

# WIOA Implementation Taskforce 9/21/15

## **TIMELINE FOR TASKFORCE WORK:**

- State Plan
  - 11/19/15 Taskforce meeting: Approve draft State Plan for Public Comments
  - 11/20/15-12/19/15: Public Comment period
  - 12/15/15 Taskforce meeting: Review comments received
  - 1/21/16 Full SWIC meeting: Full SWIC approval of State Plan
  - 3/3/16: State Plan to Federal Gov't (DOL and DOE)
- Career Readiness Standards: Discuss at October Taskforce meeting
- One Stop Certification: Discuss at Nov., Dec. and Jan. Taskforce meetings

# Workforce Innovation and Opportunity Act

# What is WIOA?

- 1<sup>st</sup> update to federal workforce law in 16 years
  - Replaces Workforce Investment Act
  - Bicameral, bipartisan support – nearly unanimous vote
  - Six year life – 2015-2020
- Includes (as did WIA) 4 major parts
  - Career and training services for at risk adults and youth
  - Adult Education
  - Employment services
  - Vocational Rehabilitation

# Who are the WIOA “core program” players?

Federal Agency with Oversight:

- **DOL**
  - TITLE I—Adult, dislocated worker and youth workforce development activities
  - TITLE III—Wagner-Peyser services
- **DOE**
  - TITLE II—Adult Education and Literacy
  - TITLE IV—Vocational rehabilitation services

# Who are the WIOA “core program” players?

State Agency with Primary Responsibility:

- **DWD**

- TITLE I—Adult, dislocated worker and youth workforce development activities
- TITLE II—Adult Education and Literacy
- TITLE III—Wagner-Peyser employment services

- **FSSA**

- TITLE IV—Vocational rehabilitation services

# System Alignment

- Regional Workforce Development Boards (WDBs)
- Unified/Combined State Plan
- Local Plan
- Shared Performance Indicators—Joint Accountability
  - Critical for integration & promising for clients
  - Challenging for field; details & implementation

# One-Stop Delivery System

## Removing Barriers/Creating Strategies

“...to better **coordinate, align** and **avoid duplication** among programs & activities carried out through the system.”

- Seamless access to services/info → positive employment outcomes
- Customer focused, innovative design, integration of systems, and high-quality staffing
- Infrastructure funding from all partners

# WIOA—Big Themes

- Stronger strategic roles for state and local WDBs
- Consistent quality of services
- Better use of data
- Work-based learning
- Employer Engagement
- Integration of services (positive; w/ challenges)

# Career Pathways System\*

- Operates at a local level
- Consists of partnerships between employers, educational institutions, government agencies, labor groups, social service providers, CBOs, etc.
- Variety of pathways programs of study
- Defined expectations, processes, and policies
- Clarifies roles and responsibilities of all stakeholders
- Multiple entry and exit points

\*Adapted from the *Indiana Career Council Career Pathways Taskforce*

# Partnerships

- Industry/sector partnerships
  - Sector = large segment of the economy
  - Industry = much more specific group of companies or businesses
- All levels, All types:
  - Between regions/states
  - With employers, education, labor, registered apprenticeships, adult education, CBOs, etc.

# **Title I—Local Activities Adult and Dislocated Worker**

- Establish a one-stop delivery system
- Provide Career & Training services
- Employer engagement
- Develop, convene, or implement industry and sector partnerships
- Provide priority of service
- Emphasis on Career Pathways

# **Title I—Local Activities Youth**

- Ages 14-24
- Assessment & Plan (career pathways)
- Career and Training Activities
  - Attainment of academic secondary/post-secondary credential
  - Connections to employers
  - Supportive services
  - 20% of funds dedicated to work experiences
  - 5 new Elements (services for youth)
- Shift from 30% to 75% OSY

# **Title III—Local Activities Wagner-Peyser**

- DWD state staff in the field
- Employment Services
- Cannot fund Training Services

# Priority of Service

Serve most vulnerable workers

- Adults with barriers to employment and who are most in need of services
- Low-income, on public assistance, and basic skills deficient
- Promotes achieving self-sufficiency
- State policy for 50% of Adult participants

# Performance

- Common across all core programs
- Metrics for skills gains & credential attainment
- Longer term look at employment, educational attainment
- Much yet to be defined—intake through exit, and who is included in metrics

# Eligible Training Providers

- More of a focus on performance, programs that lead to in-demand jobs, and completion rates
- Required to develop range of criteria to determine eligibility, including:
  - Performance of providers
  - Whether the provider is in a partnership with business
  - Ability of provider to offer programs that lead to “industry recognized postsecondary credentials”
  - Program quality

