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WHAT IS THE WORKFORCE INVESTMENT ACT OF 1998

An act to consolidate, coordinate and improve employment, training, literacy and vocational rehabilitation programs in the United States and for other purposes.

- **Title I – Workforce Investment Systems**
  - State Provisions
  - Local Provisions
  - Service Provisions
  - Youth Activities
- **Title II – Adult Education**
- **Title III – Workforce Investment – Related Activities**
  - Wagner Peyser
  - Veterans Programs
  - Trade Adjustment Act Assistance (Employment Services)
- **Title IV – Rehabilitation Act Amendments**
  - Vocational Rehabilitation Services
- **Title V – General Provisions**
  - State Unified Plans, definitions for indicators of performance, etc.

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STATE WORKFORCE INVESTMENT BOARDS

- Established by the Governor
- Majority must be business owners and/or executives
- Assist in the development of the state plan
- Review local plans
- Designate local areas
- Develop the formula to allocate funding

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LOCAL WORKFORCE INVESTMENT SYSTEM

- Designated through consultation with the Chief Elected Officials
- **Geographic Areas**
  - Local Education
  - Post Secondary Agencies
  - Consistent with labor market
  - Traveling distance for individuals to receive services
- **Population**
  - Governor shall approve a request for designation as a local WFB for those areas that have a population of 500,000 or more

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REPORTS

- **Monthly Management Report (MMR)**

  http://www.floridajobs.org/workforce/os_report_mgmt.html

  - Updated Monthly
  - 26 Measures
  - Based on staff entered data
- **Balanced Score Card**

  http://www.workforceflorida.com/Publications/PerformanceReports.php

  - Quarterly
  - Combines short-term, long-term, and other key Yes/No indicators (gateway measures)
  - 14 performance measures and 4 gateway measures
- **Common Measures**
  - Core indicators specified by WIA

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RWB & COMMITTEES

- **Regional Workforce Boards (RWB)**
  - Workforce Investment Act (WIA) of 1998 Section 117 establishes the local workforce board to set policy for the local workforce investment system
  - Boards are chartered under Workforce Innovation Act Chapter 445.004 F.S.
  - Chief elected officials have the appointing authority for the members of the RWB

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FLORIDA'S
WORKFORCE INNOVATION ACT OF 2000

- Consolidated programs such as Wagner Peyser, Veterans, Welfare Transition, FSET
- Placed all workforce programs under local RWB control & oversight
- Created additional compliance standards for board membership
- Defined roles of state workforce board, state agency, and local boards

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US Congress creates laws or acts:

- Funded through budgeting and appropriations process
- Federal regulations are finalized by departments such as US Dept. of Labor
- Other regulations are applicable to federal funds such as OMB Circulars
- Combined they Provide the general and specific compliance requirements related to federally funded programs

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PRIMARY FUNDING
FOR REGIONAL WORKFORCE BOARDS

Primary Funding for RWB's:

- Workforce Investment Act Cluster
- Employment Services Cluster
- TANF Block Grant
- Unemployment Insurance
- Trade Adjustment Assistance
- Food Stamp and Employment Training

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WORKFORCE INVESTMENT ACT (TITLE I) PROGRAMS

- Adult
- Youth
- Dislocated Worker

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- Formula Funded
- Pass through funds from USDOL ->DEO ->RWB (Required by WIA)
- USDOL determines allocation formula to states/territories
- DEO receives approval from USDOL on allocation formula to RWB's

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WORKFORCE INVESTMENT ACT ADULT & DISLOCATED WORKER PROGRAMS PURPOSE:

- to establish a one-stop delivery system
- to provide core services through the one-stop delivery system
  - Eligibility Determination
  - Outreach & Intake
  - Initial assessment of skills
  - Job Search & Placement Assistance
  - Information on targeted occupations, labor market information, etc.

