

Side-by-Side Comparison of Occupational Training Provisions in House and Senate WIA Reauthorization Bills and the Workforce Innovation and Opportunity Act (WIOA)

May 2014

Introduction

The following summary was prepared by the National Skills Coalition. It compares occupational training and adult education and family literacy provisions¹ in the bipartisan, bicameral Workforce Innovation and Opportunity Act (WIOA) with the House and Senate Workforce Investment Act (WIA) reauthorization proposals, and with current law. The summary, while addressing a number of key provisions, is not exhaustive.

Background

WIA, originally authorized in 1998, is now more than a decade overdue for Congressional reauthorization. In the years since its passage, WIA has failed to keep pace with changing economic conditions. The law's original emphasis on short-term training and rapid re-employment is increasingly inconsistent with growing demands for longer-term training aligned to high-growth and emerging industries. Administrative barriers make it difficult for local providers to help participants who require multiple services, undermining the law's vision for cross-program alignment. Steady declines in funding—formula funding decreased by nearly 30 percent over the last decade—have made it ever more difficult to meet the needs of participants. Many state and local systems have adopted innovative strategies despite the limitations of current law, but these efforts could be greatly strengthened if federal policy was updated to reflect best practices in the field.

In 2013, the House and Senate released WIA reauthorization proposals that were substantially different from one another. In the House, reauthorization efforts focused largely on reducing the number of programs within WIA. In March 2013, the House passed the SKILLS Act (H.R. 803), legislation authored by Higher Education and Workforce Training subcommittee chair Virginia Foxx (R-NC). The SKILLS Act would have eliminated 35 existing programs and consolidate the funding for such programs into a single Workforce Investment Fund. The Senate released its WIA reauthorization bill, the Workforce Investment Act of 2013 (S.1356) in July 2013. S. 1356 cleared the Health, Education, Labor and Pensions (HELP) committee on a

¹ The occupation training provisions fall under Title I and the adult education and family literacy provisions fall under Title II of current law and the House-passed WIA reauthorization bill. The Senate bill creates a new Title I, primarily focused on infrastructure and governance issues. Occupational training issues fall under Title II and adult education and family literacy provisions fall under Title III in the Senate WIA reauthorization bill.

bipartisan basis but was not brought to the Senate floor. The Senate bill—crafted on a bipartisan basis by Senator Patty Murray (D-WA) and Senator Johnny Isakson (R-GA), ranking member of the Employment and Workplace Safety subcommittee—did not include consolidation language similar to the House.

The Workforce Innovation and Opportunity Act (WIOA)

On May 21, Senators Murray (D-WA), Harkin (D-IA), Alexander (R-TN), and Isakson (R-GA), along with Representatives Kline (R-MN), Foxx (R-NC), Miller (D-CA), and Hinojosa (D-TX) [introduced the Workforce Innovation and Opportunity Act](#) (WIOA), bipartisan, bicameral legislation reauthorizing the Workforce Investment Act (WIA). WIOA would reauthorize the program for six years, from 2015 through 2020. The bipartisan bill is a product of lengthy “pre-conference” negotiations between the Committee on Education and the Workforce and HELP.

In general, the bill focuses on streamlining programs, reporting and administration. The bill eliminates 15 existing federal training programs—including WIA incentive grants, WIA Pilots and Demonstration Projects, and the Workforce Innovation Fund (WIF). It creates common measures across “core” programs for both adults and youth, and mandates a single, unified plan for all core programs.

The bill maintains the existing basic structure of WIA (i.e., an occupational training title; an adult basic education [ABE], literacy and English language acquisition [ESL] title; Wagner-Peyser; and Vocational Rehabilitation), and does not create a single block grant or otherwise consolidate current funding streams.

The bill amends current law in a number of ways. Key changes include:

- *Workforce Investment Boards (WIBs)*. WIOA generally maintains the current structure of state and local workforce boards, continuing to require a business majority and chair. However, the number of required members is reduced.
- *State and local plans*. WIOA requires a single, unified State plan covering all core programs authorized under the bill. The plan must describe the State’s overall strategy for workforce development and how the strategy will meet identified skill needs for workers, job seekers and employers. Local plans must be aligned to the strategy described in the State plan, and must describe how services provided at the local level will be aligned to regional labor market needs.
- *Performance measures*. WIOA creates a single set of common measures for adults across all core programs authorized under the bill, including both occupational training and adult education programs, and a similar set of common measures across all youth serving programs authorized under the bill. Adult measures include: unsubsidized employment; median earnings; receipt of a secondary diploma or recognized

postsecondary credential; measurable skills gains toward a credential or employment; and employer engagement.

- *American Job Centers (one-stop centers)*. WIOA requires State boards to establish criteria for use by local boards to assess the “effectiveness, physical and programmatic accessibility, and continuous improvement” of American Job Centers at least every three years. The bill maintains current requirements for mandatory one-stop partners to reach a voluntary agreement to fund infrastructure costs; however, if local areas fail to come to an agreement, a State mandated funding mechanism may be imposed upon those local areas.
- *Employment and Training Activities*. WIOA codifies the elimination of the original “sequence of services,” and combines core and intensive services into a new “career services” category. The bill signals to states and local areas an interest in seeing a number of existing best practices adopted or expanded, including: career pathways (including integrated or contextualized ABE, ESL, and occupational training); industry or sector partnership (local WIBs are required to “convene, use, or implement” sector partnerships); and an increased focus on the attainment of industry-recognized certificates and credentials linked to in-demand occupations.
- *State-wide set aside (i.e. governor’s set aside)*. WIOA restores the state-wide set-aside to 15 percent.
- *Funding levels*. Unlike current law, which simply specifies “such sums as necessary”, WIOA includes specific funding levels for each fiscal year (FY) 2015 through 2020 for the WIA Youth, Adult, and Dislocated Worker programs. Funding levels in FY 2015 are consistent with levels established under the Bipartisan Budget Act, which means that the programs would be funded at post-sequester levels. Funding levels are increased each year, and generally reach FY 2010 levels by FY 2017. **However, it is important to understand that these are just authorization levels and actual funding levels will continue to be determined through the annual appropriations process. Unless Congress takes steps to undo the existing budget caps and mandatory cuts under sequestration, it is extremely unlikely that programs will be fully funded at these authorized levels.**
- *Data and accountability issues*. WIOA includes a revised performance system, making all programs accountable for the same core metrics. The bill also adds requirements for performance reporting, expands use of UI wage records across all programs; requires coordination of state and federal evaluation efforts; and establishes a new Workforce Information Advisory Council.

WIA is more than a decade overdue for reauthorization, and it is important that Congress demonstrate its support for federal investments in a skilled workforce by strengthening and

improving the federal workforce development system. Employment, occupational training and adult education programs remain extremely vulnerable to funding cuts so long WIA remains unauthorized. WIOA takes an important step to protect these programs. While National Skills Coalition would have liked to see the bill go further than it does on certain issues, we are supportive of its passage.

Because WIOA is a bipartisan, bicameral bill that has the support of both House and Senate leadership, it is our expectation that the bill will move fairly quickly through both chambers. It is likely that the Senate will try to advance the bill through a unanimous consent (UC) agreement in early June (which means that the bill would not be brought to the floor for debate or amendments). Once the Senate passes the bill, the House would then take it up, possibly on the suspension calendar (an expedited process which requires two-thirds vote for passage, but, again, limits debate and amendments). Although the Administration has offered limited comments on the bill so far, it seems likely that President Obama would sign the bill if it is passed by both chambers. National Skills Coalition will provide updates as they become available.

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Current Law	Senate Bill (S. 1356) ¹	House Bill (H.R. 803)	The Workforce Innovation and Opportunity Act (WIOA; H.R. 803 as amended)
State Boards			
<p>Membership—</p> <ul style="list-style-type: none"> • Governor • Two members of each chamber of the state legislature, and • Representatives appointed by the governor, including: <ul style="list-style-type: none"> ○ Business representatives ○ Chief elected officials (representing both cities and counties where appropriate) ○ Labor representatives ○ Youth organization representatives ○ Representatives of individuals and organizations with experience and expertise in the delivery of workforce 	<p>Membership—Revises current law as follows:</p> <ul style="list-style-type: none"> • Majority of representatives must be employers or representatives of business or trade associations • At least 20 percent must be representatives of labor and CBOs or youth serving organizations • Adds representatives of a joint labor-management program or apprenticeship program as a required partner 	<p>Membership—Revises current law to require only the governor, representatives of business, chief elected officials, a state agency official responsible for economic development and other such representatives as the governor should designate to serve on the board.</p> <ul style="list-style-type: none"> • Requires that two-thirds of board members be representatives of the business community 	<p>Membership – revises current law to require:</p> <ul style="list-style-type: none"> • Governor • One member of each chamber of the State legislature • Representatives appointed by the Governor, including: <ul style="list-style-type: none"> ○ Employers, representatives of business or trade associations (must be majority of board) ○ Representatives of workforce in the state, including labor representatives, representative, representatives of a

¹ Occupational training provisions can be found in Title I in current law and in the House bill. The Senate bill split the occupational training provisions into two separate titles, Title I and Title II.

