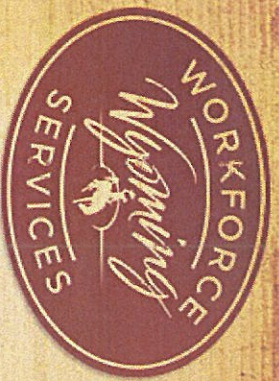


Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014.

WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

WIOA brings together, employment and training services for adults, dislocated workers, and youth.



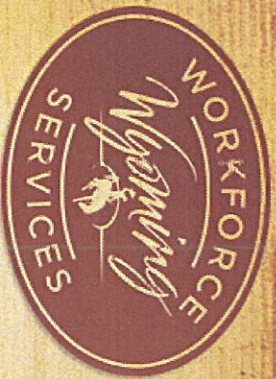
Workforce Innovation and Opportunity Act

WIOA Programs:

Adult services – are provided to job seekers who are at least 18 years old.

Dislocated Worker services – are provided to workers who have lost their job, through no fault of their own.

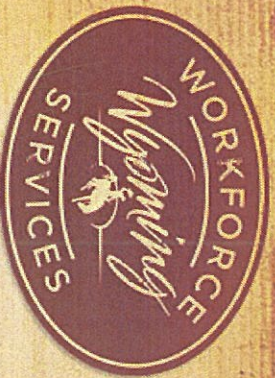
Youth services – are provided to eligible in-school youth (ISY) and out-of-school youth (OSY), ages 14-24, who face barriers to education, training, and employment.



Workforce Innovation and Opportunity Act

Adult Program Eligibility:

1. Basic Skills Deficient; or
2. English Language Learner; or
3. Recipient of Public Assistance (POWER); or
4. Low Income Individual (must meet one of the following 4 criteria):
 - I. Receiving or received in last 6 months SNAP benefits
 - II. Be participating in the POWER program
 - III. Currently Homeless
 - IV. Have a **total family** income (regardless of current employment status) for a six-month period that does not exceed the higher level of the poverty line or 70 percent of the Lower Living Standard Income Level (LLSIL).

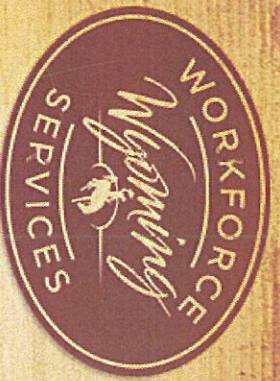


Workforce Innovation and Opportunity Act

Dislocated Worker Program Eligibility:

Must meet **at least one** of the following 8 Categories:

1. Has been terminated or **laid off**, or has received notice of termination or layoff from employment, and is **eligible** for, or has exhausted entitlement to **UI**, and is unlikely to return to a previous industry or occupation; or
2. Has been terminated or **laid off**, or has received notice of termination or layoff from employment, and has been employed for sufficient duration to demonstrate **attachment** to the workforce (*employed for at least **60 consecutive days** out of the past 24 months*), but is **not** eligible for **UI** due to insufficient earnings, or having performed services for an employer that was not covered under UI, and is unlikely to return to previous industry or occupation; or
3. Has been terminated or **laid off**, or has received notice of termination or layoff, from employment as a result of any permanent **closure** of, or any substantial layoff at, a plant, facility, or enterprise; or
4. Is employed at a facility at which the employer has made a general **announcement** that such facility **will close** within the next 180 days; or
5. **Self-employed** but is no longer working as a result of general economic conditions; or
6. **Displaced Homemaker** – has been providing unpaid services in the home and **dependent** on the income of another family member but is no longer supported by that income; or
7. Is the **spouse** of a member of the Armed Forces on active duty, and who has experienced a **loss** of employment as a direct result of **relocation** to accommodate a permanent change in duty station of such member; or
8. Is a **spouse** of a member of the Armed Forces who is **unemployed** or **underemployed** and is experiencing **difficulty** in obtaining or upgrading employment.