# **Title II**

## **Adult Education**

- Serve approximately 30,000 Hoosiers annually
- 78 local providers with over 200 class sites
- Services include
  - Literacy
  - High School Equivalency attainment
  - English Language acquisition
  - College and career readiness
  - WorkIndiana program administration (State)

# **Title II—Local Activities**

## **Adult Education**

- Workforce Preparation-combination of basic academic, critical thinking, digital literacy, and self-management skills
- Integrated Education & Training-concurrently and contextually with workforce preparation activities and workforce training
- Integrated English Literacy & Civics education-provided in combination with integrated education & training activities

# **Title II—State Leadership Activities**

- Alignment of Adult Education activities with WIOA Core Programs and One-Stop partners to implement strategies identified in the State Plan.
- Establishment of professional development to improve instruction by local provider and dissemination of best practices.
- Technical assistance to local providers
  - Instructional & programmatic practices
  - Role of adult education as partners in the workforce system
  - Use of technology
- Monitoring & evaluation of local adult education activities

# **Title II—Local Activities**

## **Adult Education - Vision**

- Assist adults to become **literate** & obtain knowledge & skills for employment & **economic self-sufficiency**
- Support the educational & skill achievement of **parents and family members** to **participate in the educational development** of their children & **improve economic opportunities for families**
- Assist immigrants & English learner in improving their English & math proficiency & understanding of the rights & responsibilities of citizenship
- Assist incarcerated individuals in strengthening their knowledge & skills to promote successful re-entry into society.

# Questions?



**September 21, 2015**

# Career Council Overview-Duties

## Duties include:

- Align and Coordinate Activities of Indiana's Education, Job Skills Development, and Career Training System, including the development of a strategic plan
- Provide Administrative Oversight of the Indiana Workforce Intelligence System (IWIS). IWIS was established by I.C. 22-4.5-10-3. Transitioned this responsibility to INK via same statute in 2014
- Develop and Maintain an Inventory of Current Job and Career Training Activities Provided by Members of the System
- Coordinate its work with the Indiana Works Councils
- Deliver Strategic Plan to General Assembly by July 1, 2014

# Strategic Planning Process

- Led by Lieutenant Governor and the Program Alignment and Talent Development taskforce
- The ICC adopted “Align, Engage, Advance: Strategic Plan to Transform Indiana’s Workforce” June 2014 by the Indiana Career Council after:
  - Over 40 meetings
  - 500 man hours
  - Input from over 200 participants

[http://www.in.gov/icc/files/Indiana Career Council Strategic Plan - Align Engage Advance - FINAL.pdf](http://www.in.gov/icc/files/Indiana_Career_Council_Strategic_Plan_-_Align_Engage_Advance_-_FINAL.pdf)

# Strategic Planning Process

What we learned:

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5%

Complete a 2-Year Degree On Time

No College Degree

10,000

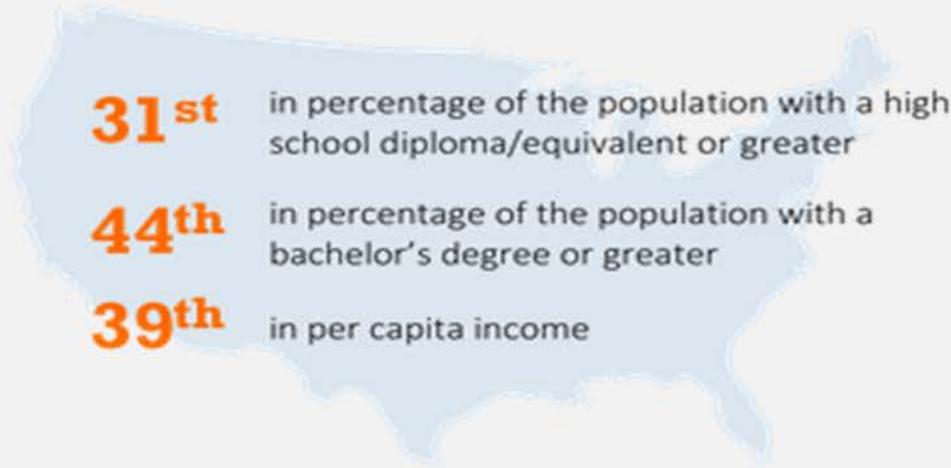
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No High School Diploma

