



TO: Adult Career and Continuing Education Services (ACCES)
Committee

FROM: Kevin G. Smith *Kevin G. Smith*

SUBJECT: Workforce Innovation and Opportunity Act 2020 Combined
State Plan

DATE: January 30, 2020

AUTHORIZATION(S): *Sharon L. Tabor*

SUMMARY

Issue for Decision

Should the Board of Regents approve the 2020 Workforce Innovation and Opportunity Act (WIOA) Combined State Plan.

Reason(s) for Consideration

Required by Federal statute.

Proposed Handling

This issue will come before the ACCES Committee and for recommendation to the Full Board for action at its February 2020 meeting.

Procedural History

In July 2014, WIOA was signed into law. The law supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act and the Rehabilitation Act of 1973. States are required to develop four-year state plans that implement WIOA requirements. The first WIOA Combined State Plan was approved by the Board of Regents and submitted in July 2016 with a two-year modification submitted in April 2018.

Background Information

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 the skilled

workers they need to compete in the global economy. The purpose of WIOA is to better align the workforce system with education and economic development in an effort to create a collective response to economic and labor market challenges on the national, state, and local levels. The WIOA Combined State Plan must reflect a state's intent with regard to improved access for individuals with disabilities to high quality workforce services to prepare them for competitive integrated employment. WIOA brings together the following federally funded programs as core partners:

- Adult, Dislocated Worker and Youth formula programs – administered by the U.S. Department of Labor;
- Wagner-Peyser Act employment services – administered by the U.S. Department of Labor;
- Adult Education and Literacy Act programs – administered by the U.S. Department of Education; and,
- Rehabilitation Act Title I Vocational Rehabilitation programs – administered by the U.S. Department of Education.

At the state level, two of the WIOA core partners, Adult Education and Vocational Rehabilitation, are administered by the New York State Education Department (NYSED). Other core partners include the Department of Labor and the Office for Children and Family Services/New York State Commission for the Blind. New York's WIOA Combined State Plan includes additional partners such as: NYSED's Career and Technical Education Programs under Perkins V. While Perkins V has its own state plan, the draft 2020 WIOA Combined State Plan will link that plan to unify mutual efforts towards education and employment. Additional WIOA partners include:

- Trade Adjustment Assistance Program, administered by the New York State Department of Labor;
- Temporary Assistance for Needy Families, administered by the New York State Office for Temporary and Disability Assistance (OTDA);
- Senior Community Employment Program, administered by the New York State Office for the Aging (SOFA); and,
- Community Service Block Grant, administered by the New York State Department of State (DOS).

Every four-years, states are required to submit a WIOA Combined State Plan to the U.S. Department of Education and U.S. Department of Labor. The WIOA Combined State Plan must be approved by both the NYS Board of Regents and Governor. The 2020 [WIOA Combined State Plan](https://labor.ny.gov/workforce/swib/docs/nys-wioa-combined-plan-final-2020.pdf) must be submitted to the federal government by March 2, 2020. (<https://labor.ny.gov/workforce/swib/docs/nys-wioa-combined-plan-final-2020.pdf>)

The Plan begins with a broad overview that articulates the strategies, goals, performance expectations, and activities that workforce development programs will engage in together to ensure a collaborative and accessible system that meets the employment needs of all New Yorkers. The Plan also contains separate components that detail the strategies and implementation activities of each partner and describes how programs will meet their obligations under the law.

The 2020 WIOA Combined State Plan builds on the previous plan's efforts to improve and strengthen New York State's workforce development system. ACCES' (Adult Education and Vocational Rehabilitation) sections of the 2020 WIOA Combined State Plan seek to identify educational and vocational rehabilitation services and programmatic priorities to address New York's workforce development need for highly skilled workers and to assist in the reduction of barriers to employment for youth and people with disabilities.

