



The Workforce Innovation and Opportunity Act: New Opportunities for Job Training and Education in Ohio

Introduction

Many people face more barriers than ever to getting education or training for a job that pays enough to move out of poverty. In July 2014, President Barack Obama signed a bipartisan piece of legislation that recognized the need to invest in people with barriers to employment – the Workforce Innovation and Opportunity Act (WIOA). WIOA, which became effective in mid-2015, was intended to improve connections to employment and training opportunities that lead to economic mobility. People with low incomes and low skills have not traditionally received the in-depth, comprehensive services needed to move into good jobs. Experts agree that the changes in state workforce systems required by WIOA create the best opportunity in 16 years to reshape the system to serve people previously left behind.

Ohio Poverty Law Center developed this toolkit to help community members, organizers, and advocates get involved because WIOA opportunities could make a difference in the lives of thousands of Ohioans and their families. WIOA was intended to be a vehicle for youth and adults to move out of poverty through training, education and support for sustainable, good-paying jobs and careers. WIOA opportunities for low-income people will happen at the local level. For WIOA to work as intended, community people must have a voice about how to best reach and serve those who have been underserved by traditional workforce systems. We hope that we can work together to create real and lasting opportunities for people in your area!

The rollout of WIOA is ongoing at the federal, state, and local level. We will do our best to update the toolkit as more guidance is issued. Check our website at <http://www.ohiopoveritylawcenter.org/> and connect with us via Facebook for notices on toolkit updates: <https://www.facebook.com/Ohio-Poverty-Law-Center-54556842961/>

Please feel free to give us your feedback. We want this to be user-friendly and full of the information you need to be effective on the local level. Use and reproduce this toolkit – just let folks know that you got it from the Ohio Poverty Law Center. We're using the law to fight poverty in Ohio.

Thank you from Janet, Linda, and Mike at the Ohio Poverty Law Center!

Why care about WIOA?

WIOA – if implemented well at the local level – will increase opportunities for jobs in high-demand and good paying jobs for low-income people by:

1. Increasing services to people with challenges due to lack of training, education, and many other barriers;
2. Expanding education and training options;
3. Helping disadvantaged and unemployed adults and youth earn while they learn; and
4. Requiring state and local workforce planning to be accountable for aligning policies across programs designed to help people with barriers.

Who will benefit from WIOA's changes?

WIOA was written to help both employers and potential employees. One way the new law helps unemployed people is that it requires “individuals with barriers to employment” receive priority for employment and training services. Individuals with barriers are specifically listed as:

- Displaced homemakers;
- Low-income individuals;
- Indians, Alaska Natives, and Native Hawaiians;
- Individuals with disabilities, including youth;
- Older individuals;
- Ex-offenders;
- Homeless individuals or homeless children and youths;
- Youth who are in or have aged out of the foster care system.
- Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers;
- Eligible migrant and seasonal farm workers;
- Individuals within two years of exhausting lifetime eligibility for Temporary Assistance to Needy Families (TANF, or welfare);
- Single parents, including single pregnant women;
- Long-term unemployed individuals;
- Other groups, as determined by the Governor.



How will WIOA get implemented in Ohio?

The federal government appropriates the money that supports local workforce programs run by Ohio’s employment services centers (called OhioMeansJobs Centers). Federal workforce money flows to Ohio’s Department of Job and Family Services (ODJFS) for distribution to local workforce boards. The Governor’s office creates a plan for the state, and ODJFS develops rules and guidance for the local and regional workforce boards.

Each of Ohio’s 20 local workforce boards must write their local plan based on the state guidance and taking into account the needs of the local workforce and employers. The plans will govern how the federal workforce money will be used in the local areas for adults. Unemployed people will access the training, education, support and employment services offered under the local plans at OhioMeansJobs centers throughout the state.

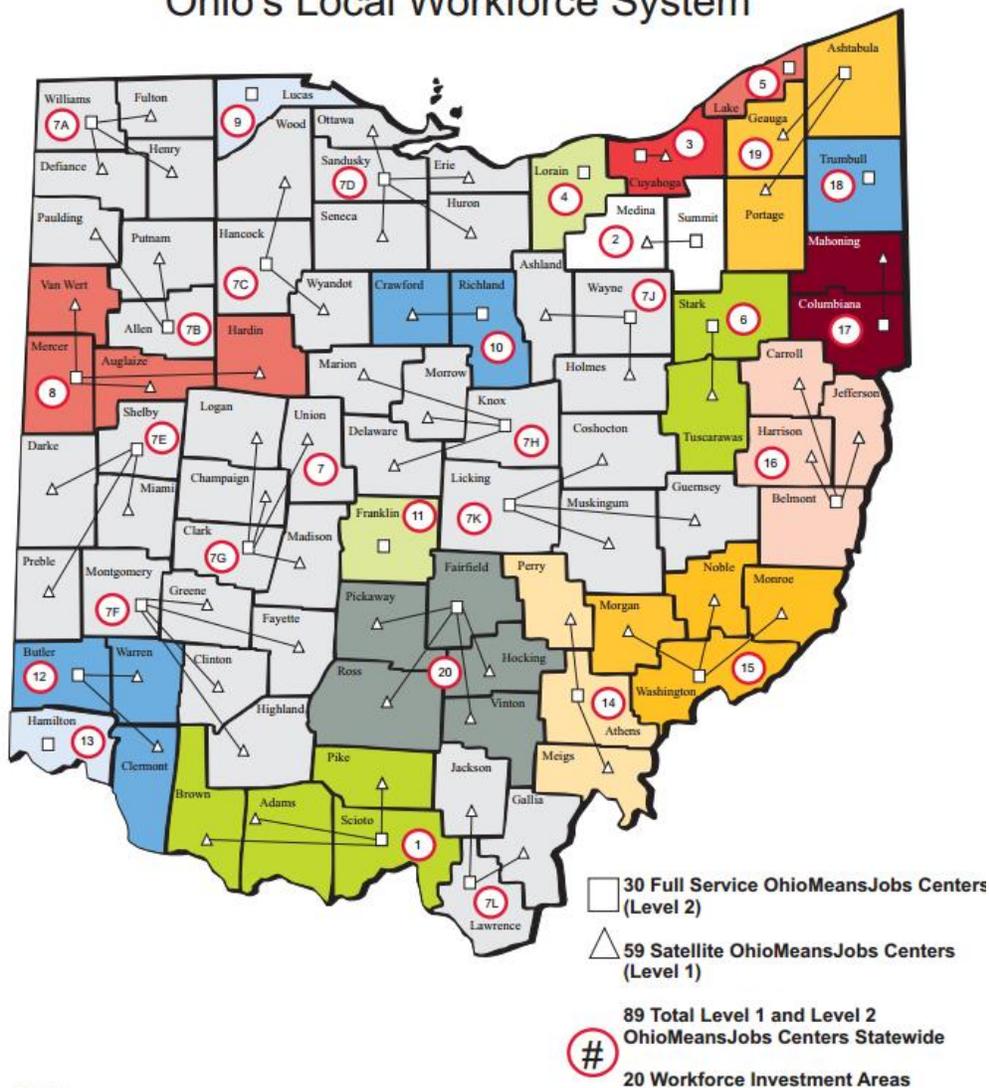
A note about WIOA for youth in Ohio: Youth who are 16-24 years old will be served through the Comprehensive Case Management and Employment Program (CCMEP) established by the Ohio legislature in its 2016-2017 budget bill and funded through WIOA and TANF. CCMEP was established to integrate comprehensive case management in human services agencies with employment services throughout Ohio’s 88 counties. County officials are still in the process of identifying whether their County Department of Job and Family Services or Workforce Development Agency will be the lead agency implementing this program. The current list of agencies designated as their county’s lead agencies for CCMEP is here <http://humanservices.ohio.gov/ccmepimplementation/ODJFS-CCMEP-lead-agency-list-022916.stm>

Timeline for WIOA and CCMEP planning and implementation

2/15/ 2016; completed 5/16/ 2016	County Commissioners designate CCMEP lead agencies
3/1/2016	Local WIOA Governance Structures finalized
3/3/2016	WIOA Combined State Plan submitted to U.S. Department of Labor
March 2016	WIOA State Performance Measures negotiations with U.S. Department of Labor and U.S. Department of Education
Late April – early May 2016	Certification of OhioMeansJobs Centers – phased in
5/31/2016	CCMEP Lead Agency plans due
Late Spring 2016	Final WIOA federal regulations
7/1/2016	CCMEP begins
7/1/2016	WIOA Performance Measures effective
9/30/2016	WIOA Regional and Local Plans due
1/1/2017	WIOA Regional and Local Plans effective

In many local areas the OhioMeansJobs Centers will be where people gain access to WIOA services. This map shows 30 full service and 59 satellite OhioMeansJobs Centers serving Ohio.

Ohio's Local Workforce System

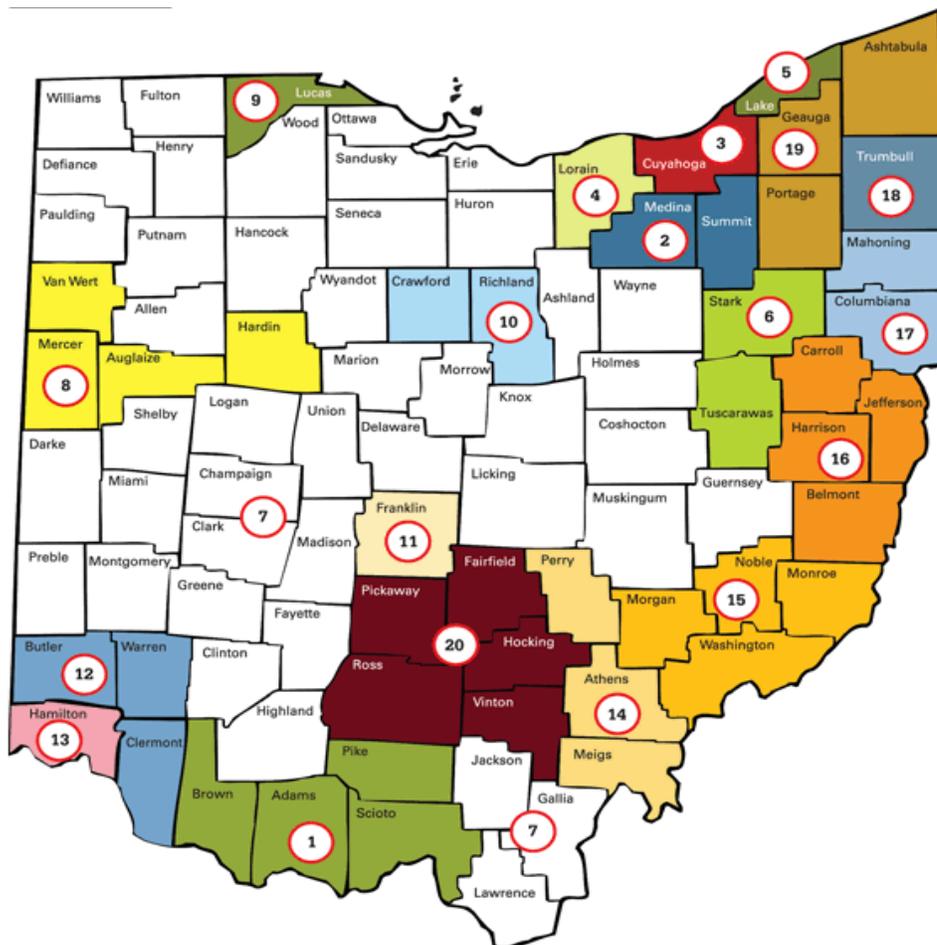


Making the Opportunity Real in Ohio – How to Get Involved and Be Heard

WIOA holds great promise -- but only if local workforce boards and OhioMeansJobs centers change their traditional methods of service and outreach to affected communities. They must

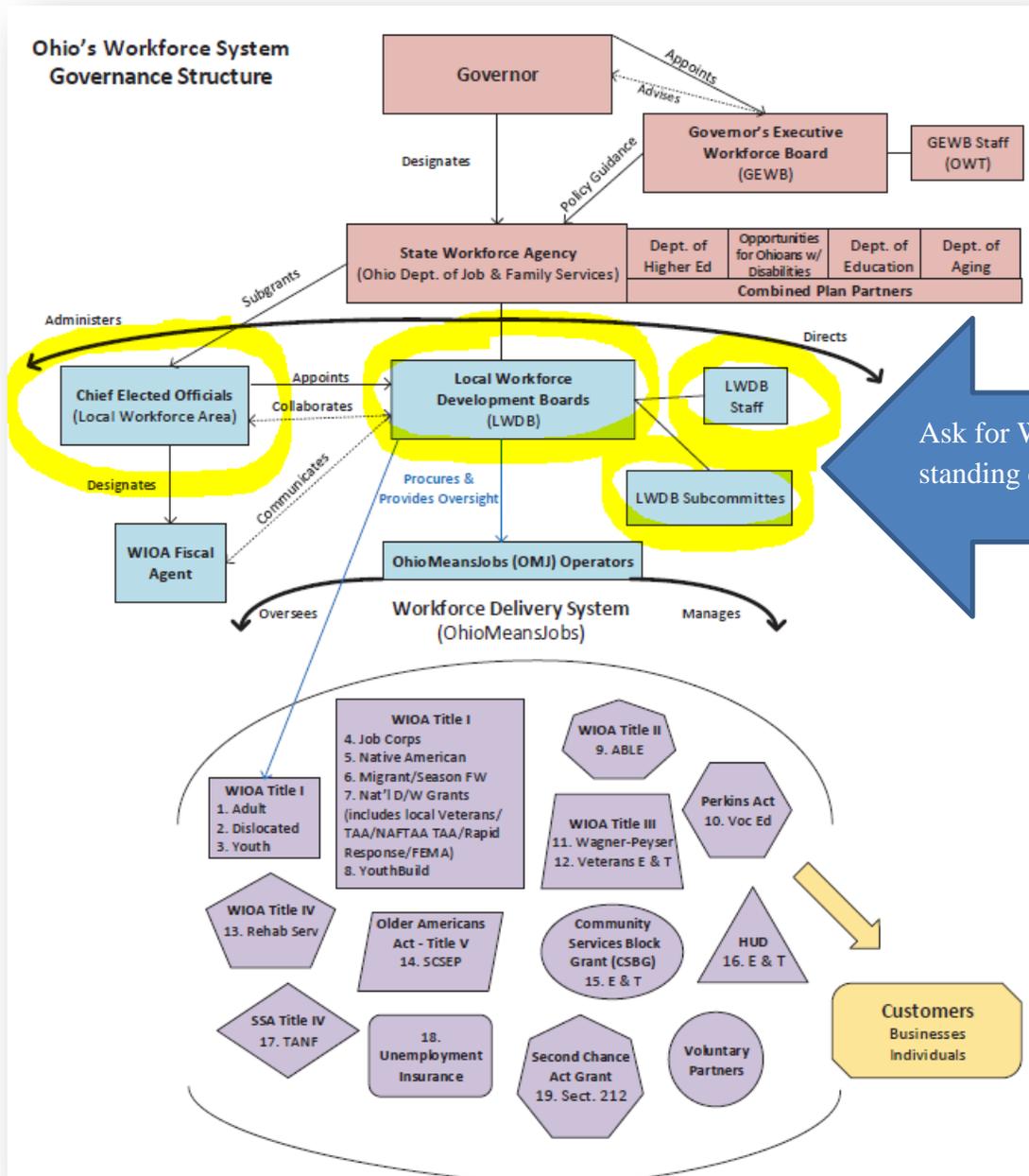
also be part of mending a disjointed system by aligning their job-related services with the appropriate work support and human services needed to provide meaningful access to the services they offer. The strong WIOA language about making people with barriers a priority will be meaningless unless local workforce leaders make WIOA requirements a top priority. Individuals with barriers to employment must be empowered with information about these new opportunities and should be part of shaping the local policies that will affect their ability to be successful in getting and keeping good jobs.

