



**WORKFORCE
INNOVATION AND
OPPORTUNITY ACT
IOWA'S
UNIFIED STATE PLAN**

July 1, 2020 – June 30, 2024

Key Provisions of WIOA

Under the Workforce Innovation and Opportunity Act (WIOA) Iowa must submit a State Plan to the U.S. Department of Labor that outlines a four-year strategy for the workforce development system.

The publicly funded workforce development system is a network of Federal, State, regional and local agencies and organizations that provide a range of employment, education and training, and related services and supports to help all job-seekers secure good jobs while providing businesses with the skilled workers they need to compete in a global economy.

- Signed into law on July 22, 2014 WIOA's implementation is an ongoing process built on a model of continuous quality improvement; and
- The goals and strategies are approved by the State Workforce Development Board and are developed to be forward looking and inclusive for all partners and to all potential participants of the workforce development system.

Unified State Plan Overview

- Outlines a four-year strategy for the State's workforce development system;
- Aligns Federal investments in job training, integrates and improves service delivery across programs, and ensures the workforce system is job-driven;
- Requires Iowa to plan across core programs and include this planning process within the Unified State Plan;
- Promotes a shared understanding of the workforce needs within the State and fosters the development of comprehensive and integrated approaches for addressing the needs of businesses and workers; and
- The plan includes an executive summary and six unique sections.

Section I

The state identifies the type of plan submitted – for 2020-2024. The options are a unified plan or combined plan, and the difference is how many programs are collaboratively involved in the plan.

- Iowa is submitting a Unified State Plan (USP).
- Partners include:
 - Iowa Workforce Development
 - Adult program
 - Dislocated Worker program
 - Youth program
 - Wagner-Peyser Act Employment Service program
 - Iowa Department of Education
 - Vocational Rehabilitation Services
 - Adult Education program
 - Iowa Department for the Blind

Section II

The plan includes strategic analysis that provides data on our economy and workforce, information on existing programs, and the overarching goals for the next four years.

Data includes:

- Employment Trends
- Labor Force Participation Rates
- Workforce Needs Assessment Survey
- Demand Industry Projections
- Laborshed Survey

GOAL 1: Iowa's employers will have access to skilled, diverse and Future Ready workers.

GOAL 2: All Iowans will be provided access to a continuum of high quality education, training, and career opportunities.

GOAL 3: Iowa's workforce delivery system will align all programs and services in an accessible, seamless and integrated manner.

State Strategies

GOAL 1 – SECTOR PARTNERSHIPS

Strategy 1.1: Expand and support the framework of sector partnerships that are championed by business and industry to drive career pathways.

Strategy 1.2: Grow the skilled labor force by advancing the Future Ready Iowa initiatives, resources and programming to all Iowans.

Strategy 1.3: Collaborate with sector partnerships and Iowa employers to enhance work-based learning opportunities for all Iowans.

State Strategies (continued)

GOAL 2 – CAREER PATHWAYS

Strategy 2.1: Further develop and promote accessible career pathways to all lowans.

Strategy 2.2: Educate the system, partners and communities about the programs, initiatives, resources and opportunities available to up-skill the workforce.

Strategy 2.3: Connect all lowans with long-term career opportunities from high-growth, in-demand sectors.

State Strategies (continued)

GOAL 3 – ACCESSIBILITY

Strategy 3.1: Align workforce programs and initiatives to improve service delivery and outcomes for all lowans.

Strategy 3.2: Ensure seamless access to programs and services of the workforce delivery system to all lowans.

Strategy 3.3: Continuous improvement of the system to ensure no programmatic or physical barriers exist to accessing programs and services by all lowans.

Section III

The plan includes operational details on how the core partner programs will work together to make the goals in section II a reality. This section includes required responses to a list of specific questions related to information on partnerships, technology, funding formulas, and specific initiatives to better serve customers.

Highlights include:

- Improved data collection (Launch IowaWorks and MOUs)
- New Title II competition (February 2020)
- Disability Access Committees
- Expansion of Assistive Technology program
- One-Stop Center integration

Section V

The plan includes a list of assurances that the state is making regarding the development and ongoing governance of this plan.

Examples include:

- The State has established a policy identifying circumstances that may present a conflict of interest for a State Board or local board member, or the entity or class of officials that the member represents, and procedures to resolve such conflicts;
- The lead State agencies with optimal policy-making authority and responsibility for the administration of core programs reviewed and commented on the appropriate operational planning elements of the Unified or Combined State Plan, and approved the elements as serving the needs of the populations served by such programs;

Section VI

The plan includes a detailed operational plan for each of the core programs. Core programs are funded by WIOA and all report on the same performance measurements.

WIOA Performance Criteria

- Employment 2nd Quarter After Exit
- Employment 4th Quarter After Exit
- Median Earnings 2nd Quarter After Exit
- Credential Attainment
- Skill Gains
- Serving Employers

See Appendix 1 of the draft State Plan for program specific targets.

