



WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

TRANSMITTAL # 1

MEMORANDUM

January 13, 2016

TO: Workforce Development Council
FROM: Dr. Linda Clark, Chair, Youth Committee
SUBJECT: Workforce Innovation and Opportunity Act (WIOA) Youth Program Design
ACTION REQUESTED: Accept Youth Committee Recommendations for WIOA Youth Service Delivery

BACKGROUND:

The Workforce Development Council's Youth Committee has completed its review of youth program service design options and has developed specific recommendations for the redesign of the youth service delivery in Idaho under the Workforce Innovation and Opportunity Act.

Minutes from each Youth Committee meeting and final transmittals are attached to provide a record of data reviewed, discussions held and the development of final recommendations in three areas ~ *who will be served, what services will be provided and how services will be provided*. The transmittals also document the pros and cons of various options considered by the committee.

Noting major funding reductions over the last five years, the committee garnered input from partner organizations statewide to help identify gaps in services to the neediest youth, how WIOA resources might best be utilized in leveraging other partner resources and how limited WIOA resources can best be directed to have a positive impact. Data input from partners, including the Division of Vocational Rehabilitation, Job Corps, the Department of Health and Welfare's Foster Care, SNAP and TANF programs, Commission for the Blind and Visually Impaired, Division of Professional-Technical Education, Department of Juvenile Justice, Department of Correction, Idaho Youth Ranch, Adult Basic Education, the Community Council of Idaho and Native American Programs helped mold the committee's recommendations.

The committee's recommendations reflect their intent to direct the youth program's focus towards out-of-school youth, in sync with the directives under WIOA. The Workforce Development Council had previously approved this policy for implementation during PY2016. The Council's decisions regarding service design options will determine the level of procurement and opportunity for current providers to compete for youth program service delivery.

COMMITTEE RECOMMENDATIONS:

1. **WHO WILL BE SERVED?**

WIOA establishes specific eligibility criteria for the youth program. Only those youth meeting specific criteria, some low-income, with specific barriers to education and employment may be served. The Council may further delineate a barrier category. The Act also establishes a minimum expenditure threshold of 75 percent on out-of-school youth. For several years, U.S. Department of Labor has directed states to increase the Workforce Investment Act's (the previous workforce legislation) focus on out-of-school youth to develop their entrance into the workforce pipeline. Accordingly, the Council approved to move Idaho's threshold to 70 percent for out-of-school youth. Based on input from partner organizations and their data, and guidance from U.S. Department of Labor, WIOA's youth activities should focus on building occupational skills and preparing for entrance into the workforce pipeline with an emphasis on work-based learning opportunities.

The Council, during its October 2015 meeting, approved the Youth Committee's recommendations for the state's youth program service priorities. These are listed below:

A) Establish youth service priorities for the following youth groups:

- Low-income youth involved with the juvenile justice system;
- Low-income youth exiting foster care;
- Low-income youth that are pregnant and/or parenting; and
- Low-income youth with disabilities.

B) Have program enrollment and participation reflect the incidence of population in the areas where programs operate.

C) Focus WIOA youth program services exclusively to out-of-school youth throughout the state to account for the diminished funding expected in the future.

2. **WHAT SERVICES WILL BE PROVIDED?**

WIOA and proposed regulations require that 14 specific elements be made available for youth and also require that WIOA funds are not used to acquire those elements commonly available in the area to low income youth.

RECOMMENDATION

Elements found to be commonly available across Idaho to low income youth ~ tutoring, alternative school, guidance and counseling, financial literacy, entrepreneurial skills, labor market information and transition activities ~ will be *coordinated* with other providers in the communities, rather than purchased with WIOA funds.

3. **HOW WILL SERVICES BE PROVIDED?**

The Workforce Development Council adopted policies to maintain funding for actual participant training during several years of decreased funding in all WIA programs. Under WIOA, future funding cuts are also anticipated. Guidance from U.S.DoL directs states to enhance integration of service delivery, eliminate unnecessary overhead costs and simplify administration in order to preserve resources for participant training.

Federal regulations and USDOL guidance advocate enhanced integration of youth services through the One Stop system. WIOA and proposed regulations clarify that awarding a grant on a competitive basis **does not apply to the design framework component** where these services are provided by the grant recipient/fiscal agent. The design framework includes intake, assessment, development of an individual's service plan and overall case management and follow-up services. In Idaho, the grant recipient/fiscal agent is the Idaho Department of Labor.

The committee's recommended design framework aligns Idaho's youth service delivery structure with federal regulations and guidance advocating enhanced integration of youth services through the One Stop system, offer consistent access to and delivery of a broader design framework, decrease staff costs and bring consistency to occupational classroom training processes for all program funding streams.

To maximize delivery of participant services with dwindling dollars, the Workforce Development Council has asked for a 50/50 split between staff and participant expenditures in adult and dislocated worker programs. The committee's recommendations incorporate that the same split for the youth program.

RECOMMENDATIONS

- a. Require delivery of allowable WIOA youth program services through One-Stop Centers;
- b. Require each WIOA youth provider to meet or exceed a 50/50 staff/participant expenditure rate; and
- c. Assign delivery of the "youth framework" component to the state's grant recipient/fiscal agent, the Idaho Department of Labor. All intake, assessment, completion of individual service strategies, case management and follow-up services will be provided within the One Stop offices by Idaho Department of Labor staff.

IMPLEMENTATION SCHEDULE:

To avoid additional administrative costs of closing current contracts and issuing new contracts during the current program year, and to allow appropriate time for completion of procurement processes, the committee recommends implementation of the new youth program design effective July 1, 2016.

Proposed procurement schedule:

