

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 21st 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.



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An Overview

The bipartisan Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128), signed by President Obama on July 22, 2014, created a new vision for how America prepares an educated and skilled workforce that expands opportunity for workers and employers. WIOA represents the most significant reform to our public workforce development system in nearly 20 years. The same day the President signed WIOA into law, the Vice President released his Job-Driven Training report, recommending improvements to our Federal training programs, including stronger employer engagement, the use of work-based learning approaches like apprenticeship, accountability for employment outcomes, and regional partnerships. The Administration laid out a vision for our job training system that – as he explained – “trains our workers first based on what employers are telling us they’re hiring for and helps business design the training programs so that we’re creating a pipeline into jobs that are actually out there.” Many of these recommendations complement the new law.

The 21st century public workforce development system created through WIOA builds closer ties between business leaders, State and Local Workforce Development Boards, labor unions, community colleges, non-profit organizations, youth-serving organizations, and State and local officials to deliver a more job-driven approach to training and skills development. The system will deliver integrated, job-driven services to job seekers, including youth and those with barriers to employment, as well as to workers and employers. It supports the development of strong regional economies and enhances performance accountability to better inform consumers and investors about programs and services that work.

The WIOA Final Rules include reforms that will affect more than a dozen programs receiving approximately \$10 billion in annual funding, and programs that serve approximately 20 million Americans each year, by:

- ◆ **Ensuring Accountability for Employment Results.** All programs will now report employment and earning outcomes, which is new for some programs, and all core programs will report on outcomes using the same definitions so that their results can more easily be compared.
- ◆ **Improving Transparency for Job Seekers to Help Them Make Better Choices.** Customers will also have information to better inform their choices when selecting training programs. American workers looking to invest time and money in training can go online and see which programs have the best chance at giving them a leg up.
- ◆ **Strengthening employer engagement and service to businesses.** We are implementing a new accountability indicator to gauge how effectively businesses are served by the workforce system. The law also will increase opportunities for work-based learning, including on-the-job training and Registered Apprenticeships, for all Americans, particularly those with barriers to employment.
- ◆ **Enhancing Coordination and Collaboration across Programs.** We are implementing provisions of the law that require unified State planning across programs and co-location of more programs in American Job Centers. These reforms will result in streamlined access to customer-focused services and improved communication across the workforce system.



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Today, the U.S. Departments of Labor and Education (Departments) made available to the public a set of final regulations implementing WIOA. In developing these final regulations the Departments consulted with stakeholders, published proposed rules, and reviewed thousands of pages of public comments received in response to those proposed rules. The final regulations encourage customer-centered, job-driven strategies, such as career pathways, business engagement systems, sector strategies, and work-based learning; and they emphasize a commitment to high-quality services for all populations, including individuals with barriers to employment. These regulations provide the foundation upon which services to individuals and businesses can be strengthened and improved over time and include:

- I. **Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions:** This Joint Final Rule, issued by the Departments of Education and Labor, implements jointly-administered activities authorized by Title I of WIOA. This Joint Final Rule provides guidance for State and local workforce development systems on the requirements governing the development and submission of Unified and Combined State Plans, the performance accountability system, and the joint one-stop system, particularly with respect to partner program responsibilities, programmatic and physical accessibility for all customers, memoranda of understanding, infrastructure funding, and one-stop certification. This Joint WIOA Final Rule reflects changes made as a result of public comments received on the joint Notice of Proposed Rulemaking (NPRM) that was published on April 16, 2015, at 80 FR 20574.
- II. **Department of Labor-Only:** This Department of Labor Final Rule implements Titles I and III of WIOA. The Department prepared this Final Rule to implement those provisions of WIOA that affect the core programs under Title I; the Wagner-Peyser Act Employment Service and Monitor Advocate system as amended by WIOA Title III; and the Job Corps and national programs authorized under Title I which will be administered by the Department. This Final Rule reflects changes made as a result of public comments received to the NPRM that was published on April 16, 2015, at 80 FR 20690.
- III. **Programs and Activities Authorized by the Adult Education and Family Literacy Act (Title II of WIOA):** This Department of Education Final Rule implements changes to the Adult Education and Family Literacy Act (AEFLA) resulting from the enactment of WIOA. This Final Rule clarifies new provisions in the law and updates the regulations that establish criteria for determining the suitability of tests used for measuring State performance on the measurable skill gains indicator under WIOA. Finally, the rule removes specific parts of title 34 of the Code of Federal Regulations that are no longer in effect. This Final Rule reflects changes made as a result of public comments received on the NPRM that was published on April 16, 2015, at 80 FR 20968.
- IV. **State Vocational Rehabilitation Services Program; State Supported Employment Services Program; Limitations on Use of Subminimum Wage:** This Department of Education Final Rule amends the regulations governing the State Vocational Rehabilitation Services program and the State Supported Employment Services program in order to implement changes to the Rehabilitation Act of 1973 (Rehabilitation Act), as amended by Title IV of WIOA. This Final Rule also updates, clarifies, and improves the current regulations. The Department of