College Students in Remediation

# Key Facts and Findings of Career Council

## In the nation, Indiana ranks...



## And, our systems are failing many Hoosiers...

At Indiana's public colleges, completion rates of full-time students are concerning:

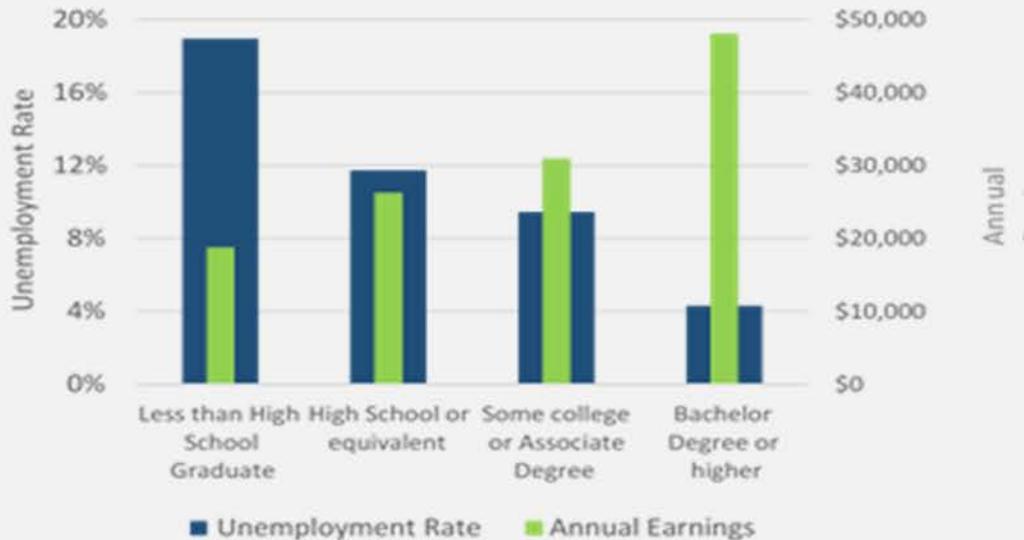
### Public Two-Year Colleges

Complete within two years.....	5.1%
African American students.....	1.2%
Hispanic students.....	3.6%
Complete within four years.....	16.4%
Complete within six years.....	20.3%
African American students.....	14.2%
Hispanic students.....	25.9%

### Public Four-Year Colleges

Complete within four years.....	29.5%
African American students.....	10.8%
Hispanic students.....	19.1%
Complete within six years.....	52.5%

## Unemployment Rate and Annual Earnings by Education (2012)



Sources: US Census Bureau, 2012 American Community Survey; US Bureau of Economic Analysis, 2013; Indiana Commission for Higher Education; Indiana Department of Workforce Development

## Economic / Workforce data from DWD

- Annual employment; Average wages
- Growing/Declining Industries
- Employer Online Job Postings
- Skills/Certifications in Demand
- Regional Hot Jobs; Short Term Projection  
Hot Jobs
- Unemployment Rates
- Unemployment Insurance Claims
- Homeownership Rates; Housing Units

# Strategic Plan

## 3 Pillars of Transformation:

### System Alignment



- Share information, align missions, integrate strategies along career development continuum

### Worker-and Student-Centric Services



- Moving from being *program-focused* to being *client-centered* across system of partners/services

### Demand-Driven Programs & Investments



- Align investments and program offerings to primary sectors of Indiana economy and known skills/credential needs of employers