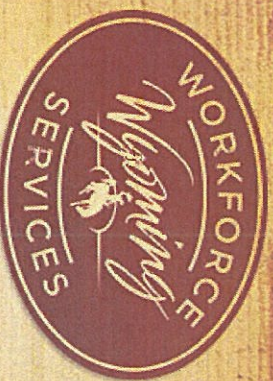


Workforce Innovation and Opportunity Act

Youth Program Eligibility:

Out-of-School Youth

1. Not Attending **ANY** School (as defined by state law); and
2. Not younger than **16** or older than **24** at the time of enrollment; and
3. Be **one or more** of the following:
 - a) School Dropout
 - b) Within the age of compulsory school attendance (age 7-15 or completes 10th grade), but has not attended school for at least the most recent complete school year calendar quarter.
 - c) *Recipient of H.S. Diploma or equivalent who meets **low income requirement and is:
 - i. Basic skills deficient; or
 - ii. An English language learner
 - d) An individual who is an Offender
 - e) Homeless, Runaway, Foster Child, Aged out of Foster Care, or Out-of-Home Placement
 - f) An individual who is pregnant or Parenting
 - g) An individual with a disability

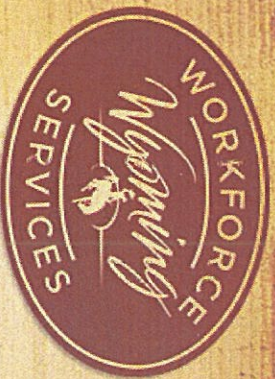


Workforce Innovation and Opportunity Act

Youth Program Eligibility:

In-School Youth

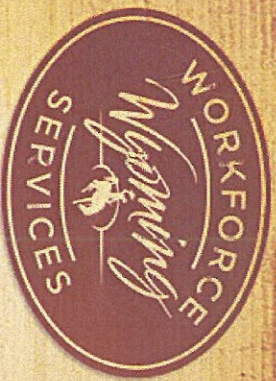
1. **Attending** High School or Postsecondary school (enrolled); and
2. Not younger than **14** or older than **21; and**
3. A ****Low** Income Individual; **and**
4. **One or More** of the following:
 - a) Basic Skills Deficient
 - b) An English Language Learner
 - c) An Offender
 - d) A Homeless individual, age 14 to 21, or a runaway
 - e) A Foster Child or Aged out of Foster Care or Out-of-Home Placement
 - f) An individual who is pregnant or parenting
 - g) An individual with a disability



Workforce Innovation and Opportunity Act

WIOA Services:

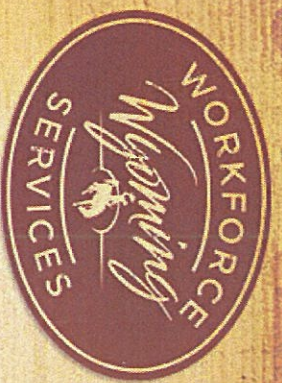




Workforce Innovation and Opportunity Act

Before any WIOA service can be provided:

1. The Workforce Specialist must document the need or justification for the service; and
2. The Workforce Specialist must meet with the participant prior to the service being rendered and create an Agreement to pay for such service. The agreement must be printed, signed, and dated before the service occurred; and
3. The Workforce Specialist is to add the new service on the WIOA Participant's Plan.

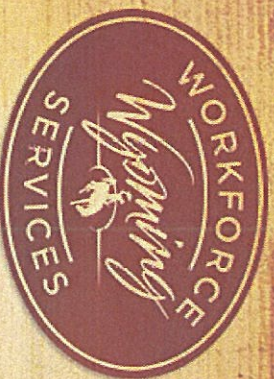


Workforce Innovation and Opportunity Act

The WIOA package has a limit of **\$13,000** per participant, per **participation**. All services are for the WIOA participant that was found eligible. *Does not include any family members and/or dependents.

This package can include:

- Training costs related to training services, including tuition, fees, books, supplies, tools, clothing, etc., which are required by the training program or are required for a course. WIOA training services have a maximum of a 2-year time limit.
- Supportive services are designed to provide a participant with the resources necessary to enable participation in career and/or training services. The participant must be engaged in a WIOA activity (a training activity and/or a career service) to receive supportive services.