The following part of the toolkit will give you a roadmap for getting involved to have a voice in policies and services at the local level and points of access to the decision makers and policy makers. First, it's important to know who is making the decisions: **Ohio's 20 regional workforce boards, shown below.**



For a map with links to more information on your local board, go to <http://jfs.ohio.gov/owd/wia/wiamap.stm>

1. **Points of access to Ohio’s Workforce Boards** – The highlighted areas show where community members can gain access to local board people who will be involved in planning how policies and processes will change to serve more people with barriers.



- 2. Opportunities to be appointed to a Local Workforce Board** - If you meet one of the categories below, seek appointment to your local workforce board. You will need to ask one of the local workforce system contacts for your area about how to be nominated or apply to be appointed by the chief local official. The workforce by-laws are required to state the nomination process the board uses.

The required composition of workforce boards is federally mandated and includes:

- a. **A majority of business representatives** - businesses with in-demand, high-quality occupations; owners, CEOs, COOs, and/or other executives with policy making or hiring authority; must include at least 2 small business owners
- b. **20% or more - workforce representatives** – Must include 2 or more from labor organizations; 1 or more from joint-labor management/registered apprenticeship. May also include one or more representatives from community-based organizations with demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including veterans or that provide or support competitive integrated employment for individuals with disabilities; and/or one or more representatives of organizations with demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out of school youth.
- c. **Remaining percentage of board:**
 - Education and Training - Representatives of entities providing education and training in the local area. Must include 1) a provider of the Adult Basic and Literacy Education (ABLE) program, and 2) a representative of higher education institutions that provide workforce training (including community colleges). May include representatives of local education agencies and community- based organizations with demonstrated expertise and experience in addressing the education and training needs of individuals with barriers to employment.
 - Government and Economic Development entity representatives. Must include representatives from 1) economic and community development entities, 2) Wagner-Peyser Employment Services, and 3) Vocational Rehabilitation programs
 - May also include representatives of others in categories such as transportation, housing, public assistance, and philanthropic
- d. For more information see Ohio Job and Family Services WIOA Policy Letter No. 15-17
[http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?docLoc=C%3A%2Fodjfs%2FReady4Build%2F99_WIOA.htm%3ASRC%23%2F1%2F2%2F1%2F2%2F8%2F1&locSource=input&docId=Document\(storage%3DREPOSITORY%2CdocID%3D%23node-id\(1112312\)\)&titleIdx=7&version=8.0.0](http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?docLoc=C%3A%2Fodjfs%2FReady4Build%2F99_WIOA.htm%3ASRC%23%2F1%2F2%2F1%2F2%2F8%2F1&locSource=input&docId=Document(storage%3DREPOSITORY%2CdocID%3D%23node-id(1112312))&titleIdx=7&version=8.0.0)

- 3. Standing Committees of Workforce Boards - Ask your local board to create a Standing Committee on WIOA priority populations. Community members, organizers, and advocates are crucial to successful local WIOA planning – standing committees bring people who are not board members to the planning process.**

The Ohio Department of Job and Family Services (ODJFS) provided guidance to local boards on standing committees to help with WIOA implementation. In its WIOA Policy Letter No. 15-17, ODJFS suggests several WIOA standing committees comprised of individuals who are not members of the workforce board, including:

- A standing committee to provide information and to assist with planning, operational, and other issues **relating to the provision of services to youth**, which must include community-based organizations with a demonstrated record of success in serving eligible youth;
- A standing committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including providing programmatic and physical access to the services, programs, and activities of the OhioMeansJobs delivery system;
- Other standing committees (**e.g., serving priority populations such as low-income individuals**), as determined needed and appropriate.

4. Local Workforce Board Contacts

Transparency at the local workforce level varies. One workforce board has an online application for asking to be appointed as a board member. For most of the others, it is difficult to get regular information on meetings and how to get involved in shaping workforce policies. For this reason, we are providing several resources. But you may have to be persistent and try several avenues to gain access to people making WIOA policy. Following is a list of contacts:

- a. Local Workforce Investment Board Chairs: <http://jfs.ohio.gov/owd/wia/Docs/WIA-WIB-Board-Chairs.pdf> (Also attached at Tab 1)
- b. Local Workforce System Contacts (Administrative Entity, Fiscal Agent, WIB Director): <http://jfs.ohio.gov/owd/wia/Docs/WIA-Local-Workforce-System.stm> (Also attached at Tab 1)
- c. Local WIB Youth Council Chairs – click here: <http://jfs.ohio.gov/owd/wia/Docs/WIA-Youth-Council-Chairs.pdf> (Also attached at Tab 1)
- d. Local WIB Youth Program Contacts – click here: <http://jfs.ohio.gov/owd/wia/Docs/WIA-Youth-Program-Contacts.pdf> (Also attached at Tab 1)

Ensuring that Local Citizens Experience the WIOA Opportunity – Policies that will Bring New Opportunities and Strategies that Work

The Local Plan should be responsive to your community’s needs. The local and regional workforce boards are required to analyze their current systems and create a plan for serving priority populations. The boards are responsible for developing local plans that carry out the state plan requirements, explain how WIOA will be implemented in the local area, and meet the needs of both workers and employers. Each local board will submit to the Governor their comprehensive 4-year local plan, in partnership with the chief elected official.

Local boards are required to convene local workforce system stakeholders to assist in developing their local WIOA plan and identifying other resources. **Local community members, organizers and advocates** can ensure that the local plan addresses the community’s needs for training, education, and support for better jobs.

1. Main policy objectives to achieve when you get involved:

Transparent benchmarks to ensure that the one-stop operators are giving priority to persons with barriers to employment. The benchmark for adults should be 70% (according to Center for Law and Social Policy – see <http://www.clasp.org/resources-and-publications/publication-1/Priority-of-Service-for-High-Need-Adults-memo.pdf>) (This resource is also available at Tab 2.) Not less than 75 percent of youth funds must be spent on out-of-school youth.

Written policies and services to ensure priorities for youth and adults with barriers to employment. These should include:

- a. A priority of service policy that is publically available.** The policy should define priority – the right of a person to take precedence over non-covered persons in obtaining services. A good policy would provide example scenarios illustrating how to determine priority of service status. (A sample policy is provided in the CLASP publication at Tab 2);
- b. Requirement that local areas have a policy and process for identifying eligible individuals at point of entry and informing those individuals of their priority status;**
- c. Job training paired with child care and other supportive services;**
- d. Training appropriate for education levels;**
- e. Regular referrals from TANF and SNAP E&T to WIOA Title 1 Adult;** and,
- f. Exchange of data** to inform TANF and SNAP E&T agencies when their beneficiaries are participating in WIOA-funded services (will ensure that ABAWDs served by WIOA are counted as participating in approved SNAP training to maintain SNAP benefits).

2. Planning for issues that will directly affect whether low-income individuals with barriers to employment will get access to services and be able to sustain training and employment

The local workforce board is required to analyze their local workforce in many different respects. The following required components of the plan were designed to help people with barriers and should be informed by the community being served:

- a. Analysis of the regional workforce needs from an economic and employer perspective, including industry sectors and occupations;
- b. Analysis of the regional workforce, with education and skill levels, including individuals with barriers to employment;
- c. Description of services to be provided and how they will be provided;
- d. Plan for how the board will align human services and workforce; and
- e. Plan for how the board will expand access to employment, training, education and supportive services for eligible individuals, particularly those with multiple barriers to employment.

The analysis must involve more than statistics. Here are some questions that dig deeper into community needs and workforce resources from the Heartland Alliance's publication, *Community Asset Mapping, Questions to Assess Workforce Services, Supports, and Service Gaps*:

THE SCALE OF NEED

1. **How many adult and youth jobseekers** face barriers to accessing employment and training? What are the education, skill level, and current and past work experiences of these jobseekers? What are the demographic characteristics?
 - Consider employment barriers such as poor work history; lack of work experience; lack of education or occupational skills attainment; low levels of literacy; low levels of English proficiency; disability status; homelessness or housing instability; having a criminal record; public benefits receipt; living in high poverty communities; pregnant or parenting; out of school; or others.
2. Are individuals facing barriers to employment **concentrated in specific geographies**? If so, what are these geographies?
3. Are there adult and youth jobseekers facing barriers to employment **that are not being served** either through the public workforce system, other public systems, or community or faith-based organizations?
4. What do we think are the characteristics of those who fail to complete programming or to gain employment?

5. What are the characteristics of those who don't show up for services in the first place?
6. What are the **unmet employment, education, training, and support needs** of jobseekers facing barriers to employment?

SERVICES CURRENTLY ACCESSED BY JOBSEEKERS

1. How many of these jobseekers are currently served by the **public workforce** system? What services do they receive? How successful are these services in supporting these jobseekers?
2. How many of these jobseekers are currently being served by other **public systems** that offer employment and support services? What are the services they receive? How successful are these services in supporting these jobseekers?
3. How many of these jobseekers are currently being served by **community based and faith-based organizations or intermediaries** that offer employment and support services? What services do they receive? How successful are these services in supporting these jobseekers?

SERVICES AVAILABLE

1. What are the eligibility requirements for the workforce services being provided through the **public workforce** system?
2. Given what we know about the employment, education, and training experience of adults and youth in our community, can these jobseekers access the services available through the public workforce system?
 - If so, how many are accessing these services?
 - If not, what are the challenges to accessing these services?
3. What are the eligibility requirements for the workforce services being provided through other **public systems**?
 1. Do the services being offered reflect evidence-based and promising solutions?
 5. Given what we know about the employment, education, and training experience of adults and youth in our community, can these jobseekers access the services available through other public systems?
 - If so, how many are accessing these services?
 - If not, what are the challenges to accessing these services? Do the services being offered reflect evidence-based and promising solutions?
6. What are the eligibility requirements for the workforce services being provided through **community-based, faith-based, or intermediary providers**?

7. Given what we know about the employment, education, and training experience of adults and youth in our community, can these jobseekers to access the services available through these providers?

- If so, how many are accessing these services?
- If not, what are the challenges to accessing these services? Do the services being offered reflect evidence-based and promising solutions?

8. What types of **employment supports** such as transportation, tools, work appropriate clothing, child care, etc., does the public workforce system provide directly? What employment supports do other public systems and community-based, faith-based, and intermediary providers offer? Based on what we understand are the needs of adult and youth jobseekers facing barriers to employment, what support services are missing? Do the services being offered reflect evidence-based and promising solutions?

ALIGNMENT OF SERVICES

1. In areas where there are concentrated numbers of individuals facing barriers to employment, **what workforce services are available?** What entities are offering services? Do these services reflect best and promising practices? What's missing?

2. Among jobseekers facing barriers to employment, **what services are being utilized?** What services are missing or underutilized?

3. Within the **public workforce system and partners**, do the services being offered reflect evidence-based and promising practices for serving adults and youth who face barriers to employment? What's missing?

4. Among **other public systems** that offer workforce and employment supports for adult and youth jobseekers facing barriers to employment, do the services being offered reflect evidence-based and promising practices? What's missing?

5. Among **community-based, faith-based, or intermediaries** that offer workforce and employment supports for adult and youth jobseekers facing barriers to employment, do the services being offered reflect evidence-based and promising practices? What's missing?

WORKFORCE SYSTEM'S CAPACITY TO SERVE ADULT AND YOUTH JOBSEEKERS WITH BARRIERS

1. Do the needs of jobseekers facing barriers to employment align with the current capacity of the public workforce system, other public systems, and community-based service providers? If not, where are there gaps in capacity? What services need to be expanded? What strategies ought to be explored or tested?

2. Where does our community/state need in order to increase capacity to serve adult and youth jobseekers facing barriers to employment? What adult and youth jobseekers are not being served at all or well? Are there target jobseeker groups that need to be addressed immediately? What are our strategies?

3. What employment services and supports are available in the public workforce system, other public systems, and community-based, faith-based, and intermediary entities most well suited to provide?
4. What are the best ways to increase capacity to serve adult and youth jobseekers facing barriers to employment in our community?

After the Local Plan is Written

1. Comment on the Local Plan in your area

Before the local workforce board sends its plan to the state for approval, it must make copies of the proposed plan available to the public for comment at least 30 days before it is due, and then include the comments that disagree with the plan with the plan submissions to the state. You can work with Ohio Poverty Law Center to submit public comments.

2. A Checklist of Required Components of a Local Workforce Plan

The following checklist should help in drafting comments on your local workforce plan.

___ Description of the strategic planning elements consisting of an analysis of the regional economic conditions that includes existing and emerging in-demand industry sectors and occupations and the employment needs of employers in those industry sectors and occupations.

___ An analysis of the knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations.

___ **An analysis of the workforce in the region, including current labor force employment (and unemployment) data, information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment.**

___ An analysis of the workforce development activities (including education and training) in the region, including an analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of employers in the region.

___ Workforce board's strategic vision and goals for preparing an educated and skilled workforce **(including youth and individuals with barriers to employment)**, including goals relating to the performance accountability measures based on primary indicators of performance in order to support regional economic growth and economic self-sufficiency.

___ Taking into account analyses a strategy to work with the entities that carry out WIOA programs to align resources available to the



local area, to achieve the strategic vision and goals.

___ A description of the workforce development system in the local area that **identifies the programs that are included in that system and how the local board will work to support alignment to provide services that support the strategy** identified in the State plan.

___ A description of **how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment,** including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential.

___ A description of the strategies and services that will be used in the local area to facilitate engagement of employers, support a local workforce development system that meets the needs of businesses, better coordinate workforce development programs and economic development, strengthen linkages between the one-stop delivery system and unemployment insurance programs and that may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies,

designed to meet the needs of employers in the corresponding region in support of the strategy.

___ A description of how the local board will coordinate workforce investment activities carried out in the local area with economic development activities carried out in the region and promote entrepreneurial skills training and microenterprise services.

___ A description of the one-stop delivery system in the area, how the local board will ensure the continuous improvement of eligible providers and ensure that such providers meet the employment needs of local employers, and workers and jobseekers, a description of how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and through other means and a description of how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with provisions of the Americans with Disabilities Act and a description of the roles and resource contributions of the one-stop partners.

___ **A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.**

___ A description of how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities.

___ **A description and assessment of the type and availability of youth workforce investment activities in the local area,** including activities

for youth who are individuals with disabilities, which description and assessment shall include an identification of successful models of such youth workforce investment activities.

___ **A description of how the local board will coordinate education and workforce investment activities carried out in the local area with relevant secondary and postsecondary education programs and activities.**

___ **A description of how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of transportation, including public transportation, and other appropriate supportive services in the local area.**

___ A description of plans and strategies for, and assurances concerning, maximizing coordination of services provided by the State employment service under the Wagner-Peyser Act and services provided in the local area through the one-stop delivery system, to improve service delivery and avoid duplication of services.

___ A description of how the local board will coordinate workforce investment activities with adult education and literacy.

___ A description of **efforts that will enhance the provision of services to individuals with disabilities and to other individuals**, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

___ An identification of the entity responsible for the disbursement of grant funds.

___ A description of the competitive process to be used to award the subgrants and contracts in the local area for activities.

___ A description of the local levels of performance negotiated with the Governor and chief elected official.

___ A description of the actions the local board will take toward becoming or remaining a high performing board, consistent with the factors developed by the State board.

___ A description of how training services under will be provided including, if contracts for the training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.

___ A description of the process used by the local board, to provide an opportunity for public comment, including comments by representatives of businesses and labor organizations, and input into the development of the local plan, prior to submission of the plan.

___ A description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system.

Local Plan Implementation

1. If the local plan needs improvement, **stay involved**. **At the end of the first 2-year period of the 4-year local plan, each local board must review the local plan and make any needed changes.**
2. For information on effective implementation of the local plan - *It Takes A Community: Ensuring WIOA Planning and Implementation Lead to Greater Economic Opportunity for Adults and Youth Facing Chronic Unemployment* at <http://nationalinitiatives.issuelab.org/resource/it-takes-a-community-ensuring-wioa-planning-and-implementation-lead-to-greater-economic-opportunity-for-adults-and-youth-facing-chronic-unemployment>

RESOURCES

1. WIOA Policy Advocacy Briefs and Resources

- a. Making the case for prioritizing people with barriers to employment: <http://nationalinitiatives.issuelab.org/resource/making-the-case-why-the-public-workforce-system-should-prioritize-jobseekers-facing-barriers-to-employment>
- b. Overview of key provisions: <http://www.clasp.org/resources-and-publications/publication-1/KeyProvisionsofWIOA-Final.pdf>
- c. Overview for advocates and human services agencies <http://www.clasp.org/resources-and-publications/wioa-what-human-service-agencies-and-advocates-need-to-know>
- d. WIOA Game Plan for low-income people: Resources on the Workforce Innovation and Opportunity Act – many articles and policy briefs: <http://www.clasp.org/issues/postsecondary/wioa-game-plan>
- e. Heartland Alliance – numerous, easy-to-understand policy briefs and resources for understanding and advocating within the workforce system: <http://www.heartlandalliance.org/nationalinitiatives/field-building/wioa.html?referrer=https://www.google.com/>