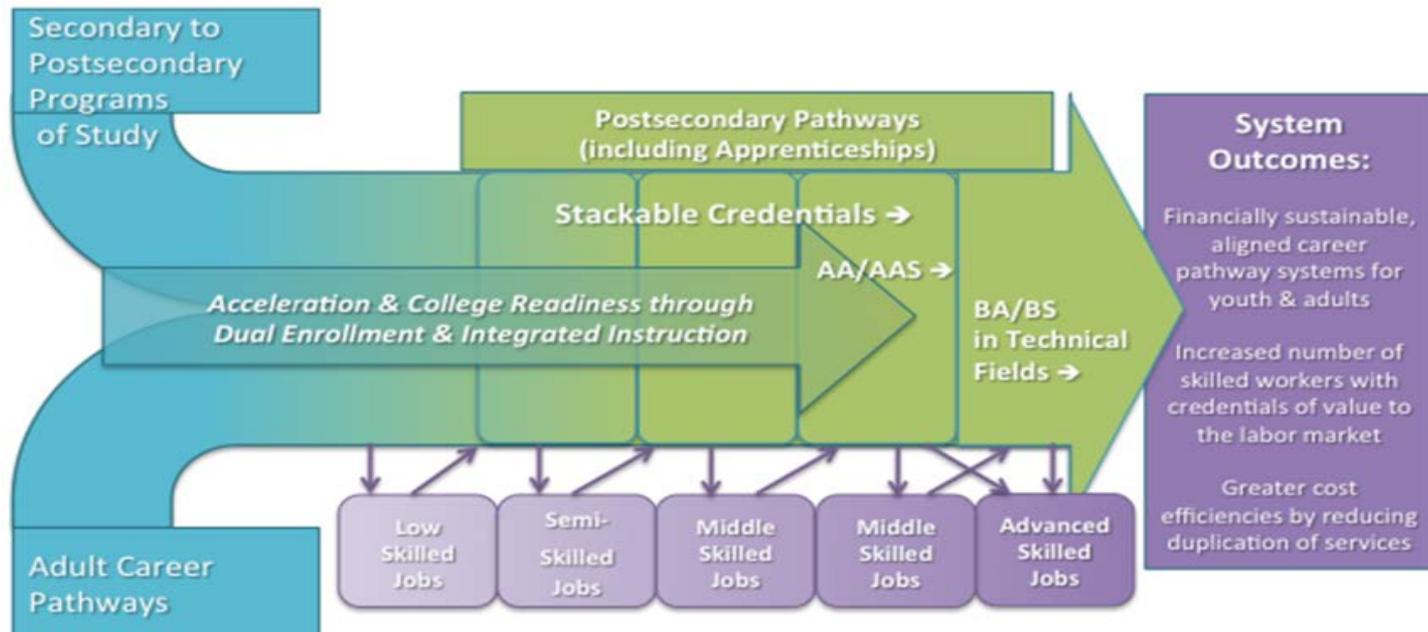
# Strategic Plan: 5 Overarching Objectives

1. Provide a **seamless system of partners** that provides worker-centric and student-centric services



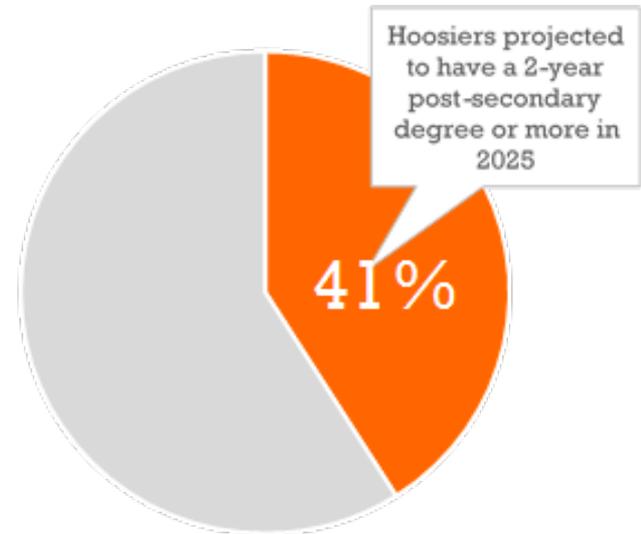
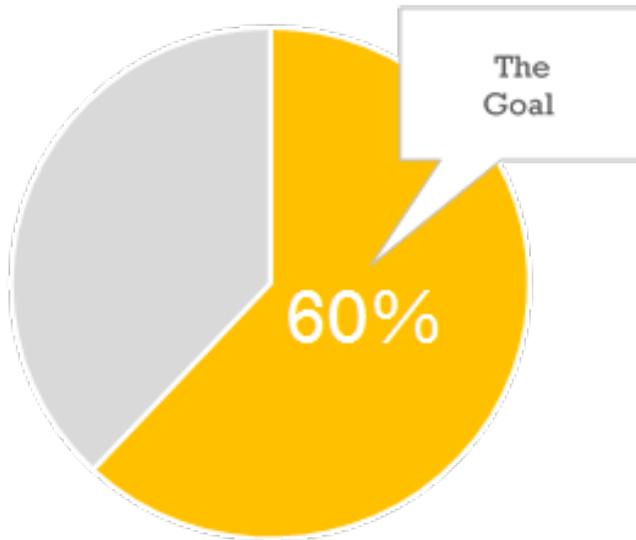
# Strategic Plan: 5 Overarching Objectives

## 2. Link career pathways to Indiana high wage, high demand careers for students and workers across the K-12, post-secondary, and adult systems