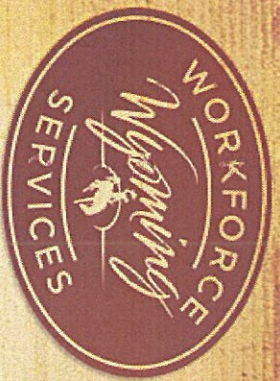


Workforce Innovation and Opportunity Act

For a participant to be eligible for Supportive Services, the WIOA participant MUST be engaged in a training program and/or an active job search. Supportive services may include:

Services Needed to Support WIOA Participation

Counseling (When not covered by Health Insurance), can include: individual counseling, group counseling, or drug and alcohol counseling.	Health Care (When not covered by Health Insurance), can include: eye exams, glasses, medical appointments, medication, emergency dental, physicals etc. (only for WIOA participant,)
Family Care (Including Child Care)	Housing, can include: rent payments (mortgages can be covered on rare occasions with waivers). Security deposits cannot be paid
Tools/Uniforms/Clothing, can include: any needed items to obtain or maintain employment, such as, scrubs, steel-toed boots (verified for employment)	Licensing and Fees can include: driver's licenses, CDL, CNA, Cosmetology, etc.
Interview for Employment (For Verified Interview), can include: mileage or lodging.	Relocation Assistance (For Verified Job Offer and Acceptance), can include: mileage, moving truck, etc.
Transportation Assistance, can include: car repair, car insurance, license plates, mileage reimbursement, bus tokens, gasoline, and taxi's or uber's.	Other Supportive Service (Needs not listed in other categories), can include: utilities, telephone, internet, etc. (Must be necessary to participate in WIOA activities)

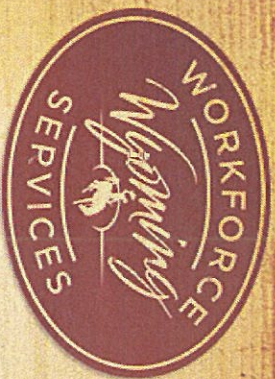


Workforce Innovation and Opportunity Act

To determine how to assist with a support service, the Workforce Specialist must:

1. Determine the need for support services. DWS must be able to show that without this support the participant will not be able to complete a training and/or an employment activity; and
2. The participant must be actively engaged in training program and/or actively searching for employment; and
3. The Budget Worksheet must be completed to document the level of support provided; and
4. Verify and document that all community resources have been tried; and
5. If applicable, gather price quotes to comparison shop and ensure DWS can document all expenditures are reasonable and necessary; and
6. Document this information in wyomingwork.com as a case note.

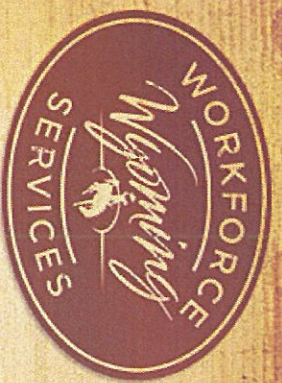
All support services are for the active WIOA Participant. The support services do not include coverage for family members or dependents.



Workforce Innovation and Opportunity Act

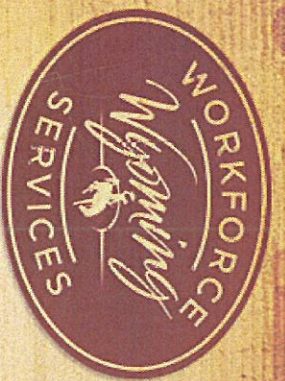
The Workforce Centers have spending thresholds and limits. The **threshold** is the amount the Workforce Specialist can spend on an active participant. The **limit** is a spending level at which Workforce Specialists need to obtain the Workforce Center Manager's or his/her designee's approval before establishing an obligation that would exceed the designated threshold.

Thresholds:	The Threshold for total Participant Needs Assistance (PNA) is \$2,000.00 per participant per participation.	Limitations:	The Limit for total Participant Needs Assistance (PNA) is \$3,500.00 per participant per participation.
Category: PNA: Counseling (When not covered by Health Insurance)			
Thresholds:	\$500.00 Threshold Can cover mental health care such as assessments and counseling.	Limitations:	\$1,000.00 Limit
Category: PNA: Health Care (When not covered by Health Insurance)			
Thresholds:	\$500.00 Threshold Can cover services such as eye exams and glasses/contacts; medication, medical exams, emergency dental care, etc.	Limitations:	\$1,000.00 Limit



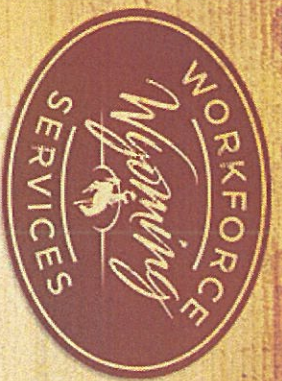
Workforce Innovation and Opportunity Act