<p>investment activities including chief executive officers of community colleges and community based organizations</p> <ul style="list-style-type: none"> ○ Lead state officials of mandatory partner agencies ○ Other representatives and state agency officials that the governor may designate ● Members must represent diverse regions of the state and a majority must be business representatives ● State may use an alternative entity as a state board if it was in existence on December 31, 1997; was established under JTPA or is substantially similar to a state board required under WIA; and includes representatives of business and labor organizations 			<p>joint labor-management partnership (where feasible), representatives of community-based organizations serving individuals with barriers to employment, and youth organization representatives (must be at least 20 percent of board)</p> <ul style="list-style-type: none"> ● Lead state officials of agencies responsible for core programs ● Chief elected officials ● Other representatives and state agency officials the governor may designate ● Maintains geographic diversity requirement ● Prohibits representation of multiple categories ● Authorizes governor to select chairperson
State Board Function			
<p>Functions—</p> <ul style="list-style-type: none"> ● Development of the state plan ● Development of continuous improvement of statewide activities, including linkages to assure coordination and non-duplication of activities and 	<p>Functions—</p> <ul style="list-style-type: none"> ● Development of the state plan ● Review of statewide policies and programs and development of recommendations on actions that should be taken by state to 	<p>Functions—Modifies functions of the state board to also include:</p> <ul style="list-style-type: none"> ● Reviewing and developing statewide policies and programs in a manner that supports a comprehensive statewide workforce 	<p>Functions—largely adopts Senate bill language.</p> <ul style="list-style-type: none"> ● Adds requirement that states develop strategies to align technology and data systems across one-stop partner programs to enhance service

<p>review of local plans</p> <ul style="list-style-type: none"> • Commenting at least once annually on Perkins performance measures • Designation of local areas • Development of adult and youth allocation formulas • Development and continuous improvement of comprehensive state performance measures • Preparation of annual report to Secretary of DOL • Development of statewide employment statistics system under Wagner-Peyser Act • Development of application for incentive grants 	<p>align core and other programs in a manner that supports a comprehensive system and meets the workforce needs of the state</p> <ul style="list-style-type: none"> • Review and provision of comments on state plans for activities and programs of one-stop partners that are not core programs • Development of guidance for the implementation and continuous improvement of the workforce development system (addressing alignment, career pathways, sector partnerships, coordination between states and local areas, identification of regions, technical assistance, case management information systems) • Development and update of comprehensive state performance accountability measures, including state adjusted levels of performance • Identification and dissemination on best practices • Development and review of statewide policies affecting the coordinated provision of 	<p>development system, including determining whether the state should consolidate additional programs into the Workforce Investment Fund</p> <ul style="list-style-type: none"> • Development of a statewide workforce and labor market information system • Developing strategies across local areas to meet the needs of business and support economic growth • Identifying and disseminating information on best practices for one-stops • Program oversight • Developing comprehensive state performance measures • Eliminates grandfather clause permitting alternative entities to operate in lieu of state workforce boards 	<p>delivery and improve efficiencies in reporting on performance accountability measures</p>
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	<p>services through the one-stops</p> <ul style="list-style-type: none"> • Development of allocation formulas for distribution of formula funds to local areas • Preparation of annual reports • Development of statewide workforce and labor market information system 		
Unified State Plan			
<p>Term—Requires a state plan that outlines a five-year strategy for the statewide workforce investment system.</p> <p>Contents of Plan—</p> <ul style="list-style-type: none"> • Description of the state board • Description of the state-imposed requirements • Description of the state performance accountability system • Information describing the needs of the state regarding current and projected employment opportunities, the job skills necessary to obtain such employment, skills and economic development needs of the state, and the type and availability of workforce investment activities in the state 	<p>Term—Requires single four-year plan covering the core programs. Requires state board to review the plan after two years and the governor to submit modifications to reflect changes in the labor market or economic conditions.</p> <p>Contents of Plan—</p> <ul style="list-style-type: none"> • Strategic Planning: elements include analysis of economic conditions in the state; analysis of knowledge and skill needs of employers; analysis of workforce in the state, including educational and skill levels; analysis of workforce development activities in the state, including strengths and weaknesses; a description of the state’s strategic vision and goals for preparing an educated and skilled 	<p>Term—Requires three-year plan.</p> <p>Contents of Plan—</p> <ul style="list-style-type: none"> • Eliminates current requirement for detailed plans relating to activities carried out under the Wagner-Peyser Act • Adds requirement that state plan include description of state criteria for determining eligibility of training providers • Requires description of procedures that will be taken by the state to assure coordination of and avoid duplication among programs and a description of common data collection and reporting processes used for such programs • Eliminates requirement that state plan provide opportunity for business and labor to 	<p>Term—Requires single four-year plan covering the core programs.</p> <p>Contents of Plan—</p> <ul style="list-style-type: none"> • Strategic Planning: essentially adopts Senate bill language. • Operational Planning: Maintains broad requirements of Senate bill



