

Workforce Innovation and Opportunity Act (WIOA)

Youth Services Bidder's Conference

December 4, 2017

Welcome!

Agenda

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WIOA Background

- Signed into law by President Obama on July 22, 2014 to replace the Workforce Investment Act (WIA) with an effective date of July 1, 2015.
- 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 skilled workers.
- Formula funds are provided to local workforce innovation areas (LWIAs) annually to deliver a comprehensive array of services through three funding streams – adults, dislocated workers and youth based on area need and demographics.
- Funding for youth services can assist in-school and out-of-school youth with one or more barriers while placing an emphasis on work based learning activities.

Local Workforce Area Structure

- Kane County serves as the grant recipient and local administrator of WIOA funds awarded to the three-county area of Kane, Kendall and DeKalb Counties.
- Policy direction and oversight for the workforce programming delivered is performed by the local Workforce Development Board.
- Youth services are competitively procured and contracts are awarded to providers across the three-county area to implement programming for WIOA eligible participants.

Current Youth Provider Network

- Kane County
 - Business and Career Services, Inc.
 - Elgin Community College
 - Waubonsee Community College
- Kendall County
 - Business and Career Services, Inc.
 - Grundy/Kendall Regional Office of Education
 - Waubonsee Community College
- DeKalb County
 - Kishwaukee College

Current awards
range from
\$171,800 to
\$310,000

PY16 Enrollment:

44 – ISY

330 – OSY

374 – Total

PY17 Current
Network Goals:

37 – ISY

247 – OSY

284 – Total

RFP Purpose

To identify and fund organizations that will deliver innovative and comprehensive services that result in out-of-school or in-school youth achieving academic and employment success.

Contract Information

- Award(s) are estimated to total approximately \$275,000 for a single provider or multiple entities.
- Award amount(s) may be supplemented by WIOA Program Year 2018 Youth funding (pending its availability on July 1, 2018), in order to ensure continuity of service through June 30, 2019.
- Contracts are administered on a cost reimbursement basis and are expected to run from April 1, 2018 – June 30, 2019.
- While 15-month proposals are encouraged, shorter contract periods may be proposed by bidders interested in delivering programming with a defined end-date.
- Contract extensions not anticipated; opportunity to re-bid will be made available in the Spring of 2019.
- Projects must serve communities within Kane, Kendall and/or DeKalb Counties.
- Local area must meet WIOA required benchmarks:
 - 75% Out-of-School youth expenditures
 - 20% Work Based Learning expenditures

Eligible WIOA Youth

WIOA Funded Services may be provided to In-School and Out-of-School Youth

US Citizen
or
Eligible Non-
Citizen

Comply with
the Military
Selective
Service Act
(if applicable)

16-24 years
of age at the
time of
application

Have one or
more
barriers to
employment

WIOA Youth Barriers

School Dropout

Youth within age of school attendance but has not attended for at least the most recent complete school calendar quarter.

Earned HS diploma or GED, is low income and:
is Basic skills deficient, or
an English language learner

Individual Subject to the Juvenile or Adult Justice System

Homeless Individual, Runaway, In or Aging Out of Foster Care

Pregnant or Parenting Individual

Individual with a Disability

Low Income Individual Requiring Additional Assistance

Program Design

Academic Focus

- Activities leading to the attainment of a secondary school diploma or its recognized equivalent, or a post-secondary credential.

Employment Focus

- Preparation for and transition to unsubsidized employment opportunities.

Academic Focus

- Secondary Education Activities
 - Credit Recovery
 - High School support provided to aid in dropout prevention
 - Preparation for post-secondary educational and training opportunities
- Post-Secondary Activities
 - Pre-vocational and Occupational training
 - Scholarships to fund tuition, fees and book expenses
 - Industry credential attainment

Employment Focus

- Career guidance to support exploration and exposure to high demand occupations
- Job-readiness elements needed for participant success, such as soft skills, resume development, interview coaching and what to expect on the job
- Work based learning to provide exposure to different occupations and industries for youth participants along with real-world experience and job structure
- Placement assistance into unsubsidized employment, and support to ensure job retention

Four Required Areas of Service

1. Career Pathways

A combination of education, training, and other services that align with the skill needs of industries in the state or regional economy, and prepares an individual to be successful in any secondary or post-secondary education options.



2. Work Based Learning

Provides a structured learning experience in a workplace for a limited period of time where youth participants can earn an income while gaining critical job skills along an identified career pathway.



3. WIOA Program Elements

Required under WIOA, 14 program elements must be made available to all youth participants to fill educational or employment gaps and meet essential needs.



4. Required Program Components

Nine (9) fundamental services required of all respondents to be identified within scope of work; these components cannot be provided by an outside partnership.