Category: PNA: Family Care (Including Child Care)			
\$500.00 Threshold Make sure participant has applied for child care assistance with DFS.	Limitations:	\$1,000.00 Limit	
Category: PNA: Housing (Cannot Pay Security Deposits)			
\$1,500.00 Threshold NOTE: If a participant is requesting a mortgage be paid, a waiver must be submitted.	Limitations:	\$2,000.00 Limit	
Category: PNA: Interview for Employment (For Verified Interview)			
Lodging Threshold is the current per diem rate, found at: https://www.gsa.gov/travel/plan-book/per-diem-rates	Limitations:	Lodging Limit is current per diem rate for the area where the participant is interviewing, found at https://www.gsa.gov/travel/plan-book/per-diem-rates . NOTE: The per diem rate for the first and last day is 75% of the full per diem rate. Mileage Limit: The current State Rate of 0.58 cents a mile. There is no difference between the Thresholds/Limitations for mileage.	



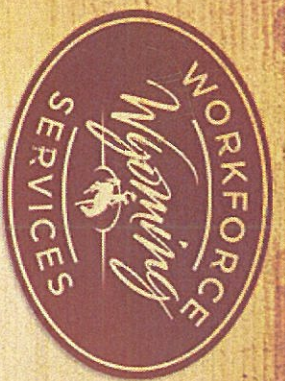
Workforce Innovation and Opportunity Act

Category: PNA: Licensing and Fees		
\$500.00 Threshold	Limitations:	\$1,000.00 Limit and one (1) Re-Test. <ul style="list-style-type: none">This could include driver's licenses, CDL, CNA, Cosmetology, etc.
Category: PNA: Relocation Assistance (For Verified Job Offer and Acceptance)		
\$1,000.00 Threshold	Limitations:	\$1,500.00 Limit <ul style="list-style-type: none">Relocation Assistance is allowed as a one-time expenditure.Mileage reimbursement shall not exceed the current state established rate of 0.58 cents per mile.



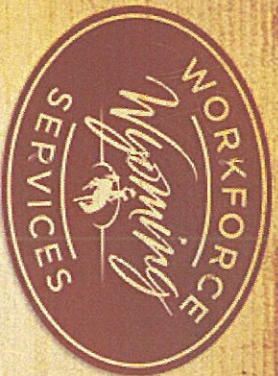
Workforce Innovation and Opportunity Act

Category: PNA: Transportation		
\$750.00 Threshold	Limitations:	<p>\$1,000.00 Limit</p> <ul style="list-style-type: none">• Could include license plates, mileage reimbursement, bus tokens, gasoline, and taxi's/uber's when no other option. <p>NOTE: To assist with license plates costs we must verify that the vehicle is in the participant's name.</p> <p>Mileage Limit: The current State Rate of 0.58 cents a mile. There is no difference between the Thresholds/Limitations for mileage.</p>
<p>Car Repair \$1,000.00 Threshold</p> <p>NOTE: If a participant is requesting a car payment to be paid, a waiver must me submitted.</p>		<p>Car Repair \$1,500.00 Limit</p> <p>NOTE: To assist with car repairs, vehicle must be in the participant's name.</p>



Workforce Innovation and Opportunity Act

Category: PNA: Tools/Uniforms/Clothing		
Tools Threshold \$1,000.00	Limitations:	Tools Limit \$1,500.00 <ul style="list-style-type: none"> Basic tools required for training or verified employment.
Uniforms and Clothing Threshold \$400.00		Uniforms/Clothing Limit \$800.00 <ul style="list-style-type: none"> Basic uniforms and/or clothing required for training or verified employment.
Category: PNA: Supportive Service Other (Needs not listed in other categories)		
\$750.00 Threshold	Limitations:	\$1,000.00 Limit <ul style="list-style-type: none"> Could include utilities, telephone, internet, etc. (<i>Must be necessary to participate in WIOA activities</i>).
Category: PNA: Work Experience		
400 Hour Threshold	Limitations:	<ul style="list-style-type: none"> 400 Hour Limit
\$8.00 Hourly Rate Threshold		\$10.00 Hourly Rate Limit
NOTE: The Hourly Rate should not be less than the Federal minimum wage.		
NOTE: Can utilize a waiver to justify more hours or a higher rate of pay.		