<ul style="list-style-type: none"> • Identification of local areas designated in the state • Identification of the criteria to be used for the appointment of members of local boards • Detailed plans required under section 8 of the Wagner-Peyser Act • Description of the procedures that will be taken by the state to assure coordination of and avoid duplication among WIA; Wagner-Peyser; Title I of the Rehabilitation Act; TANF, Food Stamp employment, training and work activities; Older Americans Act programs; Trade Adjustment Assistance, veterans employment and training services, National and Community Service Act activities; CSBG employment and training activities; HUD employment and training activities; and unemployment insurance programs • Description of common data collection and reporting processes for above listed programs • Description of the public 	<p>workforce; and a strategy for aligning core programs and other resources to achieve the strategic vision and goals</p> <ul style="list-style-type: none"> • Operational Planning: descriptions of: <ul style="list-style-type: none"> ○ How lead state agency responsible for core programs will implement state strategy (including descriptions of activities that will be funded and aligned; how entities will collaborate with entities serving populations covered by different titles; how entities will use career pathways, how community colleges and career and technical education schools will be engaged; how supportive services and technology will be used; how activities will be coordinated with economic development strategies); ○ State operating systems and policies (including descriptions of how state will assist local boards and one-stop operators and partners; common data 	<p>comment on plan prior to submission</p> <ul style="list-style-type: none"> • Requires state plan to include description of how state will serve certain populations, including low-income individuals, youth, dislocated workers, and others • Eliminates requirement for state plan to include information on youth activities • Adds requirement that state plan include description of strategies and services that will more fully engage businesses • Adds requirement that state plan will convene or help convene sector partnerships • Adds requirement that state plan include description of how state will utilize technology to facilitate access to services in remote areas • Adds requirement that state plan include description of state strategy for encouraging regional cooperation within state and across state borders • Adds requirement that state plan include descriptions of actions it will take to foster communication and 	
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<p>comment and input process</p> <ul style="list-style-type: none"> • Information regarding leveraging of resources • Assurances of fiscal control and fund accounting procedures to ensure the proper disbursement of funds • Description of the methods and factors state will use to distribute funds to local areas • Information specifying actions that constitute conflict of interest • Description of state strategy for assisting local areas in development and implementation of fully operational one-stop delivery system • Description of the appeals process • Description of the competitive process for grants and contracts • Description of adult and dislocated worker training activities to be provided, rapid response activities, procedures the local boards will use to identify eligible providers of training services (other than for on-the-job training and 	<p>collection reporting process; how core programs and one-stop partner programs will be assessed and results; methods for distributing funds to core programs; how agencies will align and integrate available data; how state will assist local areas in implementing an integrated case management information system)</p> <ul style="list-style-type: none"> ○ Program-specific requirements (including state policies or guidance; local areas and process for designation; appeals process for designation and infrastructure funding; criteria local boards must use to award youth activities grants; how eligible agencies will align adult education standards with state academic content standards; how state will fund local adult education activities; how agency will assess quality of adult education providers); and 	<p>partnerships with non-profits</p> <ul style="list-style-type: none"> • Adds requirement that state plan include a description of process and methodology for determining one-stop partner contributions for cost of one-stop infrastructure • Adds requirement that state plan include description of strategies it will use to assist at-risk and out-of-school youth in acquiring the education and skills to succeed in the labor market • Adds requirement that state plan include description of how state will furnish employment and training and supportive services to veterans 	
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<p>customized training)</p> <ul style="list-style-type: none"> • Lists of special populations for which plan must specify how service needs will be met • Description of the state strategy for providing youth activities, criteria local boards will use in awarding grants to youth providers, how the state will coordinate youth activities with Job Corps and the youth opportunity grant activities 	<ul style="list-style-type: none"> ○ Assurances (including that state has established quality control and administrative policies) 		
State Unified Plan/Combined State Plan²			
<p>State Unified Plan—Permits state to develop and submit a state unified plan in lieu of separate plans for all of the programs or activities covered in the state unified plan.</p> <ul style="list-style-type: none"> • State unified plan must cover: secondary (with approval from the state legislature) and postsecondary programs under the Carl D. Perkins Act and Title I and II activities • State unified plan may also cover: SNAP E&T programs; Trade Adjustment Assistance activities; programs authorized 	<p>Combined State Plan—Permits state to develop and submit a combined state plan for the core programs and one or more of the following programs, in lieu of submitting multiple plans: Carl D. Perkins Act programs; TANF block grant programs; SNAP E&T programs; Trade Adjustment Assistance activities; VETS programs; UI programs, SCSEP programs; CDBG authorized programs; CSBG authorized programs; or prisoner reentry programs.</p> <ul style="list-style-type: none"> • Core programs covered in the 	<p>State Unified Plan—Permits state to develop and submit a state unified plan for programs authorized by Titles I and II and one or more of the following programs: programs authorized by the Rehabilitation Act of 1973; secondary and postsecondary career education programs authorized under the Carl D. Perkins Career and Applied Technology Education Act; Trade Adjustment Assistance activities; registered apprenticeship programs; CSBG authorized programs; TANF block grant</p>	<p>Combined State Plan—Permits state to develop and submit a combined state plan for the core programs and one or more of the following programs in lieu of submitting multiple plans: Carl D. Perkins Act programs; TANF block grant programs; SNAP E&T programs; Trade Adjustment Assistance activities; VETS programs; UI programs; SCSEP programs; CDBG authorized programs; CSBG authorized programs</p> <ul style="list-style-type: none"> • Core programs covered by the combined plan are still subjects

² Titled “State Unified Plan” in current law and in the House bill and “Combined State Plan” in Senate bill.



<p>under the Wagner-Peyser Act; programs authorized under Title I of the Rehabilitation Act of 1973; VETS programs; UI programs; TANF block grant programs; SCSEP programs; CDBG authorized programs; and CSBG authorized programs</p> <ul style="list-style-type: none"> • Programs in the state unified plan are subject to the requirements applicable to a plan or application for assistance under the federal authorizing program authorizing the activity or program 	<p>combined plan are still subject to the requirements they would be subject to under the state unified plan</p>	<p>programs; UI programs; SNAP E&T programs; CDBG authorized programs; programs and activities authorized under the Public Works and Economic Development Act of 1965; and VETS programs</p> <ul style="list-style-type: none"> • Permits states to propose to consolidate the amount (in whole or in part) provided for activities or programs dedicated to employment and training into the Workforce Investment Fund • Requires states, in carrying out consolidation to continue to meet the program requirements, limitations and prohibitions of any federal statute authorizing the activity or program consolidated into the workforce investment fund and to continue meet the intent and purpose of such program³ • Exempts funds allocated under the Carl D. Perkins Career and Technical Education Act of 2006 and the Rehabilitation Act of 1973 from consolidation 	<p>to the requirements of the state unified plan</p>
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³ It remains unclear how states will be able to demonstrate that they have met the reporting requirements for individual programs if the funds for those programs are consolidated into a single fund. Given that challenge, it appears that this provision may have the effect of “waiving” the requirements of those individual programs.



Local Workforce Investment Areas/Local Workforce Development Areas⁴			
<p>Designation of Areas—Requires governor in designating local workforce investment areas to consider:</p> <ul style="list-style-type: none"> • Geographic areas served by local educational agencies and intermediate educational agencies • Geographic areas served by postsecondary and area vocational educational schools; • The extent to which such local areas are consistent with labor market areas • The distance individuals will need to travel to receive services • The resources of such local areas to effectively administer workforce investment activities <p>Other Means of Designation—provides for automatic designation of local areas, temporary and subsequent designation, and designation on recommendation of the state board.</p>	<p>Designation of Areas—Requires governor, in designating a local area to consider:</p> <ul style="list-style-type: none"> • Extent to which the areas are consistent with labor market areas • The extent to which the areas are consistent with regional economic development areas • Whether the areas have the necessary federal and non-federal resources to administer employment and training activities • Permits automatic designation of existing local areas <p>Single State Local Areas—</p> <ul style="list-style-type: none"> • Permits continuation of designation, provides for redesignation, describes makeup of the board, and the effect on the local plan and functions. <p>Regional Planning—</p> <ul style="list-style-type: none"> • Requires state to identify 	<p>Designation of Areas—Makes the following changes to current law:</p> <ul style="list-style-type: none"> • Eliminates provision relating to automatic and temporary designation of local workforce investment areas • Modifies factors a governor must use in designating local areas • Authorizes any state to be designated a single workforce area • Adds provision authorizing states to require local areas in a designated region to prepare a single regional plan in lieu of separate local plans 	<p>Regions—requires states to identify regions in consultation with local boards and chief elected officials in local areas.</p> <p>Local Areas—requires Governor to designate local areas through consultation with the state board and after consulting chief elected officials and local boards. Governor must consider:</p> <ul style="list-style-type: none"> • Maintains considerations in Senate bill language • Adds provision permitting governor to approve request of any unit of general local government for designation if state board recommends designation • Adds provision requiring state to provide redesignation assistance <p>Regional Coordination—requires local boards and chief elected officials in each planning region to engage in a regional planning</p>

⁴ Designated “Local Workforce Development Areas” in S. 1356 and WIOA.

<p>Regional Planning—Permits state to designate the state as a single state local area and permits state to require regional planning by local boards for a designated region in the state.</p>	<p>regions in the state and for those regions that cover two or more local areas. Local boards comprising a region must submit regional plans describing cooperative initiatives and incorporating local plans</p> <ul style="list-style-type: none"> • If in two years post-enactment a local area is a member of a planning region, it must demonstrate it (1) participated in preparing a regional plan and (2) developed and implemented regional service strategies • Authorizes two or more states to designate interstate regions as planning regions and jointly exercise state functions 		<p>process resulting in a regional plan (that incorporates local plans for each area in the planning region), establishment of regional service strategy, the development of sector initiatives for in-demand sectors or occupations in the region, the collection and analysis of regional market data, establishment of administrative cost arrangements, coordination of supportive services, coordination with regional economic development services, and establishment for an agreement on how planning region will negotiate performance accountability measures with governor.</p> <p>Single State Local Areas—permits previous designation; requires local plan to be submitted as part of the state plan</p>
Local Board			
<p>Membership—Must include representatives of:</p> <ul style="list-style-type: none"> • Business (majority of members must be business representatives) • Local educational entities, including representatives of local educational agencies, 	<p>Membership—Must include representatives of:</p> <ul style="list-style-type: none"> • Business (majority of members must be business representatives) • Labor, CBOs and youth serving organizations (must make up at least 20 percent of the board) 	<p>Membership—</p> <ul style="list-style-type: none"> • Eliminates requirement that local board include representatives from local educational entities, labor organizations, community-based organizations, economic development agencies, and 	<p>Membership—largely adopts Senate bill language.</p> <ul style="list-style-type: none"> • Adds requirement that a representative of a joint labor-management partnership must be included among the labor, CBO and youth-serving organization contingent