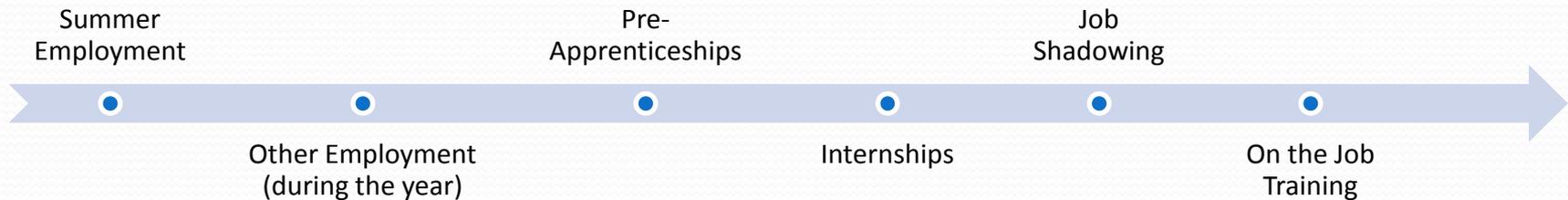
1. Career Pathways

All academic and employment services should center around career pathway development which may include:

- Providing fundamental labor market information to youth participants
- Increasing awareness of salaries, career ladders and opportunities within industry sectors through one-on-one counseling, workshops, and employer engagement
- Providing direction for youth who are not college bound and coaching on positions that have upward mobility within a career path
- Post-secondary education and/or certificate courses must result in an industry-recognized credential
- Work Based Learning initiatives should provide a foundation for the exploration of career interests while providing valuable on-the-job experience

2. Work Based Learning

20% of projects proposed must be expended on activities supporting paid and unpaid work experience that have academic and/or occupational education component. Examples of work based learning activities include:



Examples of allowable expenses include:

Youth wages

Staff time spent identifying potential work experience opportunities

Staff time working with employers to develop work experience

Staff time working with employers to ensure a successful work experience

Participant work experience orientation sessions

Classroom training or the required academic education component directly related to the work experience

Orientation for employers

2. Work Based Learning continued

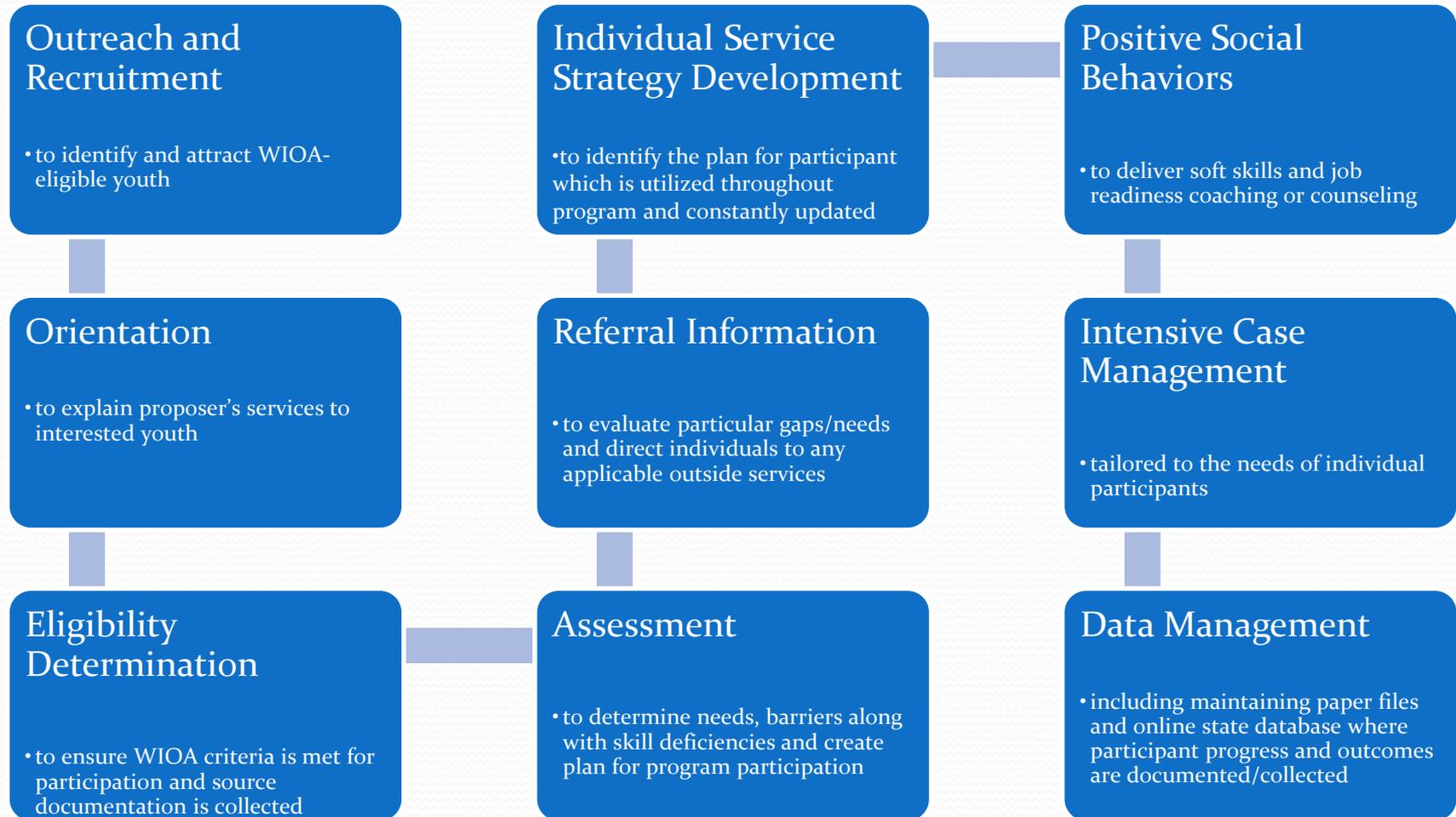
Respondents will manage all aspects of WBL, including but not limited to:

