

# Workforce Development Council & Workforce Innovation and Opportunity Act (WIOA)

*Collaboration in the works for Hawaii's  
economic and workforce development*



**WORKFORCE**DEVELOPMENT  
COUNCIL

# Workforce Development Council (WDC)

- Governor designated WDC to administer and implement the Workforce Innovation and Opportunity Act of 2014 (WIOA) for Hawaii.
- Congress passed the Act by a wide bipartisan majority.
- WIOA is designed to help **job seekers** access employment, education, training, and support services to succeed in the labor market.
- WIOA matches **employers** with skilled workers they need to build the workforce and the economy.
- WIOA contributes to economic growth and business expansion by ensuring the workforce system is job-driven and work-based training.

# Purpose of WIOA

- **Increase access for individuals and those with barriers to employment**
- **Opportunities for employment, education, training, support services**
- **Increase employment, retention, earnings**
- **Increase attainment of credentials**
- **Improve the quality of the workforce**
- **Reduce welfare dependency**
- **Increase economic self-sufficiency**
- **Meet the skill requirements of employers**

# WIOA Core Partners

- Department of Education **Adult Education**
- Department of Human Services **Division of Vocational Rehabilitation**
- **Wagner-Peyser** labor exchange program providing employment services administered by DLIR's Workforce Development Division
- **Title I:** Adult, Dislocated Worker and Youth grants administered by WDC

# **WIOA MANDATORY**

## **American Job Center Partner Programs**

- **Career and Technical Education (Perkins Act)**
- **Native Hawaiian programs**
- **Veteran's Employment Repts and Disabled Veteran's Outreach program**
- **Temporary Assistance for Needy Families (TANF)**
- **Unemployment Compensation**
- **Job Corps**
- **Wagner-Peyser labor exchange program for employment services**
- **Trade Adjustment Assistance**
- **YouthBuild**
- **Community Services Block Grant**
- **HUD Employment and Training programs**
- **National Farmworker Jobs program**
- **Senior Community Service Employment program**

# WIOA Helps People With Barriers to Employment

WIOA improves access to education and workforce services

- **Veterans**
- **Individuals with disabilities**
- **Out-of-School and At-Risk Youth**
- **Ex-Offenders**
- **Low-income**
- **Homeless**
- **Foster Care Youth**
- **Low level of literacy**
- **Migrant and Seasonal Farmworkers**

# Local Workforce Development Boards (WDB)

- WDC receives federal funding to administer WIOA
- WDC allocates formula funds to the 4 local areas: **Kauai, Maui, Oahu & Hawaii County**
- WDBs competitively procure an Operator to manage the American Job Centers (AJC) and they monitor the service providers
- Each local area must have **1 comprehensive AJC** that provides access to services of all required partners
- Local areas may also have affiliate Centers with any subset of partners or specialized Centers



**May include additional partners:**

- **Social Security employment and training programs (ie: Ticket to Work)**
- **Supplemental Nutrition Assistance program (SNAP) employment and training programs**
- **Vocational Rehabilitation Client Assistance Program**
- **National and Community Service Act programs**
- **And others, including community-based organizations**





**Common identifier to  
American Job Center Hawaii**

**From:**

- **Oahu WorkLinks**
- **Workwise Kauai**
- **Big Island Workplace Connection**
- **Worksource Maui**

# Performance Measures

Core programs report on common performance indicators that provide key employment information

- How many job seekers entered and retained employment
- Their median wages
- Any credentials attainment
- Their measurable skills gain
- For the first time: the effectiveness of services to employers

# WIOA Primary Indicators

- **Percent employed 2<sup>nd</sup> quarter after exit (Adult)**
- **Placement in employment/education 2<sup>nd</sup> quarter after exit (Youth)**
- **Percent employed 4<sup>th</sup> quarter after exit (Adult)**
- **Placement in employment/education 4<sup>th</sup> quarter after exit (Youth)**
- **Median earnings 2<sup>nd</sup> quarter after exit (All programs)**
- **Credential attainment up to 1 year after exit**
- **Measurable skills gains**
- **Effectiveness in serving employers**

# Sources of Wage Data

- **Unemployment Insurance Division of DLIR**
  - Wage and employment information submitted by Hawaii employers
  - Quarterly match
- **Wage Record Interchange System (WRIS)**
  - For DOL reporting; data from 49 other states
  - States control the use of their wage data
- **WRIS 2** (Hawaii doesn't participate)
  - Extends data sharing to third party entities
  - Limited participating states, not all operational
- **Federal Employment Data Exchange System (FEDES)**
  - Federal employment information

# New Source of Wage Data

## State Wage Interchange System (SWIS)

- Needed because of the new WIOA partners & requirements
- Will replace WRIS and WRIS 2
- Includes core partners (previously DOL only)
- New agreement currently being drafted
- Agreement must be signed by all 50 states

# Data Exchange Partnership (DXP)

- **Valuable resource on data and systems**
- **Eligible Training Provider Reports (Community Colleges)**
- **Already has MOU with Unemployment Insurance for wage matching**
- **Has wage match capability with western states**
- **Data for program evaluation**

# Service Integration

- **Development of an integrated common intake system for Core Programs**
- **Single case management system**
- **Development of data matching capable reporting systems**
- **Fiscal and management accountability systems**
- **Development of a Career Pathways Framework**
- **Eliminate duplication of services**
- **High quality, seamless delivery of services at the American Job Centers and affiliates**

# STATE VISION

***All employers have competitively-skilled employees, and all residents have sustainable employment and self-sufficiency.***



# Collaboration

- WIOA emphasizes **collaboration** and **alignment** of programs
- Eliminating duplication of services
- Effective use of all resources
- Informed customer choice
- Strategic planning using sector strategies
- WIOA establishes common performance measures across core programs

# Workforce Development Council

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