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Education also produced new regulations regarding limitations on the use of subminimum wages added by new Section 511 of the Rehabilitation Act which are under the purview of the Department of Education. This Final Rule reflects changes made as a result of public comments received on the NPRM that was published on April 16, 2015, at 80 FR 21059.

- V. WIOA, Miscellaneous Program Changes:** This Department of Education Final Rule amends the regulations governing a number of other programs administered by the Rehabilitation Services Administration to implement changes to the Rehabilitation Act made by WIOA. This Rule also implements those changes to the Rehabilitation Act made by the Workforce Investment Act of 1998, enacted on August 7, 1998, which had not previously been implemented in regulations, and it otherwise updates, clarifies, and improves the Rehabilitation Services Administration's current regulations. This Final Rule reflects changes made as a result of public comments received on the NPRM that was published on April 16, 2015, at 80 FR 20988.

These final regulations were made available to the public today, and will shortly be published in the *Federal Register*. The Departments of Labor, Education, and Health and Human Services continue to work together to support the public workforce development system to implement WIOA with program and performance data guidance, and training and technical assistance on shared strategies and technical requirements for creating a customer-centered workforce system. For more information, please visit the **Innovation and Opportunity Network (ION) webpage** at: <https://ion.workforcegps.org>.



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A Detailed Look

WIOA IMPLEMENTATION:

The bipartisan Workforce Innovation and Opportunity Act (WIOA), signed by President Obama on July 22, 2014, created a new vision for how America prepares an educated and skilled workforce that expands opportunity for workers and employers. The 21st century public workforce development system created through WIOA builds closer ties between business leaders, State and Local Workforce Development Boards, labor unions, community colleges, non-profit organizations, youth-serving organizations, and State and local officials to deliver a more job-driven approach to training and skills development. The final regulations are the result of unprecedented collaboration between the Departments of Education and Labor (Departments) and are the latest milestone in WIOA implementation. Since WIOA was signed, the Departments engaged the public workforce system through guidance, the submission of state strategic plans, and specifications for new performance data reporting. These final regulations provide the foundation upon which services to individuals and businesses can be strengthened and improved over time.

WIOA IN PARTNERSHIP:

In keeping with WIOA's focus on delivering integrated, coordinated services, these final regulations were developed in partnership with multiple Federal agencies. These agencies will continue to collaborate to train State and local partners in strengthening career pathways, work-based learning, sector strategies, and business engagement, and also in delivering effective services to all individuals, including individuals with barriers to employment.

KEY PROVISIONS OF THE JOINT FINAL RULE:

The Joint Final Rule structurally aligns the six WIOA core programs (Adult, Dislocated Worker, Youth, Employment Service, Adult Education, and Vocational Rehabilitation), thus supporting cross-program strategic and operational planning, performance accountability, and requirements for administering and operating the American Job Center system.

- ◆ **Coordinated Planning:** The development and submission of a Unified or Combined State Plan reinforces a State's role in formulating a strategic vision to align its Federal resources. WIOA requires the core programs to develop a single Unified State Plan. The final regulations also elaborate on each State's option to submit a Combined State Plan instead that reflects planning by the core programs with other workforce system partners.
- ◆ **Aligning Accountability:** The joint final regulations implement a number of provisions designed to improve accountability and transparency within the workforce system, and measure key employment and educational outcomes, as well as the programs' effectiveness in meeting employers' needs. Specifically, the joint final regulations require the six core programs to report participant outcomes using six common performance indicators:
 1. The percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program.
 2. The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program.



