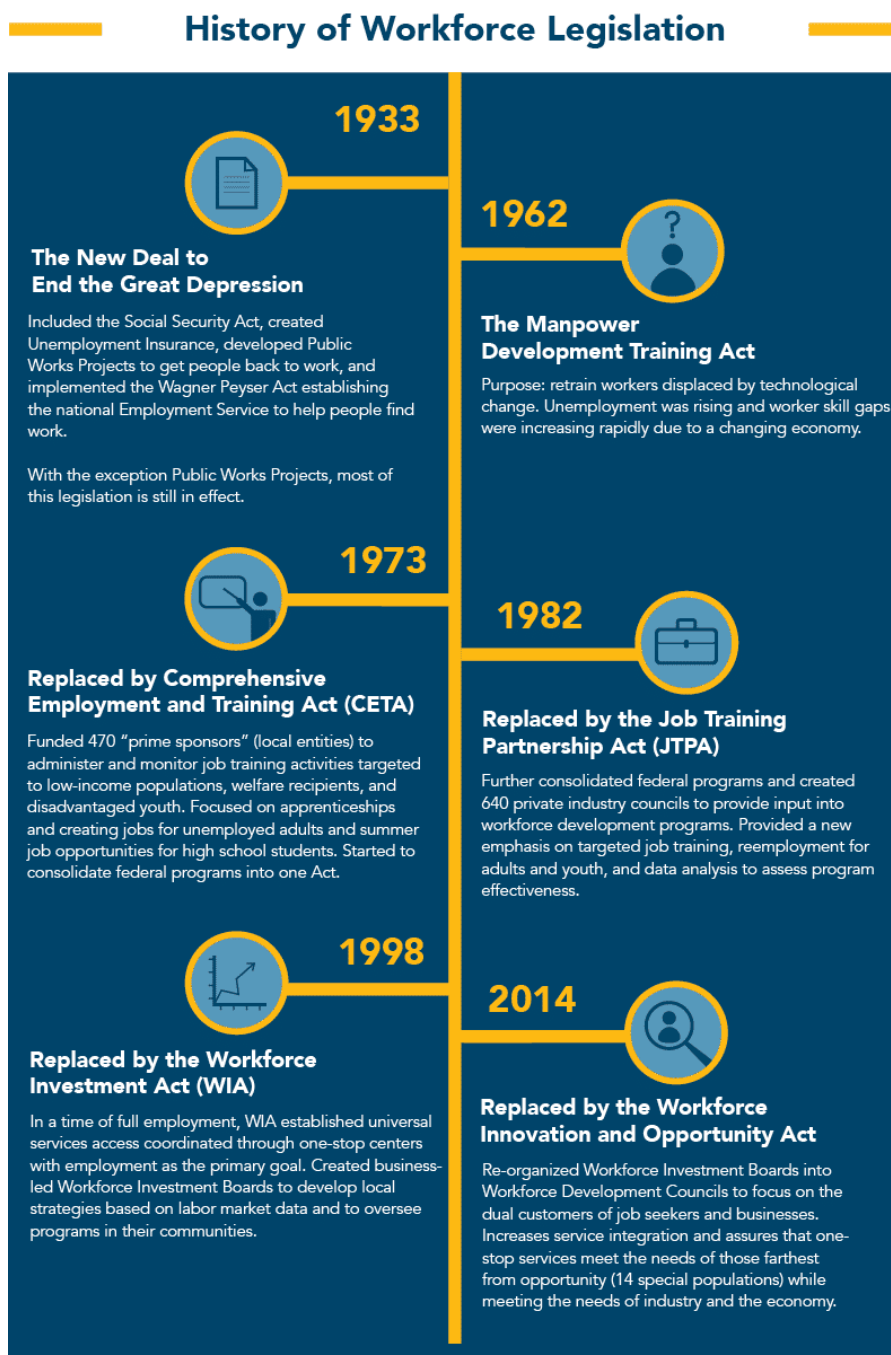


## What is WIOA?

The Workforce Innovation and Opportunity Act for 2014 (WIOA) is the federal legislation that provides resources and regulations for the American Job Center Network and WorkSource. WIOA is the latest in a series of workforce acts dating back to the Great Depression.

New Deal legislation, passed to help pull the United States out of the Depression, created a variety of "safety net programs" to help keep people from falling into poverty, like the Social Security Administration, the Public Works Administration which provided government funded projects to put people to work, and a new employment service to help people find jobs called the Wagner Peyser Act. Since then, every few decades, Congress passes new legislation updating and, over time, consolidating previous workforce legislation. The infographic below highlights the history of workforce legislation.



Rather than creating a new workforce program, WIOA integrated a variety of existing programs into one piece of legislation. These programs are often referred to as Titles within WIOA:

- Title I: Overall system governance at the state and local level, description of one-stop, description of the Adult, Dislocated Worker, and Youth Programs
- Title II: The Adult Education and Family Literacy Act
- Title III: the Wagner Peyser Act (aka the employment department)
- Title IV: the Vocational Rehabilitation Act amended
- Title V: Describes the federally administered programs, such as Job Corps, the Migrant Seasonal Farmworker Program, and Senior Community Service Employment Program.

WIOA describes how funds flow to provide services at local WorkSource Offices, the customers to be served, the services to be provided, and the regulations and reporting requirements that accompany those funds.

# TEC (through WorkSource Oregon) Offers Three Types of WIOA Services to Job Seekers:

## Basic Career Services

Basic Career Services must be available to anyone who is over the age of 18, able to legally work in the U.S. and registered for selective service, if required to do so. Basic Career Services are how we meet the needs of most WorkSource customers. Some Basic Career Services are provided as self-serve, like creating an account in iMatchSkills, the statewide online job matching service.

