
    - Services are available to job seekers and employers without ES staff assistance
    - Customers can access these electronic resources away from the One-Stop Center and outside normal business hours

Ex. Employ GA – Labor Exchange System

# Title III: Wagner-Peyser

- Wagner-Peyser Eligibility
  - Wagner- Peyser Employment Services afford universal access to “All” jobseekers and employers seeking workers to fill job openings
  - Services are provided regardless of the job seeker’s employment status
  - Services are offered at no cost

# Title IV: Vocational Rehabilitation

- Eligibility Requirements
  - Physical or mental impairment
  - Impairment results in substantial impediment to employment
  - Requires services to prepare for, secure, retain, advance in, or regain employment

# Title IV: Vocational Rehabilitation

- VR Process Overview
  - Eligibility
  - Comprehensive Needs Assessment
  - Individualized Plan for Employment
  - Service Provision
  - Employment
  - Closure

# Questions?

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