<p>local school boards, entities providing adult education and literacy, and postsecondary educational institutions (including representatives of community colleges where such entities exist)</p> <ul style="list-style-type: none"> • Labor organizations • Community-based organizations • Economic development agencies • Each one-stop partner • Other entities the chief local elected official determines appropriate <p>Youth Councils— Requires establishment of Youth Councils as a subgroup of local board to develop portion of local plan relating to youth; recommend providers of youth activities to be awarded grants/contracts, and conduct oversight of providers; coordinate WIA-funded youth activities; other duties determined appropriate by chair of local board.</p> <p>Alternative Entities— Allows alternative entities to be grandfathered in as local boards if</p>	<ul style="list-style-type: none"> • Entities administering education and training activities including ABE, higher education, labor-management programs • Economic and community development entities including a representative of state employment service and a representative of a local vocational rehabilitation program • Other entities identified by local chief elected official. <p>Youth Councils— Eliminates Youth Councils.</p> <p>Standing Committees— Requires board to establish standing committees that assist with operational and other issues relating to the one-stop delivery system, youth services, and individuals with disabilities.</p> <p>Board Functions— Maintains existing functions but adds requirements relating to employer engagement, leveraging of non-federal resources, and leading efforts to develop career pathways</p>	<p>one-stop partners.</p> <ul style="list-style-type: none"> • Requires two-thirds business majority on local board. <p>Youth Councils— Eliminates Youth Councils</p> <p>Other Changes to Current Law— Eliminates provisions related to concentrated employment programs and authorizing alternative entities in lieu of local boards.</p> <p>Board Functions— Functions to include:</p> <ul style="list-style-type: none"> • Developing and submitting local plan • Conducting workforce research and labor market analysis, and assisting governor in developing the statewide workforce and labor market information system • Meeting the needs of business and supporting economic growth by enhancing communication, coordination, and collaboration among businesses, economic development agencies, and service providers 	<p>Standing Committees— Adopts Senate bill language.</p> <p>Board Functions— Adopts Senate bill language.</p>
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<p>they 1) existed as of December 31, 1997 and 2) were established under JTPA or are substantially similar to local boards; and 3) include representatives of business and labor.</p> <p>Board Functions—</p> <ul style="list-style-type: none"> • Develop and submit a local plan • Designate or certify one-stop operators • Identify eligible providers of youth activities by awarding grants or contracts on a competitive basis • Identify eligible providers of training services • If the one-stop operator does not provide intensive services, identify eligible providers of intensive services by awarding contracts • Develop a budget • Conduct oversight • Negotiate and reach agreement on local performance measures • Assist the governor in developing the statewide employment statistics system under the Wagner-Peyser Act 	<p>and promote other proven and promising practices (including the establishment of industry or sector partnerships).</p>	<ul style="list-style-type: none"> • Develop a budget for local activities • Selecting one-stop operators and identifying eligible providers of work-ready and training services • Negotiating local performance measures • Developing strategies for technology improvements to facilitate access to services in the local area 	
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<ul style="list-style-type: none"> • Coordinate workforce investment activities with economic development strategies and develop other employer linkages with such activities • Promote the active participation of private sector employers 			
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Local Plan			
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<p>Plan Term—Requires local board to develop and submit to governor a comprehensive five-year local plan in partnership with appropriate chief elected official.</p> <p>Plan Contents—</p> <ul style="list-style-type: none"> • Identification of the local workforce investment needs of businesses, jobseekers, and workers, the current and projected employment opportunities, and the job skills necessary to obtain such employment opportunities • Description of the one-stop system, including how the local board will ensure the continuous improvement of the eligible providers of services, and a copy of each 	<p>Plan Term— Four years. Local board must review two years into the four-year plan and submit modifications to reflect changes in the labor market and economic conditions.</p> <p>Plan Contents— In addition to current law, must include descriptions of:</p> <ul style="list-style-type: none"> • Strategic planning elements • Workforce development system in the local area • How local board will expand access to employment, training, education and supporting services • The strategies and services that will be used to facilitate employer engagement; meet the needs of business; better 	<p>Plan Term— Three years.</p> <p>Plan Contents— Must include descriptions of:</p> <ul style="list-style-type: none"> • The analysis of local economic and workforce conditions • The one-stop delivery system in the local area • The strategies and services that will be used to more fully engage businesses • How local board will convene or help convene industry partnerships • How the local board will coordinate local workforce activities with statewide activities • How local area will coordinate activities with local area’s disability community 	<p>Plan Term— Adopts Senate bill language.</p> <p>Plan Contents— Adopts Senate bill language.</p>
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<p>MOU between the LWIB and each one-stop partner</p> <ul style="list-style-type: none"> • Description of the local levels of performance • Description and assessment of the type and availability of adult and dislocated worker employment and training activities in the area • Description of how the LWIB will coordinate workforce activities with statewide rapid response activities • Description of the type and availability of youth services • Description of the process for public input and comment on the local plan prior to submission • Identification of the entity responsible for the disbursement of grant funds • Description of the competitive process to be used to award grants • Other such information as the governor may require 	<p>coordinate programs and economic development; and strengthen linkages between one-stop delivery system and UI</p> <ul style="list-style-type: none"> • How local board will coordinate education and workforce activities with secondary and postsecondary programs • Plans to maximize coordination of services provide by the state employment service • How board will coordinate with adult education and literacy programs • How one-stop centers are implementing and transitioning into an integrated, technology enabled intake and case management information system 	<ul style="list-style-type: none"> • Local levels of performance • The process used by the board to provide an opportunity for public comment prior to plan submission • How local area will serve the employment and training needs of certain populations, including dislocated workers, low-income individuals, English learners, and others • The entity responsible for disbursement of grant funds • Strategies and services that will be used in the local area to assist at-risk youth and out-of-school youth • How local area will furnish employment and training and supportive services to veterans • Eliminates requirement that local plan provide opportunity for business and labor organizations to comment on plan prior to submission 	
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State Performance Accountability System

<p>Core Indicators—⁵</p> <ul style="list-style-type: none"> • Adults and Older Youth (19-21) <ul style="list-style-type: none"> ○ Entry into unsubsidized employment ○ Retention in unsubsidized employment six months after employment entry ○ Earnings change six months after entry into unsubsidized employment ○ Credential rate among those who enter into unsubsidized employment ○ Excludes individuals who participate in only self-service and informational activities • Dislocated Workers <ul style="list-style-type: none"> ○ Same as for adults except that earnings replacement rate at six months is measured, rather than earnings change. • Core Indicators for Younger Youth (14-18)— <ul style="list-style-type: none"> ○ Attainment of basic skills and work readiness or 	<p>Core Indicators for Title II, Title III, Title IV and Title V programs—</p> <ul style="list-style-type: none"> • Percentage of participants employed during second quarter after exit • Percentage of participants employed during the fourth quarter after exit • Median earnings of program participants employed during second quarter after exit • Percentage of participants who obtain a recognized postsecondary credential, secondary school diploma or equivalent during participation or within one year after program exit • Percentage of participants who during a program year are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable gains toward those goals • Indicators of effectiveness in 	<p>Core Indicators for Title I, Title II, and Title IV programs—</p> <ul style="list-style-type: none"> • The percentage and number of program participants who are in unsubsidized employment during the second full calendar quarter after exit • The percentage and number of program participants who are in unsubsidized employment during the fourth full calendar quarter after exit • The median earnings of participants who are in unsubsidized employment during the second full calendar quarter after exit, compared to median earnings of such participants prior to training • The percentage and number of participants who obtain a recognized postsecondary credential, including a registered apprenticeship, or a secondary school diploma or equivalent, during participation or within one year after exit • The percentage and number of 	<p>Core Indicators for Title I, Title II, Title III, and Title IV programs—</p> <ul style="list-style-type: none"> • The percentage of participants in unsubsidized employment during second quarter after exit • Percentage of program participants in unsubsidized employment during the fourth quarter after exit • Median earnings of participants in unsubsidized employment during second quarter after exit • Percentage of participants who obtain a recognized postsecondary credential, secondary school diploma or equivalent during participation or within 1 year after program exit • Percentage of participants who during a program year are in education that leads to a recognized postsecondary credential or employment and who are achieving measurable gains towards those goals • Indicators of effectiveness in
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⁵ Most states have adopted the “common measures” (entered employment, employment retention, and average earnings for adults and dislocated workers; placement in employment or education, attainment of a degree or certificate, and literacy and numeracy gains for youth) via waivers.