# Strategic Plan: 5 Overarching Objectives

## 3. Increase the number of students and adults who attain post-secondary skill certifications and degrees



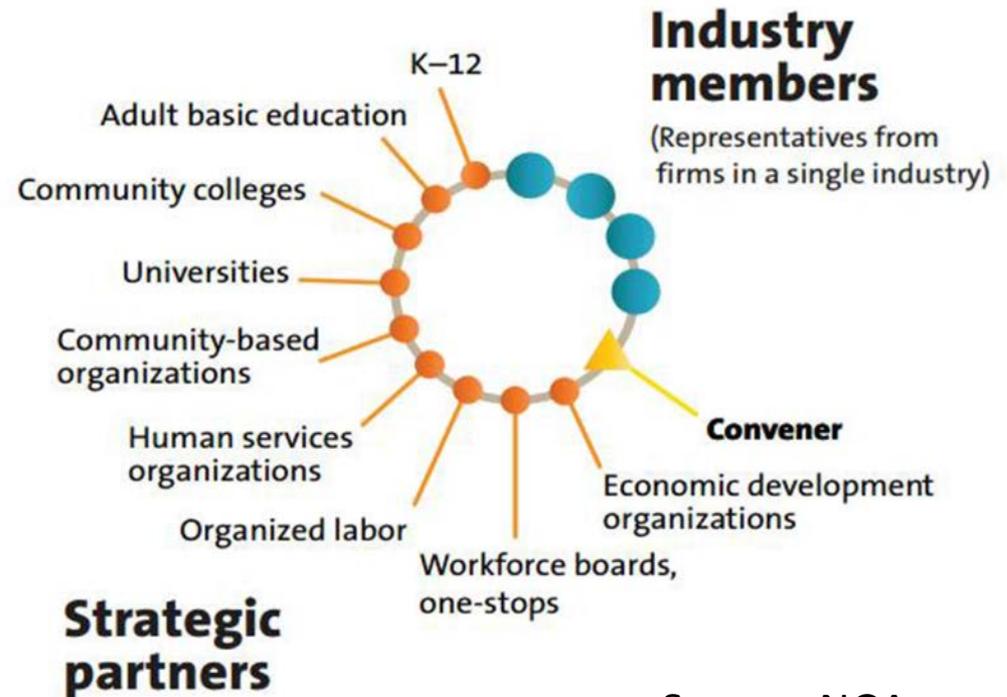
# Strategic Plan: 5 Overarching Objectives

## 4. Elevate the importance of **work-and-learn** models



# Strategic Plan: 5 Overarching Objectives

5. Adopt a data-driven, **sector-based** approach that directly aligns education and training with the needs of Indiana's regional economies



# Pathways Taskforce Initiatives

1. Identify Priority Occupations and Employment Sectors
2. Develop and Disseminate Framework for Sector Strategies/Partnerships
3. Career Counseling
4. Expansion of Work-and-Learn Opportunities
5. Integrated/Coordinated Career Pathways from k-12 into the Workforce
6. Success of Completion Bonus and Return-to-Complete Higher Education Programs

# Pathways Taskforce Initiatives Update

1. Identification of priority occupations and employment sectors
  - *A resolution set forth at the May meeting was approved by the Career Council in June.*
  - *DWD is working toward identifying Priority Now and Priority Future occupations and sectors.*

[http://www.in.gov/icc/files/Resolution\\_Identifying\\_Priority\\_Sectors.pdf](http://www.in.gov/icc/files/Resolution_Identifying_Priority_Sectors.pdf)

# Pathways Taskforce Initiatives Update

## 2. Develop and Disseminate Framework for Sector Strategies/Partnerships

- *EWIN, the Works Councils, and DWD will partner to offer \$20,000 in sector partnership planning grants within the coming weeks.*
- *The framework presented to the taskforce will serve as a basis for the creation of those partnerships.*

[http://www.in.gov/icc/files/Indiana Plan and Launch Sector Partnership Initiative.pdf](http://www.in.gov/icc/files/Indiana_Plan_and_Launch_Sector_Partnership_Initiative.pdf)

# Pathways Taskforce Initiatives Update

## 3. Career Counseling

- *Postsecondary Counseling Events – Regional events coordinated by local employers, Indiana Youth Institute, Chamber of Commerce, Regional Works Councils and other partners*
- *The Indiana Department of Education is currently hosting a series of career counseling workshops .CHE and DWD are also presenting at these workshops.*
- *The career counseling standards for k-12 are currently undergoing revisions*
- *Adult standards for career counseling are currently under development by DWD*
- *A number of other strategies are currently underway*
- *[http://www.in.gov/icc/files/College and Career Counseling - Indiana Outline for School Counselors ST....pdf](http://www.in.gov/icc/files/College_and_Career_Counseling_-_Indiana_Outline_for_School_Counselors_ST....pdf)*