WIOA Core Programs

Title I Adult, Dislocated Worker, and Youth Programs

The WIOA Title I programs tailor career and training services to the individual needs of adults, dislocated workers, and youth participants in need of education, training, or upskilling to obtain and maintain meaningful employment and to provide employers access to skilled workers. In program year 2018, over 70% of participants were employed in the fourth quarter after program exit, demonstrating the success of the services provided through Title I.

Highlights of the plan include:

- Co-enrollment across core partners
- Work-based training models (Registered Apprenticeship)
- Rapid Response
- Waivers
- WIOA compliant policies and procedures

WIOA Core Programs

Title II Adult Education and Literacy Program

According to 2018 census information, there are approximately 2,420,763 individuals that make up the total adult population in Iowa (18 and older). Of this total, approximately 198,503 individuals have no high school diploma (8.2 percent). In addition, 93,111 (1.6 percent) identified as “speaking English less than very well.” This means approximately one in 12 adults across Iowa are affected by employment and educational barriers.

Highlights of the plan include:

- Integrated Education and Training Model
 - Concurrent and contextualized academic, workforce training and workforce preparation activities
- Co-enrollment across core partners
- Career Pathway development
- Highly quality staff and professional development (cross-training)
 - College and Career Readiness Standards
 - Instructor and One-Stop System Standards

WIOA Core Programs

Title III Wagner-Peyser

The Wagner Peyser employment service program seeks to improve the functioning of the nation's labor markets by connecting individuals seeking employment with employers seeking workers. Through an integrated delivery of services via the One-Stop IowaWORKS system, individuals can receive assistance with job search, referral and placement, as well as reemployment assistance to unemployed workers. Wagner Peyser also provides the same level of services to Migrant Seasonal Farm Workers. Employers can receive assistance with job seeker referral, job posting, tailored recruitment efforts and assistance with layoff or downsizing. In program year 2018, over 74% of participants were employed in the fourth quarter after program exit, demonstrating the success of the services provided through Title III.

Highlights of the plan include:

- Integrated Service Delivery
- Meaningful assistance to Unemployment Claimants
 - Reemployment Services and Eligibility Assessment (RESEA)
- Agricultural Outreach Plan

WIOA Core Programs

Title IV Vocational Rehabilitation Services

The mission of IVRS is to work for an with individuals who have disabilities to achieve their employment, independence and economic goals.

IVRS helped 2,110 lowans with disabilities obtain employment in the 2018 program year - who now have an estimated income of \$41.4 million annually!

WIOA provides IVRS and partners the opportunity to work collaboratively without duplicating services while expanding capacity to provide statewide services.

Highlights of the plan include:

- Local services plans in each region
- Joint trainings with partners and stakeholders
- Local teams to serve businesses
- Pre-Employment Transition Services (*Pre-ETS*)

WIOA Core Programs

Title IV Vocational Rehabilitation Services

IVRS continues to align program and services with a specific emphasis on students with disabilities

IVRS coordinates fall meetings at each high school in Iowa to discuss service needs

IVRS works closely with core partners to expand capacity and meet the needs of business and job-seekers in Iowa

IVRS continues to expand opportunities for individuals who have never worked - including those earning subminimum wages

IVRS is dedicated to serving unserved and underserved populations such as individuals who are Deaf, who have Autism, who have a Mental Illness, or who have an Intellectual Disability.

WIOA Core Programs

Title IV Vocational Rehabilitation Services (Iowa Dept. for the Blind)

The mission of the Iowa Department for the Blind (IDB) is to empower blind Iowans to be gainfully employed and live independently.

IDB provides blind and low vision Iowans with the skills and tools they need to obtain employment and progress along their chosen career path. IDB helps employers find highly qualified, highly motivated workers who just happen to be blind. We know that the biggest barrier to employment for blind persons is not the lack of eyesight, but public misconceptions about the capabilities of blind workers. We work every day to dispel these misconceptions.

Highlights of the plan include:

- Partnering to improve programmatic accessibility of workforce services to remove barriers to co-enrollment.
- Improving client ability to use all available forms of transportation to expand education and employment options.
- Engaging with business to help employers meet their needs and remove barriers for blind job candidates
- Ensuring that clients can master alternative techniques and assistive technology needed to succeed in education and employment
- Helping clients achieve measurable skill gains and obtain meaningful credentials to move forward along their career paths

WIOA UNIFIED STATE PLAN PUBLIC COMMENT INFORMATION

The content of the plan needs the critical input of local workforce development boards and staff, businesses, adult education providers, and economic developers, along with community members of Iowa.

- The public comment Period for Iowa's Unified State Plan is currently open and will close on **February 5, 2020**.
- Access to Iowa's Unified State Plan comment portal is available here: <https://comment.iowa.gov/Notice/Details/WIOAUSP>