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- to provide intensive services
  - Specialized skills assessment
  - Career counseling to identify barriers
  - Development of individual employment plan
  - Short term prevocational skills (soft skills)
  - Case management for individuals seeking training

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- to provide training services
  - Occupational skills training
  - On the job training
  - Skills upgrade and retraining
  - Entrepreneurial training
  - Customized training with employer commitment to hire

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WORKFORCE INVESTMENT ACT
YOUTH PROGRAM

- to provide, to eligible youth seeking assistance in achieving academic and employment success, effective and comprehensive activities, which shall include a variety of options for improving educational and skill competencies and provide effective connections to employers;

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- to ensure on-going mentoring opportunities for eligible youth with adults committed to providing such opportunities;
- to provide opportunities for training to eligible youth;
- to provide continued supportive services for eligible youth;
- to provide incentives for recognition and achievement to eligible youth; and

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- to provide opportunities for eligible youth in activities related to leadership, development, decision making, citizenship, and community service.

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EMPLOYMENT SERVICES CLUSTER

- Wagner Peyser
- Veterans Programs
  - Disabled Veterans Outreach Program (DVOP)
  - Local Veterans Employment Representative Program (LVER)
- Disability Navigator

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FOLLOW THE MONEY

- Grant and formula funded
- Funds flow from USDOL->DEO
- DEO retains funding for career service staff and state level activities
- Funds flow from DEO ->RWB's for allocated costs such as facilities, admin. programs, oversight, IT & communication, outreach, etc.
- Amount of pass through is determined through budgeting process between DEO and RWB's
- Financial info is tracked and shared through monthly "Blue Reports".

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WAGNER PEYSER

- The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service.
- The Act was amended in 1998 to make the Employment Service part of the One-Stop services delivery system.

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- The One Stop delivery system provides universal access to an integrated array of labor exchange services so that workers, job seekers and businesses can find the services they need in one stop and frequently under one roof in easy-to-find locations.

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FOLLOW THE MONEY

- The Employment Service focuses on providing a variety of employment related labor exchange services including but not limited to (Closely aligned to WIA Core)
  - job search assistance, job referral, and placement assistance for job seekers,
  - re-employment services to unemployment insurance claimants,
  - and recruitment services to employers with job openings.

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FOLLOW THE MONEY

- Services are delivered in one of three modes including self-service, facilitated self-help services and staff assisted service delivery approaches.
- job seeker assessment of skill levels, abilities and aptitudes,
- career guidance when appropriate,
- job search workshops and referral to training may be available.

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FOLLOW THE MONEY

The services offered to employers

- referral of job seekers to available job openings,
- assistance in development of job order requirements,
- matching job seeker experience with job requirements, skills and other attributes,
- assisting employers with special recruitment needs,

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- arranging for Job Fairs,
- assisting employers analyze hard-to-fill job orders,
- assisting with job restructuring and
- helping employers deal with layoffs.

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FOLLOW THE MONEY

- Job seekers who are Veterans receive priority referral to jobs and training as well as special employment services and assistance. In addition, the system provides specialized attention and service to individuals with disabilities, migrant and seasonal farm-workers, ex-offenders, youth, minorities and older workers.

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VETERANS PROGRAMS

Employment Services for Veterans

USDOL Veterans Programs

- Provides information about how USDOL supports the Veterans Hiring Initiative
- links to jobs and resources at USDOL and other federal agencies.

DOL Veterans' Opportunities

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DISABLED VETERANS' OUTREACH PROGRAM

- Develop job and training opportunities for veterans (Similar to WIA Core and Intensive)
- Special emphasis on veterans with service-connected disabilities.
- Provide direct services to veterans enabling them to be competitive in the labor market.
- Provide outreach to disabled and other veterans by promoting community and employer support for employment and training opportunities, including apprenticeship and on-the-job training. (No Training Funds)

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LOCAL VETERANS' EMPLOYMENT REPRESENTATIVES

- Supervise provision of all services to veterans (Aligned with WIA Core & Intensive)
- Includes Career Counseling, Assessment, and job matching
- Monitor job listings from federal contractors for Vet referral priority

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FOLLOW THE MONEY
DISABILITY NAVIGATOR

- promotes comprehensive services and work incentive information for SSA beneficiaries and other people with disabilities, through the One Stop system.
- Focus on developing new and ongoing partnerships to achieve seamless, comprehensive, and integrated access to services
- Expand the system's capacity to serve customers with disabilities and employers.