# Pathways Taskforce Initiatives Update

## 4. Expansion of work-and-learn opportunities

- *With the help of Thomas P. Miller and Associates, the Pathways Taskforce worked to develop “A Guide to Talent Attraction and Development for Indiana Employers”*
- *DWD recently received a grant from USDOL, in which work-and-learn will be a focus*
- *The Demand Driven System taskforce of the SWIC will also investigate work-and-learn strategies and employer engagement*

[http://www.in.gov/icc/files/A\\_Guide\\_to\\_Talent\\_Attraction\\_and\\_Development\\_for\\_Hoosier\\_Employers.pdf](http://www.in.gov/icc/files/A_Guide_to_Talent_Attraction_and_Development_for_Hoosier_Employers.pdf)

# Pathways Taskforce Initiatives Update

## 5. Integrated Career Pathways System

- *To help better communicate strategies around career pathways, a definitions document has been created*
- *This Fall there will be a series of workshops aimed at creating more strategic alignment of pathway programs of study across the entire regional education spectrum through participation in IPIN (Indiana Pathways Innovation Network).*
- *DOE, CHE, and DWD have been working together in this effort*

[http://www.in.gov/icc/files/Indiana\\_Pathways\\_Definitions.pdf](http://www.in.gov/icc/files/Indiana_Pathways_Definitions.pdf)

# Pathways Taskforce Initiatives Update

## 6. Success of Completion Bonus and Return-to-Complete Higher Education Programs

- *CHE is championing Return & Complete Initiative for 700k+ individuals who have college credit but no credential/degree; initial guidance has been finalized*

[http://www.in.gov/icc/files/Return and Complete Guidance At a Glance 8 1 2015 \(2\).pdf](http://www.in.gov/icc/files/Return_and_Complete_Guidance_At_a_Glance_8_1_2015_(2).pdf)

## Next Steps

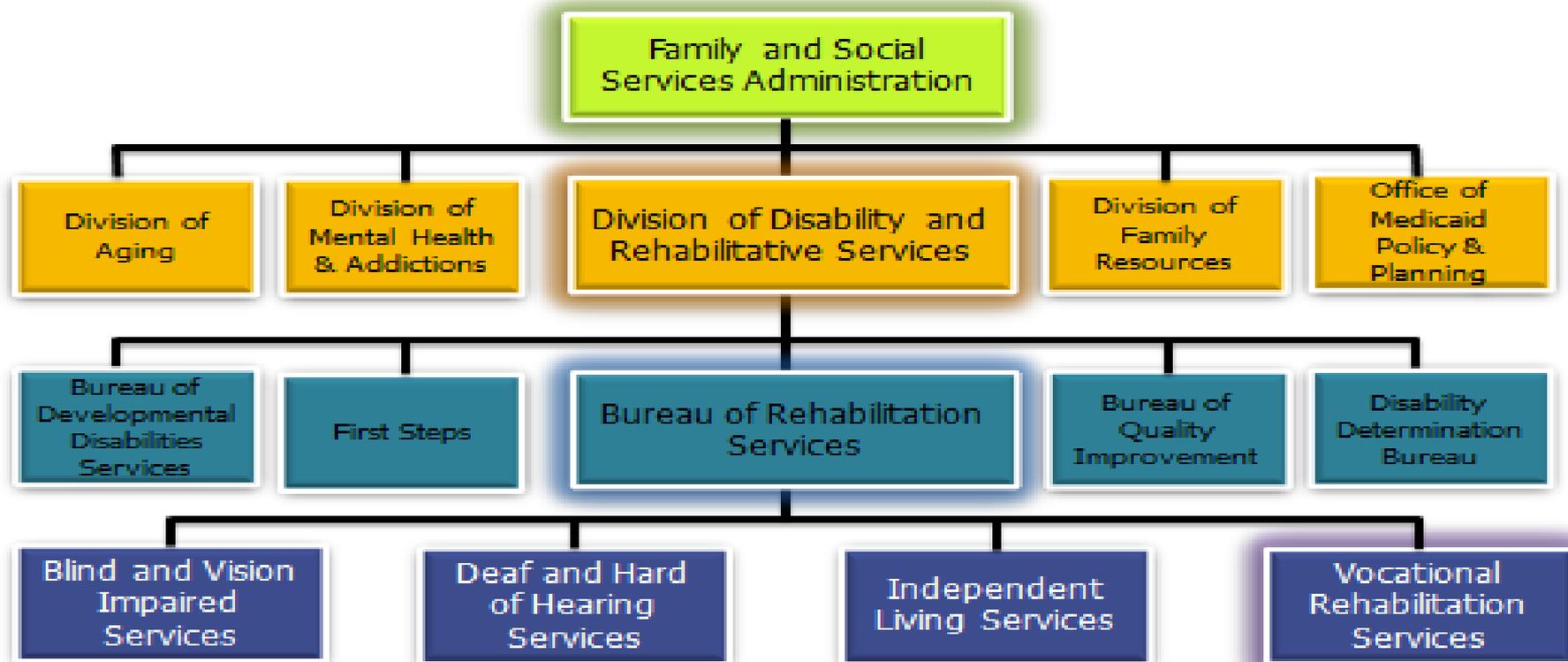
- Continue making progress on the initiatives underway
- Look toward moving the Strategic Plan forward in additional efforts
- Move the Pathways Taskforce to an Implementation Taskforce
- Use the Strategic Plan as a basis for strategic initiatives required by WIOA – Requires close partnership between DWD and FSSA, in particular



