



SWIB

State Workforce Investment Board Quarterly Meeting

October 9, 2014 - 1:00 pm - 3:00 pm



Governor Andrew M. Cuomo
Performance • Integrity • Pride

Unemployment Strikeforce

Rachel Gold
Special Counsel
NYS Department of Labor

NWRC

Christopher Myers, Ph.D.
Workforce Programs Specialist
NYS Department of Labor



Stand out from the crowd

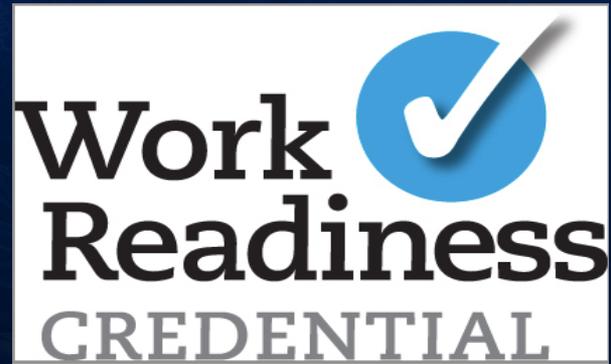
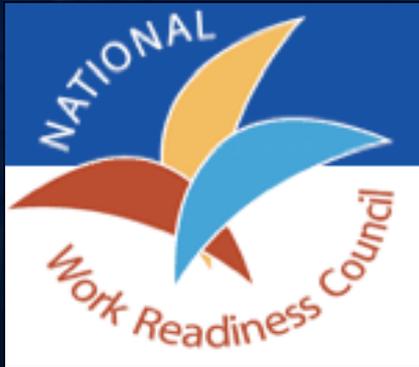
Work 
Readiness
CREDENTIAL

*The first national, portable
certification of work readiness*

WRC Research & Background

Equipped for the Future Framework and Standards

- National Institute for Literacy - published in full in 2000
- NWRC Founding Partners include:
 - Florida, New Jersey, New York, Rhode Island, Washington, District of Columbia, and Junior Achievement Worldwide



What do employers really want?

Seven Industries Contributed to the Skill Alignment

- Construction
- Manufacturing
- Retail Trade
- Temporary Help
- Health
- Hospitality & Food Services
- Transportation



Eight Entry-level Work Skills Measured on Four Tests

- Read with Understanding
- Use Math to Solve Problems & Communicate
- Listen Actively
- Cooperate with Others
- Resolve Conflict & Negotiate
- Take responsibility for learning
- Solve Problems & Make Decisions
- Observe Critically

Meets Assessment Industry Standards

Professionally Developed

- Human Resources Research Management Organization (HumRRO)
- SRI International (a nonprofit, independent research and innovation center)
- Center for Applied Linguistics (CAL)
- Castle Worldwide (test development and delivery)
- NYSED Technical Assistance Group (Psychometric Consultants)

Mapped to Standards

- Equipped for the Future Framework and Standards
- SCANS competencies
- NYS Regents Exams

Accepted for Certification

- One of four nationally recognized work readiness assessments accepted by NYSED for award of the CDOS Commencement Credential

Pass Rates

National	61%
New York State	68%
Five Boroughs	63%
Manhattan/New York	64%
Nation – NYS	56%

For more information:

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WIOA Transition

Kevin Smith

**Deputy Commissioner of Adult Career and
Continuing Education Services
State Education Department**

Workforce Innovation and Opportunity Act

Investing in America's Competitiveness

Presented to
New York State Workforce Investment Board

October 9, 2014

By

Kevin Smith

Deputy Commissioner of Adult Career and Continuing Education Services (ACCES)

Topics

- **Background & Timeline**
- **Accountability**
- **Services**
 - **Adult Education and Family Literacy Title II**
 - **Vocational Rehabilitation Act Title IV**
- **Conclusion**

Background

- **Effective July 1, 2015**
- **Passed by the Senate, and by the House of Representatives**
 - Senate vote passed 93 to 5 on June 25, 2014
 - House of Representatives vote passed 415 to 6 on July 9, 2014
- **Signed into law by the President on July 22, 2014**
- **Promulgation of regulations is required for implementation**

Background

- **Workforce Innovation and Opportunity Act (WIOA)** authorizes federal workforce legislation for 6 years: 2015 – 2020
- **“Core Programs”**– Amends/reauthorizes 4 programs
 1. **Workforce Investment Act of 1998** – The nations primary programs and investments in employment services, workforce development, adult education, and vocational rehabilitation activities. Has been due for reauthorization since 2003.
 2. **Adult Education and Family Literacy Act**
 3. **Wagner-Peyser Act of 1933**
 4. **Rehabilitation Act of 1973**

Timetable

- **January 20, 2015:** Draft regulations to implement WIOA are published (180 days after enactment)
- **July 1, 2015:** Provisions take effect, unless otherwise noted in the Act (1st full program year after enactment)
- **January 22, 2016:** Final Rules to implement WIOA (18 months after enactment)
- **March 3, 2016:** Deadline for States to submit Unified State Plan (120 days before 2nd full PY)
- **July 1, 2016:** Unified State Plan, performance accountability provisions, and One-Stop infrastructure cost requirements take effect

Adult Services

- **Adopts existing best practices** such as: Career Pathways (including Adult Basic Education, English for Speakers of other Languages, and occupational training); Sector-based partnerships; and Certificates and credentials linked to business demand.
- **On-the-Job training** – Up to 75% reimbursement of an employee's wages
- **Incumbent worker training** – Up to 20% of Local adult and Dislocated Workers (DW) funds
- **Transitional jobs** – Up to 10% of Local adult and DW funds
- **Pay for performance contracts**