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FOLLOW THE MONEY
TRADE ASSISTANCE ACT

- federal program that assists US workers who have lost their jobs as a result of foreign trade.
- The TAA program seeks to provide these trade-affected workers with opportunities to obtain the skills, resources, and support they need to become reemployed. (Aligns with WIA Core, Intensive, and Training)

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HOW IT WORKS

- TAA Grant Funded
- Funds Flow from USDOL -> DEO
- DEO retains funding for career service staff and state level activities
- Funds flow from DEO -> RWB's for allocated costs such as facilities, administrative, program oversight, IT & Communications, Outreach, etc.
- Amount of pass through is determined through budgeting process between DEO and RWB's

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FOLLOW THE MONEY

- TAA offers a variety of benefits and services to support workers seeking reemployment:
- job training
- income support
- job search and relocation allowances
- and assistance with healthcare premium costs.

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UNEMPLOYMENT INSURANCE

Purpose

- In general, the Federal-State Unemployment Insurance Program provides unemployment benefits to eligible workers who are unemployed through no fault of their own (as determined under State law), and meet other eligibility requirements of State law.

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- Unemployment insurance payments (benefits) are intended to provide temporary financial assistance to unemployed workers who meet the requirements of State law.
- Each State administers a separate unemployment insurance program within guidelines established by Federal law.

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- In the majority of States, benefit funding is based solely on a tax imposed on **employers**. (Three (3) States require minimal employee contributions.)
- Funding USDOL -> DEO -> RWB's
- RWB activities Align with WIA Core services with the addition of providing assistance to individuals filing claims and/or claiming weeks.

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TANF – WELFARE TRANSITION PROGRAM

- **Welfare Transition Program**
- **General Background Information**

In October of 1996 two Acts (one Federal and one State) went into law that dramatically changed welfare programs in the State of Florida and around the country.

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- The October 1996 The Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA), Public Law 104-193, eliminated the open-ended federal entitlement program, Aid to Families with Dependent Children (AFDC), and replaced it with the Temporary Assistance for Needy Families (TANF) block grant.

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- The TANF legislation changed the nation's welfare system from the receipt of cash assistance as an entitlement to one that requires work in exchange for time-limited assistance.
- The TANF block grant also included flexibility in funding that allows states to develop programs to meet one of the four purposes of TANF:

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- Provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives;
- End the dependence of needy parents on government benefits by promoting job preparation, work and marriage;
- Prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual numerical goals for preventing and reducing the incidence of these pregnancies; and
- Encourage the formation and maintenance of two-parent families.

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- In October of 2000, the Florida Workforce Innovation Act, Senate Bill 2050, was passed. It substantially redefined Florida's welfare delivery system by replacing the former WAGES program with the Welfare Transition (WT) program.

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The goal of Florida's WT program:

- emphasize work, self-sufficiency, and personal responsibility; as well as
- enable welfare recipients to move from welfare to work.

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- Block Grant Funded
- Funds Flow from USDHHS -> State of Florida
- Funds are allocated to several state agencies by the Florida Legislature
- Funds allocated for Welfare, Transition to Work, flow DEO -> RWB's
- WTP Services Align with WIA Core, Intensive, and Training.

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US DEPARTMENT OF AGRICULTURE

Food Stamp and Employment Training

- The Food Stamp Employment and Training Program, referred to as the FSET Program, emphasizes work, self-sufficiency, and personal responsibility.
- Activities align with WIA Core and Intensive, with a mandatory community work experience component.
- Funds Flow USDA -> DEO -> RWB's

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CONCLUSION

- Each RWB has a unique blend of funding
- Each funding source has a unique purpose, but also has interrelated components
- RWB budget to actual report should provide enough detail to distinguish the amount of funding by program/source (Handout)

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- Audit reports are a good source of information related to funding & expenditures, but they are after the fact (Handout)
- All programs should be charged a proportionate share in the cost of the one stop system
  - **Facilities**
  - **IT & Communications**
  - **Outreach**
  - **Administration**
  - **Program Oversight**

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