<p>occupational skills</p> <ul style="list-style-type: none"> ○ Attainment of high school diplomas and their recognized equivalents ○ Placement and retention in postsecondary education or advanced training, or placement and retention in military service, employment, or qualified apprenticeships <ul style="list-style-type: none"> ● Customer satisfaction indicators <ul style="list-style-type: none"> ○ Customer satisfaction of employers and participants <p>State Adjusted Levels of Performance—Set for first three years; adjusted levels for fourth and fifth years set prior to fourth year. Adjustment factors:</p> <ul style="list-style-type: none"> ● Extent to which levels will assist state in attaining high level of customer satisfaction ● How levels compare with adjusted levels of other states taking into account factors including differences in economic conditions, participant characteristics at entry, and services to be provided 	<p>serving employers</p> <p>Core Indicators for Youth—</p> <ul style="list-style-type: none"> ● Percentage of program participants who are in education or training or employed during second quarter after exit ● Percentage of participants who are in education or training activities or employed during fourth quarter after exit ● Median earnings of participants who are employed during the second quarter after exit ● Percentage of program participants who during a program year are in education or training program that leads to a postsecondary credential or employment and who are achieving measurable gains toward those goals ● Indicators of effectiveness in serving employers <p>Indicator Relating to Credential—participants who have earned a credential shall only be included in the percentage counted as meeting the criteria of they have obtained</p>	<p>participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential, a secondary school diploma or equivalent, or unsubsidized employment, and are achieving measurable basic skills gains toward such credential or employment</p> <ul style="list-style-type: none"> ● The percentage and number of participants who obtain unsubsidized employment in the field relating to the training services received ● Requires the Secretary of Labor to use core indicators of performance to assess the effectiveness of the programs and activities carried out by the one-stop delivery system <p>Indicator Relating to Credential—same as Senate bill.</p> <p>Other Indicators—permits a state to identify additional indicators.</p> <p>State Adjusted Levels of Performance—eliminates requirement that state levels of</p>	<p>serving employers</p> <p>Primary Indicators for Youth—</p> <ul style="list-style-type: none"> ● Percentage of program participants who are in education or training activities, or in unsubsidized employment during second quarter after exit ● Percentage of participants who are in education or training activities or in unsubsidized employment during fourth quarter after exit ● Median earnings of participants in unsubsidized employment during second quarter after exit ● Percentage of participants who obtain a recognized postsecondary credential, secondary school diploma or equivalent during participation or within 1 year after program exit ● Percentage of participants who during a program year are in education that leads to a recognized postsecondary credential or employment and who are achieving measurable gains towards those goals
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<ul style="list-style-type: none"> Extent to which levels promote continuous improvement in performance and ensure optimal return on investment of federal funds 	<p>or retained employment or are in an education or training program leading to a recognized credential within one year of exit.</p> <p>Other Indicators—Requires secretaries of Labor and Education to establish one or more primary indicators of performance that indicate the effectiveness in serving employers. Permits state to identify additional measures in state plan.</p> <p>State Adjusted Levels of Performance—Set for the first two years; adjusted levels for third and fourth years prior to third year.</p>	<p>performance be negotiated for the fourth and fifth program year.</p>	<ul style="list-style-type: none"> Indicators of effectiveness in serving employers <p>Indicator Relating to Credential—Adopts Senate bill language.</p> <p>Other Indicators—Adopts Senate bill language.</p> <p>State Adjusted Levels of Performance—Adopts Senate bill language.</p> <p>Definitions of Indicators of Performance—requires DOL and DoEd to issue definitions for performance indicators.</p>
Local Performance Accountability Measures			
<p>Local performance measures consist of the same core indicators and customer satisfaction indicators required for states.</p>	<p>Core indicators are the same as state indicators; local areas negotiate local levels of performance with governor, chief elected official.</p>	<p>Largely maintains current law. Eliminates language on customer satisfaction indicators.</p>	<p>Adopts Senate bill language.</p>
Evaluation, Sanctions and Performance Reports			
<p>Sanctions for State Failure to Meet Performance Measures—If a state fails to meet state adjusted levels of performance relating to core and customer satisfaction</p>	<p>Essentially maintains existing language relating to evaluation of state programs, fiscal and management accountability systems, and state and local failure</p>	<p>Sanctions for State Failure to Meet Performance Measures — Amends current law to require the secretary to reduce a state’s grant if it fails to meet its performance</p>	<p>Essentially maintains existing language relating to evaluation of state programs, fiscal and management accountability systems, and state and local failure</p>

<p>indicators for a program for any program year, the secretary shall, upon request provide technical assistance. If such failure continues for a second consecutive year, the secretary may reduce by not more than five percent, the amount of the grant that would be payable for the immediately succeeding program year. Such penalty shall be based on the degree of failure to meet state adjusted levels of performance.</p> <p>Sanctions for Local Failure to Meet Performance Measures: If a local area fails to meet levels of performance in relation to core and customer satisfaction indicators, the governor, or upon request of the governor, the secretary, shall provide technical assistance. If such failure continues for a second year, the governor shall take corrective actions, which may require appointment of a new local board, prohibit use of eligible providers and one-stop partners identified as achieving a poor level of performance, or take other such actions as the governor determines are appropriate.</p>	<p>to meet performance measures.</p> <p>Performance Reports—</p> <ul style="list-style-type: none"> • Requires secretaries of Labor and Education to develop performance report templates for use by states, local areas, and eligible providers • State and Local Performance Reports: includes level of performance under accountability measures (including with respect to individuals with barriers to employment disaggregated by subpopulation); total number of participants served by each program (disaggregated); and number of participants enrolled in more than one program • Eligible Training Provider Performance Reports: includes levels of performance under accountability measures; total number of individuals engaging in the program of study; the total number of participants served by each adult and dislocated worker program (including number of individuals w/ barriers to 	<p>levels for two consecutive years and to return rescinded grant funds to the Treasury.</p> <p>Sanctions for Local Failure to Meet Performance Measures— Amends current law to require a local area to develop a reorganization plan if it fails to meet performance measures for two consecutive years. Requires the governor, if such failure continues for a third consecutive year, to reduce the grant amount, based on the degree of failure to meet local levels of performance.</p>	<p>to meet performance measures.</p> <p>Performance Reports—</p> <ul style="list-style-type: none"> • Requires DOL and DoEd to develop performance report templates for use by states, local areas, and eligible providers • State and Local Performance Reports: includes level of performance under accountability measures (including with respect to individuals with barriers to employment disaggregated by subpopulation); total number of participants served by each program (disaggregated); number of participants receiving career and training services and the funds spent on each type of service; number of participants who exited from career and training services; average cost per participant of participants who received career and training services; the percentage of participants who received training services and obtained unsubsidized employment in field related to that training; percentage of
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	<p>employment served, disaggregated by subpopulation)</p>		<p>state's allotment spent on administrative costs; and number of participants enrolled in more than one program. For local areas implementing pay-for-performance contract strategies: the performance of service providers entering into contracts for such strategies, measured against performance specified in their contracts; and an evaluation of the design of the programs and performance of the strategies, and (where possible) the level of satisfaction with the strategies</p> <ul style="list-style-type: none"> • Eligible Training Provider Performance Reports: includes levels of performance under accountability measures; total number of individuals exiting in the program of study; the total number of participants served by each adult and dislocated worker program (including number of individuals w/ barriers to employment served, disaggregated by subpopulation); the total number of participants who
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			<p>exited from training services, disaggregated; and the average cost per participant receiving training services</p> <p>Pay-for-Performance Contract Strategy Incentives—permits Governor to use non-federal funds to establish incentives for local boards to implement pay-for-performance contract strategy for training service delivery.</p>
Workforce Innovation and Replication Grants			
N/A	<p>Requires secretaries of Labor and Education to award on a competitive basis, workforce innovation and replication grants to state partnerships and regional entities. Grants awarded to eligible entities must be used to support innovative new strategies and activities, or the replication and expansion of effective evidence-based strategies and activities that are designed to align and strengthen the state’s workforce development system.</p> <ul style="list-style-type: none"> • Requires a 50 percent match • Three-year non-renewable term 	N/A	<i>Not authorized.</i>