Some services are provided in workshops, like the Career Solutions series. Some are provided one-on-one, in person or virtually, like determining whether someone is eligible to receive individualized services provided by TEC. All WorkSource partners provide some basic career services.

## Individualized Career Services

Individualized Career Services must be provided to job seekers who could benefit from receiving these services. Individualized services are generally provided to those who face challenges becoming employed.

What makes Individualized Career Services different from Basic Career Services is that they are usually delivered one-on-one by a career specialist to job seekers who meet eligibility requirements and include the development of an individualized plan. Individualized services allow a customer to access financial resources for training or supportive services. In fact, just about any service that includes financial resources for a job seeker is considered an individualized service.

There are four types of Individualized Career Services:

- **Career Planning** – Several individualized career services are designed to help job seekers identify their career goals and develop a plan to reach them. These services include, but are not limited to:
  - Comprehensive and specialized evaluation and assessment to identify the job seeker’s employment goals and any barriers they might face in achieving those goals
  - Career/vocational planning, including research on the job market, training opportunities, and costs, etc.
  - Development of individual employment plan (IEP) that provides a road map for the job seeker
  - Individual or group career counseling, career coaching and/or mentoring to address barriers to employment
  - Referrals to organizations that can help the job seeker meet their goals
  - Out-of-area job search and relocation assistance
  
- **Skill Enhancement** – Some individualized services are designed to help job seekers build or refine their skills and remove barriers to employment. Individualized services may be delivered in person at WorkSource sites, virtually, or by referral to partner agencies. These include but are not limited to:

- Short-term pre-employment/pre-vocational services. These can include workshops or short-term trainings that help someone get the skills they need to succeed in employment or to prepare for a new occupation
  - Internships/work experiences that allow people to learn about the workplace or about a specific occupation
  - Workforce preparation activities to increase job readiness
  - Financial literacy services
- **Training/Work Experiences** – TEC Title I Adult, Dislocated Worker and Youth programs may pay for a wide range of training opportunities for eligible job seekers who are unlikely or unable to get or keep a job that leads to self-sufficiency or wages comparable to or higher than previous wages.
    - Individual Training Accounts: TEC may refer job seekers to educational or training programs that are listed on the Oregon Eligible Training Provider List and pay all or part of tuition, fees, and books.
      - Customers may select the college, university, etc. that will provide the training, based on performance information available to WorkSource.
      - Career Specialists must determine whether financial aid such as PELL Grants or the Oregon opportunity Grant are not available before using WIOA Title I dollars for Individual Training Accounts. WIOA funds may also be combined with other sources of financial aid in specific situations.
    - Subsidized Work Experiences: The benefit of subsidized work experiences is that they allow the job seeker to learn on the job with a real employer. These include:
      - **Work-Based Learning**: Short-term paid or unpaid internships and paid transitional jobs place job seekers in workplaces to gain work readiness skills while learning about an occupation or workplace. These experiences are designed to meet the job seeker’s learning objectives, rather than the employer’s needs. There is no requirement to hire the job seeker, although in many cases these activities lead to offers of employment.
      - **Work-Based Training**: Long-term apprenticeships and on-the-job trainings are “hire-first” services. The employer hires a job seeker who can meet certain job criteria, but who needs additional training to succeed and is enrolled in WIOA funded services. The career specialist helps the employer complete all necessary paperwork to initiate a work-based training contract. WIOA Title I funding pays a portion of the employee’s wages while in training. The employee is expected to be retained after completing the training.
- **Supportive Services** – TEC also provides financial resources to job seekers, known as supportive services, for things like work clothes or tools, transportation costs associated with going to work, or similar items. These services are typically funded by Title I Adult, Dislocated Worker, or Youth services, although they can also be provided by other WorkSource partners.
    - Supportive services provide a bridge for job seekers who are not yet earning a paycheck to help them attend jobs interviews, purchase the necessary tools or clothing for a new job, or manage some short-term expenses for a limited period. Support services may also be provided to support job seekers while they are in training.

**Follow Up Services**

Follow Up Services support someone's success after they have formally completed other services and entered employment. Follow Up Services may include coaching for someone who needs tips and pointers to keep their job, referrals to resources, like programs that help provide work clothing, childcare, etc., or celebrating successes to keep someone motivated and retained in employment.

Below are summary tables of PY21 of enrollments across WIOA programs.

<b>PY21 Adult Program</b>	<b>PY20 Carry-in</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total PY21</b>
Enrollments (Actual)	74	81	70	96	-	247
Enrollment Target		75	75	75	75	300
% Target Achieved		108%	93%	128%	-	82%

<b>PY21 Dislocated Worker Program</b>	<b>PY20 Carry-in</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total PY21</b>
Enrollments (Actual)	55	51	39	63	-	153
Enrollment Target		57	57	57	-	228
% Target Achieved		89%	68%	111%	-	67%

<b>PY21 Youth Program</b>	<b>PY20 Carry-in</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total PY21</b>
Enrollments (Actual)	54	16	9	21	-	46
Enrollment Target		20	20	20	19	79
% Target Achieved		80%	45%	105%	-	58%

<b>PY20-21 DWG Employment Recovery</b>	<b>PY20 Served</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total Served</b>
Enrollments (Actual)	80	8	11	2	-	101
Enrollment Target		9	9	9	8	115
% Target Achieved		89%	122%	22%	-	88%

<b>PY20-21 DWG Disaster Recovery</b>	<b>PY20 Served</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total Served</b>
Enrollments (Actual)	14	7	8	5	-	34
Enrollment Target		6	6	6	4	36
% Target Achieved		117%	133%	83%	-	94%