- Brokering all worksite agreement-related documentation when creating participant opportunities with employers;
- Fulfilling the role of Employer of Record for youth participating in paid work-experiences;
- Coordinating payroll for youth who participate in paid work-experiences;
- Advocating for youth to be transitioned from subsidized to unsubsidized employment.
- Aligning work experience placements with the career pathway identified; and
- Paying a wage equitable to what an employee of equal experience level would be paid to complete similar responsibilities.

3. WIOA Elements

- Utilized to remove barriers and obtain short and long term goals of each youth participant.
- Providers must make all **14 identified WIOA Elements available** to youth participants, whether delivered on-site through direct program delivery or through a partnership.
- Specific services should be provided based on each participant's objective assessment and individually developed service strategy.

4. Required Program Components



Performance Measures

- WIOA establishes a performance accountability system.
- Measures effectiveness of the state and local workforce areas in achieving outcomes for registered participants.
- Success measurement includes:
 - Placement into Employment or Education
 - Retention in Employment or Education
 - Median Earnings
 - Credential Attainment
 - Skills Gain

Evaluation and Selection Process

- Proposals will be selected based on:
 - Proposer's qualifications to carry out services (30%);
 - Quality of the service delivery/program design and ability to achieve performance benchmarks (40%); and
 - Soundness of the budget and overall value (30%).
- Contract(s) will be authorized by the Workforce Development Board at their February 2018 meeting with final approval by the Kane County Board in April 2018.
- Contract(s) will have an April 1, 2018 launch date.

Submission Requirements

- Responses are due **by 2:00 pm on December 20, 2017.**
- Original responses must be returned in a sealed package or envelope bearing the name and address of the respondent and be labeled "**Workforce Innovation and Opportunity Act Youth Services.**"
- May be mailed or hand delivered as follows:
County of Kane
Purchasing Department, Building A, Rooms 210, 212, 214
719 South Batavia Ave., Geneva, IL 60134

Web Resources

Workforce Development Board Policies:

- Support Services and Incentives
- Training – Individual Training Accounts (ITAs) and On-the Job Training (OJT)
- Work Experience
- <http://www.countyofkane.org/Pages/ocr/WDB.aspx>

State Youth Eligibility Definitions:

- <https://apps.il-work-net.com/WIOAPolicy/Policy/Index/9> (General Youth Info)
- <https://apps.il-work-net.com/WIOAPolicy/Policy/Index/123> (Youth Out-of-School)
- <https://apps.il-work-net.com/WIOAPolicy/Policy/Index/124> (Youth In-School)

WIOA Performance Definitions:

- https://www.doleta.gov/performance/guidance/tools_commonmeasures.cfm
- <https://www.doleta.gov/performance/reporting/> (click on Periods for Reporting)

Federal WIOA Youth Guidance:

- https://wdr.doleta.gov/directives/attach/TEGL/TEGL_23-14.pdf
- https://wdr.doleta.gov/directives/attach/TEGL/TEGL_21-16.pdf
- https://wdr.doleta.gov/directives/attach/TEGL/TEGL_08-15.pdf

Thank You

For attending the

2017 Workforce Innovation and Opportunity Act Youth Services
Bidder's Conference