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3. The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.
4. The percentage of program participants who obtained a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent during participation in or within one year after exit from the program (participants who obtained a secondary school diploma or its recognized equivalent are included in the percentage only if they have obtained or retained employment or are in an education or training program leading to a recognized postsecondary credential within one year after exit from the program).
5. The 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 skill gains toward such a credential or employment.
6. The indicator(s) of effectiveness in serving employers.

In addition, other workforce programs will use this common data reporting structure, thereby aligning data elements and definitions across more programs. The joint final regulations also require: (1) the use of a statistical adjustment model to set levels of performance; (2) State submission of an annual report using a standard format; and (3) the publication of easy-to-understand information about the performance of training providers and programs.

- ◆ **Improving Service Delivery:** WIOA provides enhancements for a more integrated and coordinated one-stop service delivery system in each State, and brands this system as the American Job Center system. The Joint Final Rule describes this system of services including: roles and responsibilities for the six core programs, as well as other partner programs such as Temporary Assistance for Needy Families; programmatic and physical accessibility for all customers; Memoranda of Understanding requirements; infrastructure funding; and one-stop certification.

KEY PROVISIONS OF THE TITLE I ADULT, DISLOCATED WORKER, YOUTH, NATIONAL PROGRAMS, AND JOB CORPS, AND TITLE III EMPLOYMENT SERVICE PROGRAMS:

This Final Rule provides the framework for state and local workforce development systems to provide services that increase the employment, retention, earnings, and occupational skill attainment of U.S. workers. The rule includes provisions to help out-of-school youth, individuals with disabilities, and others with barriers to employment move into good jobs and careers; and to give businesses the skilled workforce needed to make the United States more competitive in the 21st Century global economy. Key features of the rule include:

- ◆ **Integrated services to jobseekers and businesses:** Businesses and job seekers will have access to a seamless system of high-quality education, employment, and training services through one of the nearly 2,500 American Job Centers across the country. Under the regulation, coordination of programs, services, and governance structures will support both individuals seeking jobs and skills training and employers seeking skilled workers.
- ◆ **Increased access to relevant training:** The regulation increases access to job-driven training, informed by using labor market information and employer needs identified through business engagement. The regulation will encourage the use of work-based learning strategies, such as on-the-job training and registered apprenticeships. Programs deliver training along career



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pathways, accompanied by career counseling, supportive services, and needs-related payments, as appropriate

- ◆ **Wider array of services for youth:** Youth, especially out-of-school and at-risk youth, are connected through American Job Centers to education and jobs; particularly work experience, career guidance, financial literacy education, and entrepreneurial skills training. The rules continue to support YouthBuild, which funds job training and educational activities for at-risk youth who, as part of their training, help construct or rehabilitate housing for homeless individuals and families and low-income families. The Job Corps program is also strengthened, with specific requirements relating to site selection, protection, and maintenance of Job Corps facilities; funding and selection of center operators and service providers; recruitment, eligibility, screening, selection and assignment, and enrollment of Job Corps students; Job Corps program activities and center operations; student support; and career transition services and graduate services.
- ◆ **Improved Services for Business:** The new rule better aligns services with the needs of regional economies and local employers by instituting regional planning and enabling Boards to use industry or sector partnerships that include high-quality worker training for new and incumbent workers that meet the needs of local and regional employers.
- ◆ **Greater emphasis on reemployment:** The regulations allow the workforce system to more effectively respond when workers lose their jobs by integrating Unemployment Insurance, rapid response to worker dislocations, and customer-centered National Dislocated Worker Grants which enable quick applications for grants to relieve the impact of mass layoffs and other major economic dislocations, emergencies, and disasters on employment in the impacted area and to meet the training and reemployment needs of affected workers. The rule also further aligns employment services to the rest of the public workforce system, by mandating colocation of employment service offices with American Job Centers and emphasizes reemployment services for unemployment insurance claimants such as skill assessments and job search assistance.
- ◆ **Better information means better decision-making:** Boards will use up-to-date labor market information, program evaluations, and related data to inform customers as they are considering program options, inform lawmakers updating public policy, and drive strategic decision making for program operators.
- ◆ **Streamlined Indian and Native American Program:** The regulations require that Indian and Native American Program grants be awarded through a competitive process which aligns with other WIOA-funded programs. Grantees are also required to submit a 4-year plan which describes their service strategies and program operations.
- ◆ **Improved services and protections for farmworkers:** The regulations provide migrant and seasonal farmworkers with career services and training, housing assistance, youth services, and related assistance. Under the regulations, more services are available to a wider age range of migrant youth. The regulations also govern the Agricultural Recruitment System, a system for interstate and intrastate agricultural job recruitment, and provide agricultural housing standards for migrant and seasonal farmworkers.



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KEY PROVISIONS OF THE TITLE II ADULT EDUCATION AND FAMILY LITERACY ACT PROGRAM:

WIOA strengthens the Title II Adult Education and Family Literacy Act (AEFLA) program by positioning adult education services as a key component of the workforce development system in local communities and improving alignment among adult education programs, postsecondary education providers, and employers. The program-specific Final Rule adheres to the following key goals:

- ◆ **Transition from adult basic education to postsecondary education, postsecondary training, or employment:** While AEFLA continues to emphasize high school completion for youth and adults, WIOA reauthorized AEFLA in a manner that recognizes that completion of high school is not an end in itself but a means to further opportunities and greater economic self-sufficiency. Through the implementation of new activities such as integrated education and training, workforce preparation activities, and career pathways programming, changes that will be implemented under the AEFLA Final Rule will better support individuals as they transition from adult basic education to postsecondary education, postsecondary training, or employment.
- ◆ **English language learning:** Through WIOA, AEFLA now formalizes the role that adult education has played for decades related to assisting immigrants and English language learners in learning to read, write, and speak English, adds mathematics to the scope of services, and expands the focus of English language learning by adding civics education and workforce training.
- ◆ **Innovative Supports for Re-entry:** Drawing on growing research on the long-term value of education in reducing recidivism and promoting successful re-entry into society, AEFLA, as reauthorized by WIOA, encourages investments in and innovative programming for the educational and career advancement of incarcerated individuals.
- ◆ **Supports for families and communities:** As reauthorized by WIOA, the purpose of AEFLA continues to emphasize the important role that adult education and literacy plays in supporting the educational and skill achievement of parents and family members to participate in the educational development of their children and improve economic opportunities for their families.

KEY PROVISIONS OF THE TITLE IV VOCATIONAL REHABILITATION PROGRAM:

WIOA makes significant changes to programs authorized under the Rehabilitation Act of 1973 (Title IV), particularly to the Vocational Rehabilitation (VR) program. This is one of the core programs administered by the Department of Education, providing VR services to individuals with disabilities, including students and youth with disabilities. The program-specific Final Rule adheres to the following key goals:

- ◆ **Aligns the VR program with other core programs:** WIOA strengthens the alignment of the VR program with other core programs of the workforce development system. This alignment also brings together various entities in workforce, educational and human resource programs to create a seamless customer-focused service delivery network that integrates service delivery across programs, enhances access to services, and improves long-term employment outcomes for individuals with disabilities.
- ◆ **Strengthens the VR program's focus on competitive integrated employment:** The guiding principle of the VR program is that individuals with disabilities, including those with the most



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significant disabilities, are capable of achieving high quality, competitive integrated employment when provided the necessary services and supports. To increase the employment of individuals with disabilities in the competitive integrated labor market, the workforce system must provide individuals with disabilities opportunities to participate in job-driven training and pursue high quality employment outcomes. The VR program enhances access to services, including VR services, for individuals with disabilities seeking or continuing employment at subminimum wages with entities holding special wage certificates under section 14(c) of the Fair Labor Standards Act, enabling them to achieve competitive integrated employment.

- ◆ **Expands VR services to students and youth with disabilities:** WIOA ensures that students and youth with disabilities have meaningful opportunities to receive the VR services they need to achieve competitive integrated employment. WIOA amends the VR program to expand not only the population of students with disabilities who may receive VR services but also the breadth of services that the VR agencies may provide to youth and students with disabilities who are transitioning from school to postsecondary education and employment. Under WIOA, the VR program strengthens coordination between VR agencies and local education agencies in the provision of transition services provided under the Individuals with Disabilities Education Act and the provision of pre-employment transition services to students with disabilities under the VR program.