Workforce Innovation and Opportunity Act

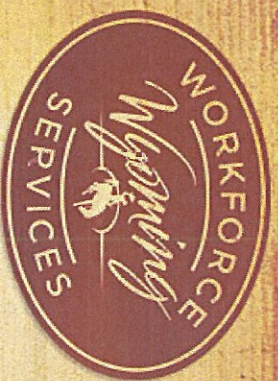
Category: PNA: Incentives/Bonuses (Youth Only)

Note: Must be Achievement based (completion of) – cannot be paid by the hour.

Thresholds:	Incentives/Bonuses	Limitations:	
\$1,000.00 Threshold for Incentives/Bonuses			<p>\$1,600.00 Limit for Incentives/Bonuses</p> <ul style="list-style-type: none"> •For the attainment of HSEC, H.S. diploma, and other benchmarks. •For completion of life skills training classes, or financial literacy classes •For completion of WEX Employability workshops, employer tours, job shadows and other activities where performance is evaluated and verified.
Thresholds:	Federal minimum wage per verifiable classroom training hour or WEX verifiable worked hours up to \$2,000.00 total per participant per participation.	Limits:	Federal minimum wage per training hour not to exceed \$3,000.00 total per participant per participation.

Category: PNA: Stipends (Youth Only)

Note: Must be paid by the hour – Participation/Attendance based.



Workforce Innovation and Opportunity Act

The purpose of WIOA is to improve the quality of the US workforce, reduce dependency on welfare programs, increase self-sufficiency, meet hiring needs for employers and connect job seekers with training opportunities they need.

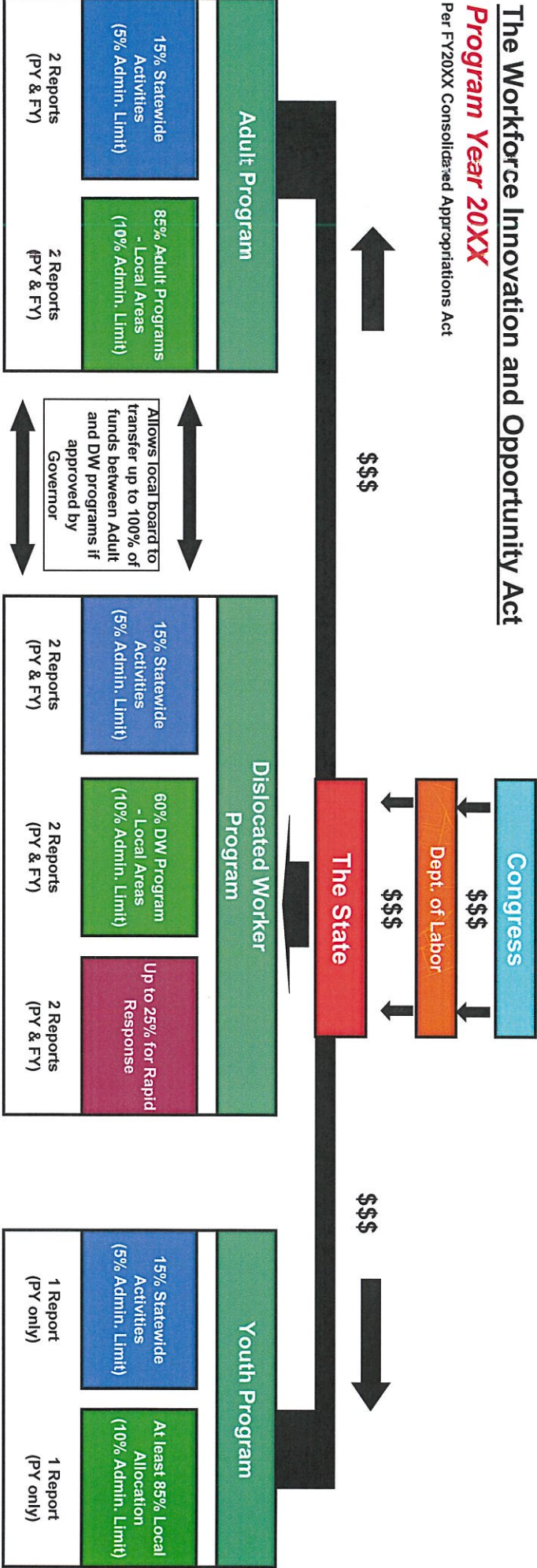
Supportive services are designed to overcome barriers that impact this goal, which does include healthcare services. However, WIOA can only cover the following:

- WIOA funds can cover health insurance premiums (on a month-by-month basis) for the WIOA participant only, if the participant is actively engaged in a training program and/or is actively looking for work.
- WIOA funds can cover planned medical costs for procedures that become barriers to the participants achieving their WIOA employment and/or training goal. These procedures cannot impact the participants ability to be actively engaged in the planned training and/or be job ready.