- f. **National Skills Coalition – Studies and resources on WIOA Implementation**
<http://www.nationalskillscoalition.org/state-policy/workforce-innovation-opportunity-act-implementation>

3. Ohio WIOA Policy Letters from the Ohio Department of Job and Family Services (ODJFS)

- a. All program policy letters (opening page has drop down table of contents)
[http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?nodeId=%23node-id\(497\)&docId=Document\(storage%3DREPOSITORY%2CdocID%3D%23nodeid\(1112312\)\)&locSource=input&docLoc=%24REP_ROOT%24%23node-id\(1112312\)&version=8.0.0](http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?nodeId=%23node-id(497)&docId=Document(storage%3DREPOSITORY%2CdocID%3D%23nodeid(1112312))&locSource=input&docLoc=%24REP_ROOT%24%23node-id(1112312)&version=8.0.0)
- b. Guidance on Work Experience for Adults and Dislocated Workers
[http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?docLoc=C%3A%2Fodjfs%2FReady4Build%2F99_WIOA.htm%3ASRC%23%2F1%2F2%2F1%2F2%2F13%2F1&locSource=input&docId=Document\(storage%3DREPOSITORY%2CdocID%3D%24REP_ROOT%24%23node-id\(1112314\)\)&titleIdx=12&version=8.0.0](http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?docLoc=C%3A%2Fodjfs%2FReady4Build%2F99_WIOA.htm%3ASRC%23%2F1%2F2%2F1%2F2%2F13%2F1&locSource=input&docId=Document(storage%3DREPOSITORY%2CdocID%3D%24REP_ROOT%24%23node-id(1112314))&titleIdx=12&version=8.0.0)
- c. Ohio Department of Job and Family Services (ODJFS) Program Policy Letter – Youth Program Services – background and description of services in Ohio’s WIOA youth program
[http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?docLoc=C%3A%2Fodjfs%2FReady4Build%2F99_WIOA.htm%3ASRC%23%2F1%2F2%2F1%2F2%2F15%2F1&locSource=input&docId=Document\(storage%3DREPOSITORY%2CdocID%3D%24REP_ROOT%24%23node-id\(1112314\)\)&titleIdx=14&version=8.0.0](http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?docLoc=C%3A%2Fodjfs%2FReady4Build%2F99_WIOA.htm%3ASRC%23%2F1%2F2%2F1%2F2%2F15%2F1&locSource=input&docId=Document(storage%3DREPOSITORY%2CdocID%3D%24REP_ROOT%24%23node-id(1112314))&titleIdx=14&version=8.0.0)
- d. ODJFS Program Policy Letter – Eligibility for Youth Program Services
[http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?docLoc=C%3A%2Fodjfs%2FReady4Build%2F99_WIOA.htm%3ASRC%23%2F1%2F2%2F1%2F2%2F22%2F1&locSource=input&docId=Document\(storage%3DREPOSITORY%2CdocID%3D%24REP_ROOT%24%23node-id\(1112314\)\)&titleIdx=21&version=8.0.0](http://emanuals.odjfs.state.oh.us/emanuals/GetDocument.do?docLoc=C%3A%2Fodjfs%2FReady4Build%2F99_WIOA.htm%3ASRC%23%2F1%2F2%2F1%2F2%2F22%2F1&locSource=input&docId=Document(storage%3DREPOSITORY%2CdocID%3D%24REP_ROOT%24%23node-id(1112314))&titleIdx=21&version=8.0.0)
- e. Comprehensive Case Management and Employment Program (CCMEP) – for 16-24 year olds CCMEP implementation page of the Office of Human Services Innovation website
<http://humanservices.ohio.gov/CCMEPIImplementation/index.stm>



f. Lead agencies for the CCMEP Program

<http://humanservices.ohio.gov/ccmepimplementation/ODJFS-CCMEP-lead-agency-list-022916.stm>.

3. WIOA Services for Immigrants and Refugees

a. Using data to improve services - <http://www.migrationpolicy.org/multimedia/using-data-improve-workforce-innovation-and-opportunity-act-wioa-services-immigrants-and>

b. Equitable access for Immigrant/LEP Adults - <http://www.migrationpolicy.org/news/federal-wioa-plan-requirements-ignore-opportunities-support-equitable-access-immigrantlep>

4. U.S. Department of Labor guidance – no final rules issued as of March 2016

a. DOL WIOA home page https://www.doleta.gov/WIOA/eta_default.cfm

b. Training and Employment Guidance Letters:
http://wdr.doleta.gov/directives/All_WIOA_Related_Advisories.cfm

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