

# The Workforce Innovation and Opportunity Act

## Final Rules

### WIOA Works for America

Our nation's workforce development system provides critical support and services to workers who want to develop the necessary skills for a good job and to employers who need skilled workers to compete. The enactment of the Workforce Innovation and Opportunity Act (WIOA) by bipartisan majorities in Congress revitalized and transformed the public workforce system so that it reflects the realities of the 21<sup>st</sup> century economy and meets the needs of job-seekers, workers, and employers. The WIOA Final Rules include reforms that will affect more than a dozen programs receiving \$10 billion in annual training and education funding and programs that serve approximately 20 million Americans each year.

The Departments of Education and Labor, in close collaboration with the Departments of Health and Human Services, Agriculture, and Housing and Urban Development, have provided leadership in the implementation of WIOA. The WIOA Final Rules, made publicly available on June 30, 2016, enable the workforce development system to more efficiently and effectively provide career pathways to Americans of all walks of life and a talented pool of workers for businesses of all sizes, which are vital to shared prosperity and a growing U.S. economy.

#### WIOA WORKS FOR WORKERS AND JOB SEEKERS

Prior to the enactment of WIOA, individuals who needed job training or education often had difficulty navigating across agency lines to assemble an effective training and employment plan. The WIOA Final Rules improve coordination between and among agencies so that workers and job seekers have more seamless access to a system of high-quality career services, education, and training through the one-stop service delivery system, known as the American Job Centers, and partners. The WIOA Final Rules also ensure the measurement and public reporting of the performance of education and training providers so that those seeking services can have access to provider performance information that will help them make informed choices about which training or education programs to pursue. Customers will also have information to better inform their choices when selecting training programs.

#### WIOA WORKS FOR EMPLOYERS

Under the WIOA Final Rules, businesses will inform and guide the workforce system, ensuring that services are well aligned with their workforce needs. Workforce boards implement industry or sector partnerships and use high-quality worker training, including proven strategies such as apprenticeship, to ensure businesses have a pipeline of skilled workers.

Additionally, under WIOA, the Administration will implement the performance measure geared specifically on how well the workforce development system is serving businesses. Given the need to determine which performance measure will be most meaningful for assessing strong service to employers, the Joint Final Rule proposes a set of State pilots to test three different measures; including employee retention with the same employer, market penetration, and repeat business.

#### WIOA WORKS FOR COMMUNITIES

Meeting workforce needs is critical to economic growth through partnerships at the State, regional, and local levels. WIOA promotes alignment of workforce development programs with regional economic development strategies to meet the needs of a wide range of employers and to enhance community development. WIOA also places a greater



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emphasis on reemployment, requiring rapid response activity at the State level, including layoff aversion activities to help employers better manage reductions in force.

## **WIOA WORKS FOR GOVERNMENT**

A key part of the WIOA vision is making government more efficient so that it more effectively serves the public through a comprehensive, integrated, and streamlined system. The WIOA Final Rules implement that vision by streamlining programs across Federal agencies, co-locating services at the State and local levels, requiring unified and integrated planning at the state level, providing for robust program evaluation, introducing strong common performance metrics to the system, and improving accountability and transparency, ensuring investments are evidence-based and data-driven.

## **WIOA WORKS FOR EVERYONE**

The WIOA Final Rules improve access to education and workforce services for individuals with significant barriers to employment—some veterans, individuals with disabilities, out-of-school and at-risk youth, and other populations—to help ensure that everyone has an opportunity to get a good job. Performance measurement also will take into account differences in the populations served to remove any disincentives to serving those who need the most help.



**Workforce Innovation and Opportunity Act (WIOA)  
Key Statutorily - Required Implementation Dates  
For Programs Administered by the Department of Labor**

Dates	Required Actions
July 22, 2014	Secretary of Labor begins to take appropriate actions to provide for an orderly transition ( <i>Enactment</i> )
September 20, 2014	Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities must be established (within 60 days of enactment)
December 1, 2014	Criteria for Job Corps Closures must be submitted to Congress (December 1, 2014)
January 18, 2015	Department of Labor (DOL), Department of Education (ED) and Department of Health and Human Services (HHS) must publish Notices of Proposed Rulemaking to implement WIOA (No later than 180 days after enactment)
January 21, 2015	1st Job Corps financial report must be submitted (every 6 months from enactment )
July 1, 2015	Provisions take effect, unless otherwise noted in the Act (1st full program year (PY) after enactment)
July 1, 2015	WIA State and local plan provisions continue to apply for the 1st full PY.
July 1, 2015	Current performance accountability system remains in effect for 1st full PY.
July 22, 2015	Eligible Training Providers provisions are implemented by Governors and boards (not later than 12 months after enactment)
July 22, 2015	Template for performance reports by state, local, and Eligible Training Providers must be developed by Secretary of Labor and Secretary of Education within 12 months after the date of enactment
July 22, 2015	2nd Job Corps financial report must be submitted (every 6 months from enactment)
January 22, 2016	DOL, ED and HHS must publish Final Rules to implement WIOA (18 months after enactment)
January 22, 2016	3rd Job Corps financial report must be submitted (every 6 months from enactment)

Dates	Required Actions
March 3, 2016	Deadline for state Unified Plan submission (120 days before 2nd full PY)
March 3, 2016	Levels for new performance indicators are negotiated as part of approval of State Unified Plans.
June 30, 2016	DOL and ED must develop performance indicator relating to effectiveness in serving employers (prior to 2nd full PY)
July 1, 2016	One-Stop Infrastructure cost requirements take effect (July 1, 2016)
July 1, 2016	Use of common One-Stop delivery identifier must be implemented (not later than start of 2nd full PY)
July 21, 2016	4th Job Corps financial report must be submitted (every 6 months from enactment)
July 22, 2016	1st plan describing research studies and multistate project priorities for a 5-year period is due (every 2 years from enactment)
July 22, 2016	Provisions relating to subminimum wages for individuals with disabilities take effect (2 years after enactment)
July 1, 2017	Start of 3rd full PY
January 20, 2017	6th Job Corps financial report must be submitted (every 6 months from enactment)
July 22, 2018	2nd plan describing research studies and multistate project priorities for a 5-year period is due (every 2 years from enactment)
July 22, 2018	Independent evaluation of the programs and activities authorized in WIOA is completed (at least once every 4 years)
January 20, 2018	9th Job Corps financial report must be submitted (annually from enactment for 2 years)
September 30, 2019	1 multistate control group evaluation must be completed (end of Fiscal Year 2019)