

Workforce Investment Act 101

Or

**Everything you were afraid to
ask about workforce
development in Rhode Island**

Federal Workforce Development History

Manpower Development and Training Act (MDTA)



Comprehensive Employment and Training Act (CETA)



Job Training Partnership Act (JTPA)



Workforce Investment Act (WIA)

Workforce Investment Act

“To consolidate, coordinate and improve employment, training, literacy and vocational rehabilitation programs in the United States....”

Workforce Investment Act of 1998

“The purpose of this subtitle is to provide workforce investment activities, through statewide and local workforce investment systems, that increase the employment, retention, and earnings of participants,

WIA Sec. 106 (a)

Workforce Investment Act of 1998 , cont'd

and increase occupational skill attainment by participants, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.”

WIA Sec. 106 (a)

Key Principles

- Streamlining Services
- Empowering Individuals
- Universal Access
- Increased Accountability
- New Roles for Local Boards
- State and Local Flexibility
- Improved Youth Programs

Required One – Stop Partners

- Adult, Dislocated Worker, and youth Activities under WIA
- Employment Service
- Adult Education under WIA
- Postsecondary Voc Ed under Perkins
- Vocational Rehabilitation under WIA

Required One – Stop Partners

- Welfare to work
- Title V of Older Americans Act
- Trade Adjustment Assistance
- NAFTA-TAA
- Veterans Employment and Training Programs

Required One – Stop Partners

- Community Services Block Grant
- HUD – Administered Employment and Training Programs
- Unemployment Insurance
- Local Board and LEO may approve participants of other programs

Core Services

Universal access for adults to:

- ◆ Eligibility determination
- ◆ Outreach, intake, orientation
- ◆ Initial assessment
- ◆ Job Search and placement assistance
- ◆ Career counseling
- ◆ Employment statistics

Core Services

- ◆ Performance and cost information on training providers
- ◆ Information on local area results on WIA performance measures
- ◆ Information on supportive services
- ◆ Information on filing UI claims
- ◆ Assistance in establishing eligibility for Welfare-to-work and financial aid
- ◆ Follow-up services for 12 months after placement

Intensive Services

- For unemployed unable to obtain employment through core services and employed who need core services to obtain or retain employment allowing for self-sufficiency
- Can be provided directly through One-Stops or through contracts

Intensive Services

- Examples:
 - Comprehensive assessments of skills and service needs
 - Development of individual employment plan
 - Group counseling
 - Individual counseling and career planning

Intensive Services- cont'd

- Examples:
 - Case management
 - Short-term prevocational services
- If funds are limited, welfare recipients and low-income individuals receive priority

Individuals with a Disability

In general – The term “individual with a disability” means an individual with any disability (as defined in section 3 of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102)).

Workforce Investment Act of 1998

“There shall be established in each local area of a State, and certified by the Governor of the State, a local workforce investment board, to set policy for the portion of the statewide workforce investment system within the local area”

WIA Sec. 117 (a)

Workforce Investment Act of 1998

The State Board shall include (vi) (I) the lead State agency officials with responsibility for the programs and activities that are described in section 121(b) and carried out by one-stop partners.

WIA Sec. 111 (a)

RI Workforce Investment Boards

State WIB:

- ✓ Governor's Workforce Board RI
 - Policy
 - State Job Development Funds

RI Workforce Investment Boards

Local WIBs

- Workforce Partnership of Greater Rhode Island
- Workforce Solutions of Providence/Cranston

RI Workforce Investment Boards

The Workforce Partnership of Greater Rhode Island

- Represents 37 Cities & Towns
- Governor is the Local Elected Official
- Thirty seven current Board Members

Workforce Partnership Of Greater Rhode Island

One of two local boards authorized by federal and state legislation (Workforce Investment Act of 1998 and RI S-1199), to **plan, implement, oversee** and **coordinate** workforce and economic development efforts within the Greater Rhode Island Workforce Investment Area.

WIA Mandated Board Composition

- Local Educational Agencies
- Organized Labor
- Majority Private Sector; CEOs, COOs, others with optimum policymaking or hiring authority

WIA Mandated Board Composition

- CBOs, including those serving the disabled and Veterans
- Economic Development
- Representatives of each One-Stop partner
- Others that the Local Elected Official might want

WIB Key Functions

- Develop plans and policies for an effective workforce development system
- Establish and oversee the achievement of local performance measures
- Develop workforce strategies that align with high demand, high growth industries

WIB Key Functions continued...

- Promote the development of training resources to respond to labor market needs.
- Approve eligible training providers
- Oversee operations and funding administration
- Establish a Youth Council

WIB KEY FUNCTIONS

continued...

- Approve awards for youth program contracts and grants as applicable
- Certify and oversee netWORKri --the One-Stop Career Center system
- Develop and enter into Memoranda of Understanding (aMOU) with One-Stop Career Center partners

Structure of the Workforce Investment Act

- Title I – Workforce Investment Systems
- Title II – Adult Education and Literacy
- Title III – Workforce Investment – Related Activities
- Title IV – Rehabilitation Act Amendments of 1998
- Title V – General Provisions

Goal of the Workforce Investment System

To increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, and, as a result improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.

Chapter 42-102

Rhode Island Human Resource Investment Council

§42-102-9 (a) The council shall establish statewide policies, goals, and guidelines for the coordination of all employment and training programs and related services , and employment-related training programs within the state.

Chapter 42-102

Rhode Island Human Resource Investment Council

Employment and training programs sponsored under the federal Family Support Act of 1988, 42.S.C.§ 602 et seq., and codified throughout 42 U.S.C. §§ 1395 -1396 and any other employment and training and related services and employment-related educational programs administered by the state's department of human services.

Chapter 42-102

Rhode Island Human Resource Investment Council

The council shall review, comment on, or approve as appropriate all other plans for employment and training within the coordinated programs system. The council shall establish policies and performance goals for the coordinated programs system.

Chapter 42-102

Rhode Island Human Resource Investment Council

These policies and goals shall include, but not be limited to:

- Reconciling diverse agency, departmental or council goals and developing priorities among those goals.
- All state and local agencies, departments or council or similar organizations within the coordinated programs system shall cooperate with the council in the council's exercise of its authority under subsections (b) – (d).

Executive Order 05-18
September 22, 2005
**Establishment of State Workforce
Investment Board**

- Assuring coordination and non-duplication among the programs and activities carried out by One-Stop partners;
- Establishing a Workforce Development Interagency Council consisting of the directors of state departments responsible for implementing federal and state workforce investment activities to ensure the coordination of all available programs and initiatives.