



# Welcome to Workforce

## Workforce Innovation & Opportunity Act (WIOA) Fact Sheet

### WIOA includes five titles:

- **Title I—** Workforce Development Activities: Authorizes job training and related services to unemployed or underemployed individuals and establishes the governance and performance accountability system for WIOA. Also encompasses services for Adults, Dislocated Workers, and Youth.
- **Title II—** Adult Education and Literacy: Authorizes education services to assist adults in improving their basic skills, completing secondary education, and transitioning to postsecondary education.
- **Title III—** Amendments to the Wagner-Peyser Act: Amends the Wagner-Peyser Act of 1933 to integrate the U.S. Employment Service (ES) into the One-Stop system authorized by WIOA.
- **Title IV—** Amendments to the Rehabilitation Act of 1973: Authorizes employment-related vocational rehabilitation services to individuals with disabilities, to integrate vocational rehabilitation into the One-Stop system.
- **Title V—** General Provisions: Specifies transition provisions from the Workforce Investment Act (WIA) to WIOA.

### Title I

Title I of WIOA authorizes programs to provide job search, education, and training activities for individuals seeking to gain or improve their employment prospects, and establishes the One-Stop delivery system. In addition, Title I of WIOA establishes the governing structure and the performance accountability for all programs authorized under WIOA. Title I programs are administered by the US Department of Labor (DOL), primarily through its Employment and Training Administration (ETA).

The elements of WIOA that are collectively intended to comprise a "workforce development system" are:



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- WIOA is designed to be a *demand driven* workforce development system. This system is supposed to provide employment and training services that are responsive to the demands of local area employers. The demand driven nature of WIOA is manifested in elements such as Workforce Development Boards (WDBs), a majority of whose members must be representatives of business, and in the requirement for local plans to identify existing and emerging in-demand industry sectors and occupations.
- WIOA emphasizes *coordination and alignment of workforce development services*, through provisions such as a required Unified State Plan for core programs and a *common set of performance indicators* across most programs authorized by WIOA. In addition, WIOA requires *regional planning* across local areas.
- WIOA provides *local control* to officials administering programs under it. Under the state formula grant portion of WIOA, which accounts for nearly 60% of total WIOA Title I funding, the majority of funds are allocated to local WDBs (after initial allotment from ETA to the states) that are authorized to determine the mix of service provision, eligible providers, and types of training programs, among other decisions.
- The WIOA system provides *central points of service* through its system of *One-Stop centers*. The concept of a One-Stop center is to provide a single location for individuals seeking employment and training services, thus making the process of locating and accessing employment services more efficient and seamless. WIOA requires certain programs to be "partners" in the One-Stop center, either by physical colocation or other accessible arrangements. Notably, WIOA requires the colocation of Employment Service offices with One-Stop centers.
- WIOA provides *universal access* to its career services to any individual regardless of age or employment status, but it also provides *priority of service* for career and training services to low-income and skills-deficient individuals.
- WIOA emphasizes *sector partnerships* and *career pathways* workforce development strategies by requiring local WDBs to lead efforts to develop career pathways strategies and to implement industry/sector partnerships with employers.
- WIOA provides *consumer choice* to participants. As explained later in this report, participants determined to be eligible for training services are provided with Individual Training Accounts (ITAs), with which they may choose a type of training and the particular provider from which to receive training.



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- WIOA implements a *performance accountability system based on primary indicators with state-adjusted levels of performance* resulting from negotiations between each state and the Secretary of Labor and revised based on a statistical adjustment model. The performance accountability system applies across all titles of WIOA.

## The One-Stop Delivery System

WIOA continues the requirements of WIA for each state to establish a One-Stop delivery system to:

- provide "career services" and access to "training" services;
- provide access to programs and activities carried out by One-Stop partners; and
- provide access to all workforce and labor market information, job search, placement, recruitment, and labor exchange services.

## Title II

Title II of WIOA is the Adult Education and Family Literacy Act (AEFLA). AEFLA supports educational services, primarily through grants to states, to help adults become literate in English and develop other basic skills necessary for employment and postsecondary education, and to become full partners in the education of their children.

## Title III

Title III amends the Wagner-Peyser Act of 1933, which authorizes the Employment Service (ES), to make the ES an integral part of the One-Stop system amended by WIOA.

## Title IV

Title IV amends the Rehabilitation Act of 1973 and authorizes funding for vocational rehabilitation services for individuals with disabilities. Most programs under the Rehabilitation Act are related to the employment and independent living of individuals with disabilities.