The Workforce Innovation and Opportunity Act

Program Year 20XX

Per FY20XX Consolidated Appropriations Act



*Reports for each of the above funding streams are required at the end of each quarter (12 reports per each funding year)

Allotment Schedule:

BASE PERIOD		ADVANCE PERIOD	
4/1/20XX			
100% Youth Allotment s released		Program Year 20XX - YOUTH	
	7/1/20XX	10/1/20XX	
	XXXX% Adult Allotment is released		
	XXXX% DW Allotment is released		
	Fiscal Year 20XX - DW & Adult		
			XXXX% Remaining Adult allotment is released
			XXXX% Remaining DW allotment is released
			30-Jun-17
"States cannot use the FY 'advance' funds for obligations and expenditures incurred prior to October 1, 20XX - even if drawn after October 1, 20XX because the funds were not available at the time the expenditures were incurred."			

WIOA Performance

Wyoming Workforce Development Council

October 2019

WIOA Performance Indicators

Six Primary Indicators of Performance:

- Employment Rate 2nd Quarter after Exit (Education/Employment for youth)
- Employment Rate 4th Quarter after Exit (Education/Employment for youth)
- Median Earnings in the 2nd Quarter after Exit
- Credential Attainment Rate
- Measurable Skill Gains
- Effectiveness in Serving Employers

Employment/Education 2nd Quarter After Exit

- Percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.
 - For Title 1 Youth: percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit.
 - All participants in all core programs are included in this indicator (with the exception of exclusions listed in Attachment 2 of TEG 10-16) regardless of employment/education status at program entry

Employment/Education 4th Quarter After Exit

- Percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.
 - For Title 1 Youth: percentage of participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit.
 - All participants in all core programs are included in this indicator (with the exception of exclusions listed in Attachment 2 of TEGL 10-16) regardless of employment/education status at program entry

Median Earning 2nd Quarter After Exit

- The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.
 - The median is the number that is in the middle of the series of numbers, so that there is the same quantity of numbers above the median as there are below the median.
 - If the list rank order of earnings contains an even number of values, sum the two middle values and divide by two.

Median Earning 2nd Quarter After Exit

The following participants are excluded from median earnings:

- Participants who have exited and are not employed in the second quarter after exit
- Participants who have exited a program and for whom earnings information is not yet available
- Participants who have exited from a program and who have \$0 income. For purposes of the VR program, these participants would include unpaid family workers and homemakers.
- Participants who have exited a program and are in subsidized employment.

Credential Attainment

Percentage of participants enrolled in education or training program (excluding on the job training (OJT) and customized training) who attain a recognized postsecondary credential or secondary school diploma within 1 year after program exit.

- Only includes those who received training or education (excluding OJT or Customized Training) in denominator.
- Includes participants in a postsecondary education or training program, or who are in a secondary education program (at or above the 9th grade level) without a secondary school diploma or equivalent.

Credential Attainment

- Includes both secondary school diploma/equivalent and postsecondary credential.
- Credential can be attained during the program or within 1 year following exit.
- If participant attains secondary school diploma or equivalent, this credential may count in the numerator **IF** s/he also is employed or in an education/training program leading to a postsecondary credential within 1 year after exit.

Who is included in the Credential Indicator?

- Title I
 - Adult and DW – Only individuals in training count in the indicator (excludes OJT and customized training).
 - Youth – All ISY are included, certain OSY are included
 - OSY in occupational skills training, secondary or postsecondary while in program, plus a few others.
- Title III – Wagner-Peyser is excluded from this indicator

Postsecondary Credential Definition Highlights

- Awarded in recognition of an individual's attainment of measurable technical or industry/occupational skills necessary to obtain employment or advance within an industry/occupation
- Technical or industry/occupational skills based on standards developed or endorsed by employers or industry associations
- Neither certificates awarded by workforce development boards nor work readiness certificates are included because neither document the measurable technical or industry/occupational skills
- Must recognize technology or industry/occupational skills for specific industry/occupation rather than general skills related to safety, hygiene, etc., even if general skills certificates are broadly required to qualify for entry-level employment or advancement in employment

Definition – Secondary School Diploma

- A secondary diploma (or alternate diploma) is one that is recognized by a State and that is included for accountability purposes under the Elementary and Secondary Education Act of 1965 (ESEA), as amended by the Every Student Succeeds Act (ESSA).
- A secondary school equivalency certification signifies that a student has completed the requirements for a high school education. The types of recognized equivalents, for those not covered under ESEA, are those recognized by a State.