Youth Services

- **Focuses on out-of-school youth; High School dropout recovery efforts, youth with disabilities, and recognized postsecondary credentials.**
- 75% of funding to support out-of-school youth (State and Local)
20% of this is for work-based activities
- Age eligibility – Out-of-school is ages 16 to 24 and In-school is ages 14 to 21
- Expands “low income” eligibility definition to include free or reduced lunch

Performance Accountability

- **Common set of primary indicators of performance for Adults and Youth for the Core programs**
 - Adult – Unsubsidized employment; Earnings; Secondary diploma or recognized postsecondary credential; Measurable skills gains toward a credential or employment; and business engagement.
 - Youth – Education or training activities or unsubsidized employment; Earnings; Secondary diploma or recognized postsecondary credential; Measurable skills gains toward a credential or employment; and Business engagement.
- **Performance goals for each indicator; for each Core Program**

WIOA Title II-Adult Education and Family Literacy

- **Broad purpose, funding and structure parallels WIA:**
 - **Core adult education funding**
 - **Incarcerated and Institutionalized**
 - **English Language Civics**
- **Participant eligibility same as WIA:**
 - **Age 16 or older and out of school**
 - **Basic skills deficient, lacks HS diploma or equivalent, English Language Learner**
- **Diverse provider eligibility maintained**

WIOA Title II (cont'd)

- **Wide range of programming:**
 - Adult education, literacy, workplace adult education, family literacy, English language instruction (ESOL), integrated ESOL/civics
 - New emphasis on career pathways and programs that integrate literacy/English language instruction with training (I-Best model)
- **Strengthens alignment with rigorous academic standards, postsecondary and workforce system, including review of local applications by workforce boards.**

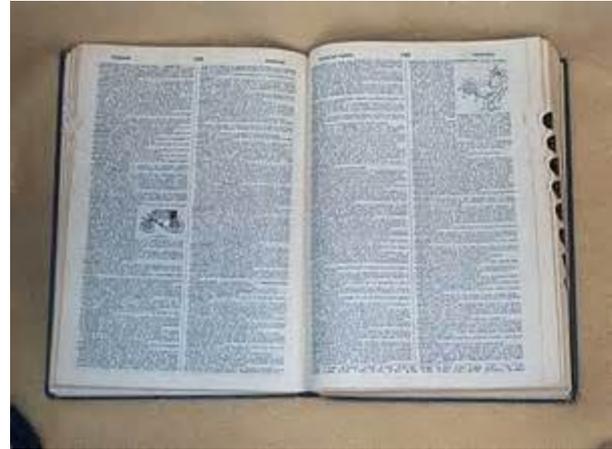
WIOA Title IV - Vocational Rehabilitation Act

Rehabilitation Act Findings

- New focus upon Youth (Ages 14-24)
- Increase employment opportunities for **individuals with disabilities** using input from employers and VR service providers
- Maximize competitive integrated employment
- Ensure that **youth with disabilities** and students with disabilities who are transitioning from high school have opportunities for postsecondary success

New Definitions

- Competitive Integrated Employment
- Customized Employment
- Pre-Employment Transition Services
- Supported Employment Services
- Youth with Disability (14-24 year olds)
- Eligibility includes “advance in” employment



Conclusion

- **WIOA provides opportunity to coordinate across the Core Programs and transform New York State's workforce system to meet the needs of business and job seekers**
- **New York State is prepared**
- **This is exciting and meaningful for the NYSWIB**

Thank You!

Contact:

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Chairperson Appointment

Alphonso David

**Deputy Secretary and Counsel for Civil Rights
Executive Chamber**

OTDA Support Request

Barbara Guinn

**Director of Employment and Advancement Services
Office of Temporary and Disability Assistance (OTDA)**

&

Vincent Cozzolino

SWIB Chairperson

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WIOA Periodic Board Responsibilities

“The State board shall assist the Governor in...”

- **“The development, implementation, and modification of the State plan”**
- **“The development of allocation formulas for...funds for employment and training activities...to local areas”**
- **“The preparation of annual reports related to program performance indicators.”**

WIOA Continuing Board Responsibilities

“The State board shall assist the Governor in...”

- Aligning workforce development programs and avoiding duplication
- Developing and updating State performance measures
- Identifying and disseminating best practices
- Reviewing state policies for coordinated provision of services

WIOA Continuing Board Responsibilities

“The State board shall assist the Governor in...”

- Developing strategies for technological improvements and for aligning technology and data systems programs
- Developing the labor market information system
- Developing other policies as may promote statewide objectives for the workforce development system



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BREAK: Please return within 15 minutes

Bylaws: Role of the Chair

Section 4. –Duties and Powers:

The Chairperson:

- Presides at all Board and Executive Committee meetings
- Calls regular and special meetings of the members
- Appoints members of subcommittees in consultation with the Board
- Selects chairpersons of subcommittees
- Is a member of all subcommittees

Bylaws: Executive Committee

Section 2.-Executive Committee:

The Executive Committee is composed of the Chairperson, the Chairpersons of subcommittees and such other Board members who are appointed by the Chairperson.

The Executive Committee's functions shall include:

- Developing agenda items for the Board.
- Maintaining the effective communication with the State and local workforce investment areas.
- Recommending amendments to the by-laws.

Bylaws: Executive Committee

The Executive Committee's functions shall include (continued):

- Acting on behalf of the Board in extraordinary circumstances where it is not possible for the full Board to convene. All such actions shall be promptly reported to the members by the Secretary and submitted to the Board for approval at its next meeting.
- Recommending to the Governor that members who are not active on the Board...be replaced...
- Advising the Chairperson on appointments to subcommittees.

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Possible Subcommittees

Communications

Improving Regional Workforce Planning

Education and Credentials

Aligning Workforce/Interagency

Enhancing Employment Opportunities

Emerging Industries