**Division of Disability and  
Rehabilitative Services**  
*Bureau of Rehabilitation Services*

**Vocational Rehabilitation Services**

# Organizational Structure

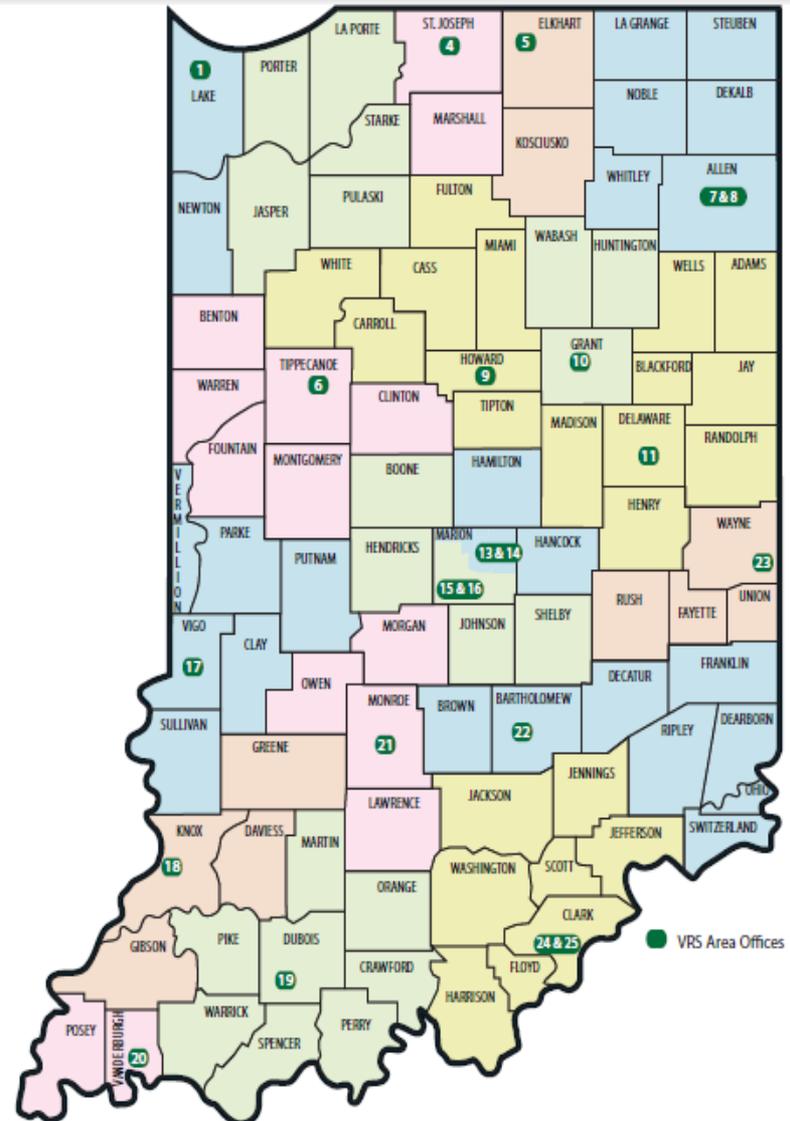


# VRS Purpose

- VRS is a federal and state funded program authorized under the Rehabilitation Act (Title IV of WIOA under US DOE)
- The purpose of VRS is to assist individuals with disabilities in achieving their individualized employment goals
  - Preparing for employment through training and skills development
  - Obtaining employment through job search assistance, and a variety of other rehabilitation services
  - Retaining employment through supported employment services, assistive technology and other supports
- Employment goals are based on the individual's interests, strengths, and priorities
- Vocational Counseling and Guidance is an important component that occurs throughout the VRS process

