

# Workforce Investment Act of 1998 (H.R. 1385)

**Agency:** Employment and Training Administration (ETA) Labor

**Action:** Final Rule – July 1, 2000

## Overview

The Workforce Investment Act of 1998 (WIA), which became effective July 1, 2000, establishes a national workforce preparation and employment system to meet the needs of businesses, job seekers and those who want to further their careers. Customers will have easy access to information and services through the One-Stop Career Center system.

## Workforce Investment Act Principles

Streamlining services

Empowering individuals

Universal access

Increased accountability

State and local flexibility

Improved youth programs

Strong role for local workforce investment boards



## Q. What is the governance structure for the Workforce Investment Act?

- Title I authorizes the new Workforce Investment System.
- State Workforce Investment Boards are established.
  - Five-year Strategic Plan
  - Advises Governor
  - Monitor Statewide Activities

## Q. What are some key guiding principles of the Workforce Investment Act?

Streamlining Services  
Universal Access

Empowering individual  
Individual Training Accounts

## Q. What do WIA Adult and Dislocated Worker Programs provide?

- Core
- Intensive
- Training
- Support

## Q. Which programs are identified as required partners in the Act?

- Programs authorized under the Wagner-Peyser Act
- Adult education and literacy activities authorized under title II of WIA
- Programs authorized under parts of the Rehabilitation Act
- Welfare-to-Work programs authorized under the Social Security Act
- Senior community service employment activities
- Postsecondary vocational education authorized under the Carl D. Perkins Vocational and Applied Technological Education Act
- Trade Adjustment Assistance and NAFTA Transitional Adjustment Assistance
- Local veterans' employment representatives and disabled veterans outreach programs
- Employment and training activities under the Community Services Block Grant
- Employment and training activities of the Department of Housing and Urban Development
- Programs authorized under State unemployment compensation laws



## **Core Services – Required at One-Stop Center:**

- *Eligibility = Universal*
- Eligibility determination for targeted programs, including UI
- Outreach, intake, orientation
- Skills assessment
- Job search and job placement
- Labor market information
- Training provider information
- Support services information
- Follow up

## **Intensive Services – May be at One-Stop Center or Other Contracted Sites:**

- *Eligibility = Unable to obtain self-sufficiency level job through core services*
- Testing, assessment, interview, evaluation
- Individual employment plans
- Group counseling
- Individual counseling
- Case management
- Short-term pre-vocational classes and services
- Job readiness activities
- Basic education and literacy
- Basic computer skills



## **Training Services – typically Accessed via Voucher**

- *Eligibility = Eligible for intensive services, need skills for job & funds beyond Pell/other federal sources*
- Occupational skills
- On-the-job training
- Combined workplace/classroom
- Private sector training
- Skill upgrading and retraining
- Entrepreneurial training
- Customized training by employers



# PA Workforce Investment Board

## **MISSION:**

The board's mission is to ensure that Pennsylvania's entire workforce system, covering many programs in multiple departments and agencies, meets employers' needs for skilled workers and workers' needs for career and economic advancement. In addition, the board is responsible for providing policy guidance and direction, evaluating performance and recommending continuous improvements.

## **INITIATIVES**

- Seed funding for industry partnerships
- The Pennsylvania Center for Health Careers
- The PA Manufacturing Workforce Partnership
- The PA Performance Management Plan
- Reorganized State Youth Council and developed strategy
- The Governor's Manufacturing Summit
- Industry Partnerships
- PA Center for Health Careers
- Pennsylvania's Nursing Education Initiatives
- The Registered Nurse Workforce In Pennsylvania
- The Licensed Practical Nurse Workforce in Pennsylvania
- PA Manufacturing Workforce Partnerships

# Composition of the Local Board

## A. Mandatory Members of the Local Board

- A Local Workforce Investment Board must be made up of at least a majority of private sector representatives and shall include representatives from employers in the region with key industry clusters or economic sectors, both critical and emerging, and an appropriate mix of small, medium and large firms adequately representing, to the extent possible, urban, suburban and rural interests.
- At least two representatives of local educational entities.
- At least two representatives of labor organizations.
- At least two representatives of community-based organizations.
- At least two representatives of economic development agencies.
- Representatives determined by their managing organization of each of the one-stop mandated Partners:
  - Workforce Investment Act (former JTPA activities)
  - Wagner-Peyser Act (Employment Service activities)
  - Federally-funded adult education
  - Federally-funded literacy
  - Federally-funded vocational rehabilitation
  - Section 403(a)(5) of the Social Security Act (Welfare-to-Work funding)
  - Federally-funded older worker employment and training
  - Carl Perkins Act (federal vocational education funds for post-secondary education)
  - Title II of Trade Act of 1974 (Trade Adjustment Act funds)
  - Activities under Chapter 41 of Title 38 of United States Code (Veterans Employment Services)
  - Activities under Chapter 41 of Title 38 of United States Code (Veterans Employment Services)
  - Employment and training activities carried out under CSBG
  - Employment and training activities carried out by HUD
  - State unemployment compensation law

## B. Optional Members of the Local Board

Other individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate.

## **Functions of the Local Board**

- a. The Local Board in partnership with the Chief Elected Officials shall develop and submit a comprehensive 5 year local plan consistent with the State plan to the Governor.
- b. The Local Board, with the agreement of the Chief Elected Officials shall designate or certify Team Pennsylvania CareerLink operators (consistent with criteria established by the PA WIB) and may terminate for cause the eligibility of the Team Pennsylvania CareerLink operators.
- c. The Local Board shall identify eligible providers of youth activities by awarding grants or contracts on a competitive basis, based on the recommendations of the Youth Council.
- d. The Local Board shall identify eligible providers of training services for adults and dislocated workers.
- e. The Local Board shall identify eligible providers of intensive services for adults and dislocated workers and award contracts for intensive services if the intensive services are not provided by the Team Pennsylvania CareerLink operator.

## **Functions of the Local Board**

- f. The Local Board, in partnership with the Chief Elected Official, shall conduct oversight with respect to local programs of youth, adult, and dislocated worker activities authorized under the Workforce Investment Act and the Team Pennsylvania CareerLink delivery system.
- g. The Local Board, in partnership with the Chief Elected Official, will negotiate and reach agreement with the Pennsylvania Workforce Investment Board on behalf of the Governor on local performance measures.
- h. The Local Board shall assist the Department of Labor and Industry in developing a statewide employment statistics system.
- i. The Local Board shall coordinate the workforce investment activities authorized under the Workforce Investment Act with local economic development strategies including those of Team Pennsylvania and develop other employer linkages with those activities.
- j. The Local Board shall promote the participation of private sector employers in the statewide workforce investment system. It will ensure the private sector participation through the connecting, brokering, and coaching activities, through intermediaries such as the Team Pennsylvania CareerLink operator or through other organizations, to assist employers in meeting hiring needs.

# *Pennsylvania*

*Lehigh Valley Workforce Investment Board, Inc.*

## **Functions of Youth Council**

- a. The Youth Council shall develop the portions of the local plan relating to eligible youth, as determined by the chairperson of the Local Board.
- b. The Youth Council shall recommend eligible providers of youth activities to the Local Board to be awarded grants or contracts on a competitive basis to carry out the youth activities.
- c. The Youth Council shall conduct oversight with respect to the eligible providers of youth activities in the local area.
- d. The Youth Council shall coordinate youth activities in the local area.
- e. The Youth Council shall perform other duties determined to be appropriate by the chairperson of the Local Board.