Youth Innovation and Replication Grants			
N/A	<p>Requires secretaries of Labor and Education to award on a competitive basis, innovation and replication grants to eligible entities to support the demonstration of innovative new strategies and activities, or the replication and expansion of effective evidence-based strategies and activities designed to substantially improve education and employment outcomes for eligible youth.</p> <ul style="list-style-type: none"> Requires 50 percent matching share from non-federal resources, cash or in-kind. Allows financial hardship waiver Grant is three years, non-renewable 	N/A	<i>Not authorized.</i>
One-Stop Delivery System: Partners			
<p>Required Partners—</p> <ul style="list-style-type: none"> WIA Title I programs Wagner-Peyser programs Adult Education and Literacy programs Rehabilitation Act programs Welfare-to-Work Older Americans Act programs Perkins postsecondary vocational education activities 	<p>Required Partners—</p> <ul style="list-style-type: none"> Partners required under current law Programs under the Second Chance Act TANF (unless the governor makes a written determination to exclude TANF) <p>Responsibilities of Required</p>	<p>Required Partners— Eliminates requirement that the Senior Community Service Employment program and TANF be mandatory partner programs and eliminates reference to SNAP E&T and TANF as optional partner programs.</p> <p>Responsibilities of Required Partners— Required partners must:</p>	<p>Required Partners— Adopts Senate bill language.</p> <p>Responsibilities of Required Partners— Essentially adopts Senate bill language.</p> <p>Additional Partners— Adopts Senate bill language.</p>

<ul style="list-style-type: none"> • Trade Adjustment Assistance and NAFTA-TAA programs • Veterans Employment and Training • Community Service Block Grant employment and training activities • HUD employment and training activities • Unemployment compensation programs <p>Responsibilities of Required Partners—Required partners must:</p> <ul style="list-style-type: none"> • Make available to participants through a one-stop system the core services applicable to such program or activity • Participate in the operation of the system consistent with terms of a memorandum of understanding and with the requirements of federal law applicable to the program. <p>Additional Partners—May add if local board and chief elected official approve participation:</p> <ul style="list-style-type: none"> • TANF • Food Stamp employment, training, and work programs • National and Community 	<p>Partners—Required partners must:</p> <ul style="list-style-type: none"> • Make available through the one-stop system the core services applicable to such program or activity • Use a portion of funds available for the program and activities to maintain the one-stop system, including infrastructure costs of one-stop centers • Enter into a local MOU with the local board, relating to the operation of the one-stop system • Participate in the operation of the one-stop system, consistent with the MOU and federal law • Provide representation on the state board <p>Additional Partners—With approval of local board and chief elected official:</p> <ul style="list-style-type: none"> • Employment and training programs administered by the SSA • SNAP and SNAP E&T programs • Client assistance programs • National and Community Service state grants 	<ul style="list-style-type: none"> • Provide access through the one-stop delivery system to programs and activities carried out by the entity • Use a portion of funds available to the program to maintain the one-stop delivery system, including infrastructure costs • Enter into a local MOU with the local board • Participate in the operation of the one-stop system consistent with the MOU <p>Additional Partners—Eliminates reference to SNAP E&T and TANF as optional partner programs. Adds employment and training programs administered by the Social Security Administration, the Small Business Administration, and public libraries to list of optional partner programs</p> <p>Memorandum of Understanding—essentially maintains current law. Adds requirement that MOU be reviewed not less than once every three years.</p>	<p>Memorandum of Understanding—Adopts Senate bill language.</p> <p>One-Stop Operators—Adopts Senate bill language.</p>
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<p>Service Act programs</p> <ul style="list-style-type: none"> • Other federal, state, or local programs, including private sector programs <p>Memorandum of Understanding (MOU)— Requires local board and one-stop partners to enter into an MOU concerning the operation of the one-stop delivery system in the local area, that describes:</p> <ul style="list-style-type: none"> • The services to be provided through the one-stop delivery system • How the costs of such services and operating costs will be funded • Methods of referral of individuals between the one-stop operator and one-stop partners for services and activities • Duration of the MOU <p>One-Stop Operators— Requires local board, with chief elected official to designate or certify one stop operators and to terminate operators for cause. Eligible entities will be designated or certified by a competitive process in accordance with an agreement</p>	<ul style="list-style-type: none"> • Other appropriate federal, state or local employment, education and training programs <p>Memorandum of Understanding— Largely maintains current law, adding:</p> <ul style="list-style-type: none"> • Methods to ensure needs of workers and youth (including individuals with barriers to employment) are addressed • Procedure for amending and assurances the MOU will be reviewed once every two years <p>One-Stop Operators— Essentially maintains current law. Adds new requirement that state and local boards ensure one-stop operators do not establish practices that create disincentives to providing services to individuals with barriers to employment who may require longer-term services.</p>	<p>One-Stop Operators—</p> <ul style="list-style-type: none"> • Eliminates option to designate one-stop operators through agreement between local boards and three or more partner programs • Eliminates provision allowing employment services agencies to serve as one-stop operators • Eliminates grandfather provision for one-stop delivery systems in place prior to WIA enactment 	
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<p>reached by local board and consortium of entities that at a minimum includes three or more one-stop partners. One stop operators may include: postsecondary institutions, employment service agencies, private nonprofits (including CBOs), private for-profit entities, government agencies, or another interested organization or entity</p> <ul style="list-style-type: none"> • Includes grandfather provision for pre-WIA one-stops. 			
Establishment of One-Stop Delivery System			
<p>Required services—Providing:</p> <ul style="list-style-type: none"> • Core services • Access to intensive services and training services • Access to permissible local employment and training activities • Access to programs and activities carried out by one-stop partners • Access to national employment statistics and all job search, placement, and other labor exchange services under the Wagner-Peyser Act <p>Service delivery—The one-stop</p>	<p>Required services—Essentially maintains current law.</p> <p>Service delivery—Essentially maintains current law.</p> <p>Co-location—Requires employment services offices to be collocated with one-stop centers.</p> <p>Continuous Improvement—Requires state board to establish objective criteria and processes to assess effectiveness, physical and programmatic accessibility, and continuous improvement of one-stop centers and the one-stop</p>	<p>Required services—Essentially maintains current law. Designates core and intensive services as “work ready” services.</p> <p>Service delivery—Essentially maintains current law.</p> <p>One-stop center certification—Requires state board to establish procedures for certifying on-stop centers for purposes of awarding one-stop infrastructure funds.</p> <p>Infrastructure Funding—Provides that a portion of federal funds be made available to a state for</p>	<p>Required Services—Adopts Senate bill language. Consolidates core and intensive services as “career services.”</p> <p>Service Delivery—Adopts Senate bill language.</p> <p>Co-location—Adopts Senate bill language.</p> <p>Continuous Improvement—In order to be eligible for infrastructure funding, requires state board to establish objective criteria and processes to assess effectiveness, physical and</p>