# VRS Locations

- VRS operates in all 92 Indiana counties through 19 office locations
- Area Directory available at: <http://www.in.gov/fssa/ddrs/2760.htm>
- There are 161 VR Counselors across the state, as well as Managers, Case Coordinators, and Clerical staff that all play an important role in carrying out the VRS program.



# VRS Mobile Working Environment

- VRS has the capacity to meet and serve consumers both in the office, as well as at various locations in the community
- Meetings take place in a variety of community settings including: high schools, provider facilities, post-secondary settings, public libraries, WorkOne offices, and other locations
- VR Counselors operate in a 'mobile' environment
- VRS also operates in a paperless environment.

# VRS Process

- Referral
- Application
- Eligibility determination
- Individualized Plan for Employment (IPE)
- Service Implementation
- Employment
- Case Closure

# VRS Process – Eligibility Basics

- 4 Criteria for VRS eligibility, as laid out in the Rehab Act:
  - 1) The individual has a mental or physical impairment
  - 2) The individual's impairment(s) results in a substantial impediment to employment
  - 3) The individual requires VR services to secure, retain, or regain employment
  - 4) The individual is able to benefit from VRS in terms of an employment outcome
- *We presume* that the applicant will benefit from VR services, unless there is clear and convincing evidence the applicant cannot benefit in terms of an employment outcome due to severity of the disability
- SSDI/SSI recipients are presumed eligible if they are able to benefit from services (4<sup>th</sup> criteria)

# VRS – Who We Serve

Now that we have covered the steps in the VRS process, let's review some information on who we serve:

- VR serves between 26,000 – 30,000 individuals statewide each year
- In the last year, approximately 42% of these individuals were determined by VR Counselors to be individuals with a 'Most Significant Disability (MSD)'
- An additional 53% were determined by VR Counselors to be individuals with a 'Significant Disability (SD)'
- Finally, the remaining 5% were determined by VR Counselors to be individuals with a 'Non-Significant Disability (NSD)'

# Scope of Services

- All services provided to the individual must be included in the IPE, must relate to the vocational goal, and must be necessary to achieve the planned vocational goal
- All services must be authorized by the VR Counselor prior to provision of the service
- Comparable benefits that may be available to the individual must be pursued prior to VRS funds being utilized. This may include:
  - Insurance
  - Medicaid
  - Medicare
  - Financial Aid
  - Other state or local resources

# Scope of Services

Services can include, but are not limited to:

- assessment to determine eligibility and vocational rehabilitation needs;
- counseling and guidance;
- physical and mental restoration services;
- job related services, including job search and placement assistance;
- vocational and training services, including books, tools, and training materials;
- supported employment, including ongoing job coaching;
- assistive technology;
- vehicle or home modifications; and
- many others

# Achieving the Employment Outcome

- The employment outcome is achieved when:
  - The individual has obtained an outcome consistent with IPE goal
  - Details about the outcome are submitted to VRS including employer, wage, hours worked, job title
  - The employment outcome is **integrated and located in the community, and competitive** (at least minimum wage or customary wage and level of benefits paid by employer for same or similar

# VRS Case Closure

The goal for all consumers is to obtain employment consistent with the IPE goal, and to achieve a successful case closure from the VRS program

- The duration of service provision in working toward successful employment, and subsequently case closure, varies greatly for each individual
- There is no maximum timeframe for receiving VR services, but there should be steady progress toward meeting the goal
- The annual IPE review is a great time to review progress and issues that are impeding achievement of a successful employment outcome
- VR Counseling and Guidance is an important aspect of assisting each consumer toward success

# Successful Case Closure

Successful Case Closure occurs once the following criteria are met:

- Employment outcome is achieved;
- Employment outcome is maintained (at least 90 days or longer if individual is not stable on the job);
- The VRS consumer and VR Counselor agree that the employment outcome is satisfactory, and the consumer is performing well in the employment setting; and
- The consumer is informed of the availability of post-employment services.

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