Measurable Skills Gains

Percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skills gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

- Only count in numerator and denominator 1 time in a reporting period (i.e., program year) regardless of how many skill gains are attained unless the individual has more than 1 period of participation in the program year
- The measurable skill gains indicator measures progress; is not exit-based

Measurable Skills Gains

Note: Participants are included in the indicator regardless of how long they have participated in the program year

- Even if an individual is enrolled in June, s/he is still included in the indicator, if the individual meets the parameters for inclusion in the indicator
- Programs should not delay enrollment or services to participants until a new program year even if programs believe there is insufficient time for the participant to make any type of measurable skill gain by the end of that program year.

Who is Included in the Measurable Skills Gains Indicator?

- Title I Adult and DW – Only individuals in training count in the indicator (includes OJT and customized training)
- Title I Youth – All ISY are included, certain OSY are included
 - OSY in occupational skills training, secondary or postsecondary while in program, plus a few others
- Title II – All adult education participants are included
- Title III – Wagner-Peyser is excluded from this indicator

5 Types of Measurable Skills Gains

- Achievement of at least one educational functioning level, if receiving instruction below postsecondary education level
 - The three ways to measure EFL gains are in TEGl 10-16
- Attainment of secondary school diploma or equivalent
- Secondary or postsecondary transcript for sufficient number of credit hours
 - Secondary: transcript or report card for 1 semester
 - Postsecondary: at least 12 hours per semester or, for part-time students, a total of at least 12 hours over 2 completed consecutive semesters

5 Types of Measurable Skills Gains

- Satisfactory progress report toward an established milestone from an employer or training provider
- Passage of an exam required for an occupation or progress attaining technical/occupational skills as evidenced by trade-related benchmarks

Wyoming Performance Adult PY18

	Goal	PY 18 Attained	PY18 % to Goal
WIOA Adult			
Employment Rate 2nd Qtr After Exit	71%	85.60%	120.6%
Employment Rate 4th Qtr After Exit	69.80%	79.60%	114.0%
Median Earning in 2nd Qtr After Exit	\$6,196	\$7,010	113.1%
Credential Attainment Rate	58%	57%	98.3%
Measurable Skill Gains		81.90%	Baseline

Wyoming Performance Dislocated Worker PY18

	Goal	PY 18 Attained	PY18 % to Goal
WIOA Dislocated Worker			
Employment Rate 2nd Qtr After Exit	79%	94.60%	119.7%
Employment Rate 4th Qtr After Exit	77%	76.10%	98.8%
Median Earning in 2nd Qtr After Exit	\$7,306	\$8,117	111.1%
Credential Attainment Rate	67%	58.50%	87.3%
Measurable Skill Gains		82.10%	Baseline

Wyoming Performance Youth PY18

	Goal	PY 18 Attained	PY18 % to Goal
WIOA Youth			
Education or Training Activities or Employment Rate 2nd Qtr After Exit	65%	67.20%	103.4%
Education or Training Activities or Employment Rate 4th Qtr After Exit	66%	76%	115.2%
Median Earnings		\$2,940	
Credential Attainment Rate	58%	46.30%	79.8%
Measurable Skill Gains		75.90%	Baseline

Wyoming Performance

Wagner Peyser PY18

Wagner Peyser			
Employment Rate 2nd Qtr After Exit	68%	65.20%	95.9%
Employment Rate 4th Qtr After Exit	68.20%	68.10%	99.9%
Median Earning in 2nd Qtr After Exit	\$5,400	\$5,300	98.1%

Effectiveness in Serving Employers

- **Statewide Measure**
- Three Approaches:
 - Approach 1—Retention with the same employer
 - Approach 2—Repeat Business Customers; and
 - Approach 3—Employer Penetration Rate

Wyoming Performance

Effectiveness is Serving Employers PY18

Pilot Approaches	Numerator	Rate
	Denominator	
Retention with Same Employer in the 2nd and 4th Quarters After Exit Rate	13,322 21,361	62.4%
Employer Penetration Rate	7,460 26,720	27.9%

***Bureau of Labor Statistics