<p>delivery system:</p> <ul style="list-style-type: none"> • Must at a minimum make each of these programs, services and activities accessible in not less than one physical center in each local area • May also make programs and services and activities available through a network of affiliated sites and through a network of eligible one-stop partners • May have specialized centers to address special needs (i.e. dislocated workers, youth, key industry sectors) 	<p>delivery system, including standards relating to service coordination.</p> <p>Infrastructure Funding—Local areas may fund infrastructure costs through methods described in the MOU or through a new state infrastructure funding method.</p> <ul style="list-style-type: none"> • If local areas fail to reach an agreement through MOU, required partner programs must provide the governor with a “covered portion” to assist with one-stop infrastructure costs • Funds provided for “covered portion” may only come from administrative funds • Contributions are capped at: <ul style="list-style-type: none"> ○ Three percent of federal funds provided to a state for a fiscal year for WIA youth, adult, and dislocated worker programs and the Employment Service; and ○ 1.5 percent of federal funds provided to a state for a fiscal year for all other required partners • Federal direct spending programs not required to 	<p>partner programs participating in the one-stop delivery systems must be provided by the governors who must then allocate funds to local areas to assist in paying for one-stop infrastructure costs.</p> <ul style="list-style-type: none"> • Provides that in addition to infrastructure funds made available, a portion of funds or non-cash resources of participating one-stop partners must be used to cover the costs of infrastructure not covered by the funds made available by the governor 	<p>programmatic accessibility, and continuous improvement of one-stop centers and the one-stop delivery system, including standards relating to service coordination.</p> <p>Infrastructure Funding—Adopts Senate bill language.</p>
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	<p>provide more than the cost of proportionate use of the one-stop centers for the program in the state</p> <ul style="list-style-type: none"> • Requires a portion of federal funds (or non-cash resources) made available to required or additional partners to be used to pay for additional costs for operating the one-stop system that are not covered by infrastructure funds 		
Identification of Eligible Providers of Training Services			
<p>Eligibility— To be eligible to receive funds, provider is required to be:</p> <ul style="list-style-type: none"> • A postsecondary institution that is eligible to receive federal funds under the Higher Education Act of 1965 and that provides a program that leads to an associate or baccalaureate degree, or certificate • A registered apprenticeship program • Another public or private provider of a program of training services (conditional eligibility) • Providers of on-the-job or customized training shall not 	<p>Eligibility— Maintains current law.</p> <p>State Criteria—</p> <ul style="list-style-type: none"> • Requires governor in developing criteria a range of factors, including: <ul style="list-style-type: none"> ○ Performance of training providers with respect to performance accountability measures ○ The need to ensure access to training services throughout the state ○ Ability of providers to offer programs leading to recognized postsecondary credentials 	<p>Eligibility— Maintains current law.</p> <p>State Criteria—</p> <ul style="list-style-type: none"> • Must take into account: <ul style="list-style-type: none"> ○ Performance of training providers respect to performance accountability measures ○ Whether the training programs of such providers relate to in-demand occupations ○ The need to ensure access to training throughout the state ○ The ability of providers to offer programs leading to a recognized postsecondary 	<p>Eligibility— Maintains current law.</p> <p>State Criteria—</p> <ul style="list-style-type: none"> • Largely maintains Senate language. Adds requirement that state consider the degree to which the training programs of such providers relate to in-demand industry sectors and occupations in the state. <p>State Information Requirements— largely adopts Senate bill language. Adds requirement that providers may receive initial eligibility for only 1 year for a particular program.</p>

<p>be subject to these requirements</p> <p>State Criteria— automatic initial eligibility for postsecondary educational institutions and registered apprenticeship programs. For other eligible providers, governor shall establish a procedure for local boards to determine initial eligibility.</p> <ul style="list-style-type: none"> • In establishing subsequent eligibility procedures, local boards must consider the specific economic, geographic and demographic factors in the local area and the characteristics of the populations served by providers seeking eligibility • Requires training providers to submit information on performance and performance cost and training services information for all participants who received assistance 	<ul style="list-style-type: none"> ○ Program quality ○ The ability of providers to provide training to individuals who are employed and those with barriers to employment • Allows local areas to establish additional criteria and information requirements or require higher levels of performance than required under state criteria • Requires training providers to submit information on provider performance, postsecondary credentials received by participants, program costs for participants, program completion rate • Establishes factors governor should consider in devising criteria for initial eligibility <p>State Information Requirements—</p> <ul style="list-style-type: none"> • Requires training service provider to submit information to the State, including: information on the performance of the provider with respect to the performance accountability 	<p>credential</p> <ul style="list-style-type: none"> ○ Information that providers are required to report to state agencies with respect to federal and state programs ○ Other factors deemed appropriate • Requires that training providers submit information to the state on degree and industry-recognized certifications received by participants, cost of attendance, program completion rate, provider performance and other information • Provides for review and renewal of provider eligibility every three years • Permits local areas to establish additional criteria 	
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	<p>measures; information on recognized postsecondary credentials received by participants; information on cost of attendance; information on program completion rates; and information on state criteria.</p> <ul style="list-style-type: none"> • Permits local board to establish criteria and information requirements • Permits providers to seek initial eligibility by providing program-specific information based on criteria established by the state. 		
Eligible Providers of Youth Activities			
<p>Requires local board to award grants and contracts to eligible providers on a competitive basis based on recommendations of the youth council and the criteria set forth in the state plan and to conduct oversight with respect to providers.</p>	<ul style="list-style-type: none"> • Requires local board to award grants to providers based on criteria set forth in the state plan and to conduct oversight with respect to providers. • Adds authorization for local boards to sole-source award grants if it determines there are insufficient providers to award grants on a competitive basis. 	<p><i>H.R. 803 repeals the Youth Activities section of the Workforce Investment Act.</i></p>	<p>Largely adopts Senate bill language.</p> <ul style="list-style-type: none"> • Adds requirement that local board should consider the ability of the providers to meet performance accountability measures
State Allotments for Youth Workforce Investment Activities			
<p>State Allotment Formula—</p> <ul style="list-style-type: none"> • 33 1/3 percent based on relative number of unemployed individuals in areas of 	<p>State Allotment Formula—</p> <ul style="list-style-type: none"> • 33 1/3 percent based on relative number of individuals in the civilian labor force ages 16-21 	<p><i>H.R. 803 repeals the Youth Activities section of the Workforce Investment Act.</i></p>	<p>State Allotment Formula—</p> <ul style="list-style-type: none"> • Maintains current law regarding state formula allotments (adds provision on



<p>substantial unemployment</p> <ul style="list-style-type: none"> • 33 1/3 percent based on relative excess number of unemployed individuals • 33 /13 percent based on relative number of disadvantaged youth • Hold harmless and small state minimum provisions • Outlying areas: requires secretary to reserve no more than .25 percent of funds made available for states and outlying areas for outlying areas • Requires secretary to, in fiscal years in which appropriations for youth activities are equal to or less than \$1B, reserve a portion of the amount appropriated for youth opportunity grants (capped at \$250M) and youth activities under migrant and seasonal farmworker programs (capped at four percent of funding for youth activities in excess of \$1B) • Requires secretary to make funds available for Native American programs 	<ul style="list-style-type: none"> • 33 1/3 percent based on relative number of unemployed individuals • 33 1/3 percent based on relative number of disadvantaged youth ages 16-21 • Hold harmless and small minimum state provisions • Maintains current law regarding outlying areas • Eliminates requirement that secretary reserve excess funding for youth opportunity grants. Caps funding for youth activities under migrant and seasonal farmworker programs at \$10M • Caps total allotment for Native American youth workforce investment activities at 1.5 percent 		<p>concentrated employment programs and disadvantaged youth)</p> <ul style="list-style-type: none"> • Changes hold harmless to require that no state receive less than the greater of either 90 percent of the previous year's allotment or 100 percent of the FY 2014 allotment. Maintains current law provision on small state minimum. • Maintains current law regarding minimum and maximum allotment percentages • Requires DOL, in years for which appropriations for youth activities exceeds \$925,000,000 to reserve a portion (not more than \$10M) for youth activities for migrant and seasonal farmworkers • Adopts Senate bill language regarding Native American youth • Maintains current law regarding outlying areas
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Within-State Allocations for Youth Activities			
Not more than 15 percent of youth formula funds can be reserved at the state level. Funds allocated to local areas based on each of the three factors used by secretary to determine state allocation. Allows states to in lieu of the formula allocation to reserve not less than 70 percent for the formula allocation and use the remainder on the basis of a formula that incorporates additional factors relating to excess youth poverty and unemployment. Sets administrative cost limits at 10 percent.	Essentially maintains current law. Adds requirement that not less than 80 percent of the remaining allotment using the same state allocation formula (including minimum and maximum percentages) and not more than 20 percent as a “youth discretionary allocation” to local boards with a significant number of eligible youth. Limits local administrative costs to ten percent of local allocation.	<i>H.R. 803 repeals the Youth Activities section of the Workforce Investment Act.</i>	Maintains current law regarding within state allocations.
Youth Activities			
Required Statewide Activities— <ul style="list-style-type: none"> Disseminating a list of eligible providers of youth activities Carrying out same activities described under required adult activities (below) Providing additional assistance to local areas that have high concentrations of eligible youth Allowable Statewide Activities— <ul style="list-style-type: none"> Carrying out same activities 	Required Statewide Activities— No required activities. Allowable Statewide Activities – Funds may be used for: <ul style="list-style-type: none"> Conducting evaluations, research or demonstrations relating to meeting the education and employment needs of youth Providing assistance to local areas coordinating local 	<i>H.R. 803 repeals the Youth Activities section of the Workforce Investment Act.</i>	Required Statewide Activities— <ul style="list-style-type: none"> Conducting evaluations of youth investment activities, in coordination with federal evaluations Disseminating a list of eligible providers of youth activities Providing assistance to local areas for local coordination Operating a fiscal management accountability information system