ACCES-Adult Education Programs and Policy (ACCES-AEPP): New York State has one of the largest and most diverse adult education systems in the country. ACCES-AEPP administered state and federal funds to support approximately 173 adult literacy programs, serving more than 115,000 students. This includes school districts, BOCES, City University of New York and State University of New York postsecondary institutions, community-based organizations, unions and three library systems. WIOA funded programs and systems identified in the draft 2020 Combined State Plan include:

- Adult Education and Literacy Services;
- Integrated English and Civics Education;
- Corrections Education and Other Institutionalized Individuals;
- 56 Literacy Zones;
- Professional development for adult education teachers through seven (7) Regional Adult Education Network (RAEN) centers; and
- Statewide performance and data reporting system.

ACCES-Vocational Rehabilitation (ACCES-VR): Vocational rehabilitation services are designed to help people with disabilities obtain, maintain and advance in employment. ACCES-VR provides services to over 90,000 people with disabilities. Through the 2020 Combined State Plan ACCES-VR has identified several priorities including:

- Increasing the employment rate and earnings for individuals with disabilities;
- Increasing services to students with disabilities and unserved/underserved groups;
- Improving the quality of ACCES-VR services;
- Increasing the percentage of individuals who obtain a recognized postsecondary credential; and
- Effectively serving businesses.

New York's workforce development vision, goals and implementation strategy outlined in the WIOA Combined State Plan are as follows:

Vision: New York State envisions a unified workforce development system that is regionally coordinated and programmatically seamless, delivering workforce training, business services, and statewide job linkages to all New Yorkers.

Goals: The vision is supported by three goals:

- *Governance* - WIOA programs will be governed in a seamless system, coordinated with regional sector-based workforce strategies that align with the New York State Regional Economic Development Council strategic plan to build partnerships between government, education, and business.

- *Service Delivery* - Services, including job development, job posting, job match and referral, basic skills training, occupational skills training, and high school equivalency preparation will meet the needs of businesses and participants through public-private sector partnerships, with priority given to individuals with barriers to employment.
- *Accountability* - Meaningful performance metrics will be reported to support evidence-based and data-driven workforce investments, and accountable and transparent programs. This includes the alignment of technology, metrics and data systems across programs.

Implementation Strategy: To implement New York’s vision and goals the WIOA partners have and will continue to seek several strategies to align and coordinate services, providing job seekers and businesses seamless service delivery. Strategies include:

- Aligning workforce and economic development functions to create systems that align to meet the needs of businesses with job seeking participants, including individuals with disabilities;
- Incentivizing robust business partnerships to best inform workforce decision-making at all levels;
- Recognizing the essential role of education and literacy as the foundation for a strong, versatile workforce and providing priority to serving New Yorkers who have deficits in basic skills and have barriers to employment;
- Sharing labor market data across workforce partners to inform policy and service decisions;
- Developing training for front-line program delivery staff to provide efficient and seamless services with other mandated programs and partners; and,
- Continue to integrate information technology to improve service delivery.

Related Regent’s Items

- [January 2020](http://www.regents.nysed.gov/common/regents/files/120accesd1.pdf) <http://www.regents.nysed.gov/common/regents/files/120accesd1.pdf>
- [February 2018](http://www.regents.nysed.gov/common/regents/files/218accesd1.pdf) <http://www.regents.nysed.gov/common/regents/files/218accesd1.pdf>
- [October 2015](http://www.regents.nysed.gov/common/regents/files/meetings/Oct%202015/1015accesd1.pdf) <http://www.regents.nysed.gov/common/regents/files/meetings/Oct%202015/1015accesd1.pdf>

Recommendation

The Board of Regents approve the 2020 WIOA Combined State Plan. Additionally, and with the support of the Board of Regents, ACCES will continue to identify opportunities to improve and expand collaboration with partners in the workforce development system.

Timetable for Implementation

The approved New York State 2020 WIOA Combined State Plan will be submitted to the U.S. Department of Labor on March 2, 2020 and will become effective July 1, 2020.