Fact Sheet:

Developing a Globally Competitive Workforce

The public workforce investment system is a valuable resource to support your human resource capabilities. The system offers essential resources and tools to transform your workforce to meet the changing demands of the 21st-century economy and to develop a more competitive workforce.

Enhance Your Human Resource Capacity

American Job Centers

- ◆ More than 2,400 American Job Centers (AJCs) are located across the country to assist thousands of businesses in recruiting, hiring, training or upskilling your workforce.
- ◆ Business Service Representatives at AJCs offer a range of customized training options to meet businesses' needs.
- ◆ The AJCs provide information about local and federal resources to assist with business decisions such as marketing and economic development opportunities.

Business Services Toolkit

- ◆ This online resource provides access to virtual tools and resources that any company can use, as well as links to more specialized services.

Upskill and Diversify your Workforce to Meet New Demands

Expanding Registered Apprenticeship Opportunities

- ◆ Programs offer a proven, high caliber training strategy for workers to learn the skills that employers need for American businesses to grow and thrive in a competitive global environment.
- ◆ Customizable and flexible Registered Apprenticeship programs match employers' needs to meet employers' changing demands.

Incumbent Worker Training

- ◆ Business-led state and local workforce boards offer training services to help companies remain competitive by updating or enhancing the skills of their current workforce.
- ◆ Workforce boards can reimburse employers, on a limited basis, for the extraordinary costs of training new hires through on-the-job and customized training.

Engage in Long-Term Workforce Planning

State and local workforce boards lead sector strategy and career pathway initiatives - regional, industry-focused approaches to workforce and economic development that improve access to good jobs and increase job quality in ways that strengthen an industry's workforce.

Useful Links

Career One-Stop Business Center is your source for help to hire, train, and retrain a strong workforce:

<http://www.careeronestop.org/BusinessCenter/index.aspx>

American Job Center Locator provides contact information for the nearest American Job Center:
<http://www.careeronestop.org/LocalHelp/local-help.aspx>

Business Services Toolkit offers a range of tools for customized solutions to your workforce needs:
<http://www.careeronestop.org/businesscenter/toolkit/toolkit.aspx>

Registered Apprenticeship Quick-Start Toolkit is your guide to Building a Registered Apprenticeship Program:
http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf



Opportunities Through the Workforce Innovation and Opportunities Act (WIOA)

- ◆ The Workforce Innovation and Opportunities Act (WIOA), signed into law by President Barack Obama on July 22, 2014, is the first legislative reform of the public workforce system in 15 years. The law replaces the Workforce Investment Act of 1998 and amends the Adult Educational and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.
- ◆ With the passage WIOA, the workforce system now has greater flexibility to engage employers in developing the workforce for an economic region – from preparing entry-level workers, to retraining transitioning workers, to upskilling incumbent workers.
- ◆ WIOA modernizes and streamlines the workforce system, promoting stronger coordination of services and programs, wider business involvement in delivering training, and enhanced support for jobseekers with disabilities and unemployed youth not in school.

Improves Services to Employers and Promotes Work-Based Training

- ◆ WIOA contributes to economic growth and business expansion by ensuring the workforce system is job-driven, which supports matching employers with skilled individuals.
 - ❖ State and local boards will promote the use of industry and sector partnerships to address the workforce needs of multiple employers within an industry and to meet the workforce needs of local and regional employers.
 - ❖ Local areas can use funds for demonstrated effective strategies that meet employers' workforce needs, including incumbent worker training, Registered Apprenticeship, transitional jobs, on-the-job training, and customized training.
 - ❖ Employers may have access to have incentives to meet their workforce needs and offer opportunities for workers to learn with increased reimbursement rates for on-the-job and customized training.
 - ❖ The effectiveness of services to business will be measured.
- ◆ WIOA offers opportunities to address developmental skills through the Adult Education and Family Literacy Act – Title II of WIOA. Employer partnerships with education providers are eligible entities under Title II, creating opportunities for employers and providers to team up and offer foundational skill development for low-skilled workers looking to get ahead.
- ◆ Businesses, under WIOA, can collaborate with American Job Centers, community colleges, and adult education providers to develop integrated education and training programs at the workplace to help employees gain basic and technical skills and advance to the next level of work.
- ◆ WIOA promotes greater collaboration between Registered Apprenticeship and the Title I programs in several ways, including recognizing Registered Apprenticeship programs as eligible training providers for the Adult and Dislocated Worker formula programs and recognizing completion of a Registered Apprenticeship certificate as a post-secondary credential.
- ◆ Pre-apprenticeship training is an authorized Youth program activity to help participants meet entrance requirements for Registered Apprenticeship programs.

Effective Dates for Implementation and Technical Assistance

In general, WIOA takes effect on July 1, 2015; however, the planning requirements and common indicators of performance take effect on July 1, 2016 and other exceptions specifically noted in the law.

DOL is working in coordination with the Department of Education and the Department of Health and Human Services to support the public workforce system to implement WIOA. The DOL WIOA Resource Page (www.doleta.gov/WIOA) will include updated guidance and resources, as well as communicate opportunities to provide input. The WIOA Collection Page (wioa.workforce3one.org) provides links to technical assistance tools and information to support implementation. Questions regarding WIOA can be emailed to DOL.WIOA@dol.gov.



The American Job Center (AJC) Network

About WIOA

The Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128) is a transformative law designed to strengthen our nation's public workforce system, helping job seekers, particularly those with barriers to employment, access the education, training, and support services they need to obtain and advance in quality jobs and careers, and to help businesses hire and retain the skilled workers they need to succeed in a global economy. WIOA ensures that the needs of businesses and workers drive workforce solutions and it increases and aligns coordination among key employment, education, and training programs.

Use of the AJC Network Common Identifier or Tag Line

CFR § 678.900(c) requires that each one-stop delivery system must include the 'American Job Center' identifier, or a tag line stating 'a proud partner of the American Job Center network', on all products, programs, activities, services, electronic resources, facilities, and related property and new materials used in the one-stop delivery system. This common identifier is sometimes known as AJC branding or co-branding. To support implementation of this requirement, ETA established trademark ownership of the following logos: 1) "American Job Center network"; and 2) "a proud partner of the American Job Center network."

KEY FACTS TO KNOW ABOUT THE AJC NETWORK IDENTIFIER AND TAG LINE:

- ◆ As of November 17, 2016, each one-stop delivery system must include the identifier or tag line on all primary electronic resources used by the one-stop delivery system, and on any newly printed, purchased or created materials.
- ◆ As of July 1, 2017, each one-stop delivery system must include, in addition to any State or locally-developed identifier the system may wish to use, the identifier or tag line on all products, programs, activities, services, electronic resources, facilities and related property and new materials used in the one-stop delivery system.
- ◆ States and local areas should take steps to make sure that all one-stop centers, comprehensive and affiliate alike, adopt usage of the identifier or tagline by July 1, 2017.
- ◆ If a State or local logo appears on the front of business cards, downsize the identifier/tag line to appear with that logo on the front of the card. If a State or other government seal appears on the front of business cards, the identifier/tag line may appear on the backside of business cards.
- ◆ Neither the identifier nor the tag line is required to be added to resource room materials distributed to customers if those materials were not printed, purchased or created by the one-stop delivery system.
- ◆ The requirement to use a common identifier does not apply to individual messages sent via social media. However, to the extent a social media page is an electronic resource and it is technologically feasible to use the common identifier, the requirement to use the common identifier does apply.

Learn More About WIOA

Information and **guidance** for WIOA can be found here: doleta.gov/WIOA

ION, the technical assistance initiative for WIOA, can be accessed by visiting **WorkforceGPS** here: ion.workforcegps.org

WIOA Implementation Technical Assistance

The Innovation and Opportunity Network (ION) is a community of practitioners, program staff, partners, planners, industry leaders, and stakeholders that strive for system improvement, capacity building, and excellence in the public workforce system. ION is a national, regional, state, and local alliance that makes available the technical assistance, information sharing, and training needed to implement the vision of WIOA. Visit ION at: <https://ion.workforcegps.org>