<p>described as allowable statewide adult activities (below)</p> <ul style="list-style-type: none"> • Carrying out, on a statewide basis, programs that incorporate local elements and requirements <p>Local Elements and Requirements</p> <p>–</p> <ul style="list-style-type: none"> • Provide objective assessment of the academic/skill/service levels and needs of each participant • Develop service strategies for each participant that are directly linked to the indicators of performance and that identify career pathways • Provide activities leading to the attainment of a secondary school diploma or postsecondary credential, preparation for postsecondary opportunities that have strong linkages between academic instruction opportunities, preparing students for unsubsidized learning opportunities, and effective connections to employers • Provide elements consisting of 	<p>activities</p> <ul style="list-style-type: none"> • Providing technical assistance • Operating a fiscal and management accountability information system • Carrying out monitoring and oversight activities • Supporting the development of alternative programs and activities that enhance choices available to eligible youth • Supporting the provision of core services • Supporting financial literacy • Requires at least 75 percent of available statewide funds and 75 percent of funds made available to local areas to be used to provide workforce investment activities for out-of-school youth (exception available for states receiving the minimum allotment) • Limits administrative set aside to 5 percent of allocation <ul style="list-style-type: none"> • Local Elements and Requirements –essentially maintains current law. Includes additional local elements: Adds to current program elements under 		<ul style="list-style-type: none"> • Carrying out monitoring and oversight activities • Providing additional assistance to local areas that have high concentrations of eligible youth <p>Allowable Statewide Activities—</p> <ul style="list-style-type: none"> • Conducting research and demonstrations relating to meeting the education and employment needs of youth • Supporting the development of alternative, evidence-based programs to enhance choices for eligible youth • Supporting the provision of career services via the one-stop delivery system • Supporting financial literacy • Providing technical assistance <p>Local Elements and Requirements—</p> <ul style="list-style-type: none"> • Largely adopts Senate bill language regarding program design and elements • Adds provision allowing local board to implement a pay-for-performance contract strategy for the local elements. Allows board to use 10 percent of the funds
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<p>tutoring, alternative secondary school services, summer employment opportunities, internships, occupational skills training, leadership development, supportive services, adult mentoring, follow-up services, and comprehensive guidance and counseling</p>	<p>current law, including: paid and unpaid work experiences, contextualized education, financial literacy education, entrepreneurial skills training, services that provide labor market and employment information in in-demand industry sectors, and services that help youth prepare and transition to postsecondary education and training</p>		
<p>State Allotments for Adult and Dislocated Worker Employment and Training Activities</p>			
<p>Adult State Allotment Formula—</p> <ul style="list-style-type: none"> • 33 1/3 percent based on relative number of unemployed individuals in areas of substantial unemployment (at least 6.5 percent) • 33 1/3 percent based on relative excess number of unemployed individuals (number above 4.5 percent) • 33 1/3 percent based on relative number of disadvantaged adults • Hold harmless and small state minimum provisions • Requires secretary to reserve 	<p>Adult State Allotment Formula –</p> <ul style="list-style-type: none"> • 40 percent based on relative number of unemployed individuals in areas of substantial unemployment • 25 percent based on relative number of individuals in the civilian labor force • 35 percent based on relative number of disadvantaged adults • Maintains current law regarding hold harmless and small state minimum allotments. • Maintains current law 	<p>Adult State Allotment Formula— Creates a Workforce Investment fund.</p> <ul style="list-style-type: none"> • 25 percent based on relative number of unemployed individuals in areas of substantial unemployment • 25 percent based on relative number of individuals in the civilian labor force • 25 percent based on the relative number of individuals in the state who have been unemployed for 15 weeks or more • 25 percent based on the relative 	<p>Adult State Allotment Formula— Maintains current law.</p> <p>Dislocated Worker State Allotment— Adopts Senate bill language.</p> <p>Appropriations— authorized:</p> <ul style="list-style-type: none"> • Youth workforce investment activities: <ul style="list-style-type: none"> ○ 2015: \$820,430,000 ○ 2016: \$883,800,000 ○ 2017: \$902,139,000 ○ 2018: \$922,148,000 ○ 2019: \$943,828,000 ○ 2020: \$963,837,000

<p>not more than ¼ of one percent for outlying areas</p> <p>Dislocated Worker State Allotment—</p> <ul style="list-style-type: none"> • 33 1/3 percent based on relative number of unemployed individuals • 33 1/3 percent based on relative excess number (number above 4.5 percent) of unemployed individuals • 33 1/3 percent based on relative number of individuals in each state who have been unemployed for 15 weeks or more • 20 percent of funds reserved by secretary for technical assistance, demonstration projects, National Emergency Grants, and assistance to outlying areas <p>Appropriations—Such sums as may be necessary for fiscal years 1998-2003.</p>	<p>regarding outlying areas</p> <p>Dislocated Worker State Allotment –</p> <ul style="list-style-type: none"> • Largely maintains current law. Provides for reallocation of unobligated balance of adult or dislocated worker funds. • Provides for minimum (100 percent) and maximum (130 percent) allotment percentages • Requires secretary to reserve .25 percent for assistance in outlying areas. <p>Appropriations—Such sums as may be necessary for fiscal years FY 2014-2018.</p>	<p>number of disadvantaged youth in each state</p> <ul style="list-style-type: none"> • Requires secretary to reserve 0.5 percent for technical assistance and evaluations (divided equally) • Requires secretary to reserve not more than one percent for Native American programs • Requires secretary to reserve not more than 25 percent for Job Corps • Requires secretary to reserve 3.5 percent for emergency grants • Hold harmless provision <p>Appropriations--\$6,245,318,000 for FY 2014 and each of the six succeeding fiscal years.⁶</p>	<ul style="list-style-type: none"> • Adult employment and training activities: <ul style="list-style-type: none"> ○ 2015: \$766,080,000 ○ 2016: \$825,252,000 ○ 2017: \$842,376,000 ○ 2018: \$861,060,000 ○ 2019: \$881,303,000 ○ 2020: \$899,987,000 • Dislocated worker employment and training activities: <ul style="list-style-type: none"> ○ 2015: \$1,222,457,000 ○ 2016: \$1,316,880,000 ○ 2017: \$1,344,205,000 ○ 2018: \$1,374,019,000 ○ 2019: \$1,406,322,000 ○ 2020: \$1,436,137,000
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Within-State Allocations for Adult and Dislocated Worker Employment and Training Activities

⁶ Effectively caps funding at this level for FY 2014 and each of the six succeeding fiscal years.

<p>Adult Activities—</p> <ul style="list-style-type: none"> • Requires governor to reserve not more than 15 percent of adult, dislocated worker, and youth funds for statewide workforce investment activities⁷ • Requires governor to reserve not more than 25 percent of allotment for statewide rapid response activities • Formula allocation for within-state adult activities is identical to statewide formula allocation • Provides states the option to disburse 70 percent of allocation in accordance with formula and allocating the remaining portion incorporating additional factors such as excess poverty or unemployment. <p>Dislocated Worker Activities—</p> <ul style="list-style-type: none"> • Requires state to allocate funds according based on allocation formula prescribed by the governor • Allows governor to reserve 15 	<p>Adult Activities— Essentially maintains current law.</p> <p>Dislocated Worker Activities— Essentially maintains current law. Amends provision regarding transfer authority to allow the governor to move up to 100 percent of funds between adult and dislocated worker programs.</p>	<p>Within State Allocations—</p> <ul style="list-style-type: none"> • Requires governor to reserve up to 15 percent of total amount for statewide activities (not more than 25 percent of which must be reserved for statewide rapid response activities) • Requires governor to reserve 15 percent for “individuals with barriers to employment” grants • Requires governor to allocate remaining Workforce Investment Fund allotment funds (after all required reservations to local areas) according to the same formula used to determine state allotments. • Eliminates references to separate adult and dislocated worker funding 	<p>Adult Activities— essentially maintains current law.</p> <ul style="list-style-type: none"> • Requires governor to reserve not more than 15 percent of adult, dislocated worker, and youth funds for statewide workforce investment activities • Adds provision clarifying that allocations should be used to contribute to the cost of the one-stop delivery system and to provide employment and training services. • Adds provision increasing amount available for reallocation from 10 percent to 20 percent (available from the prior year allocation). <p>Dislocated Worker Activities— adopts Senate bill language. Adds provision clarifying that allocations should be used to contribute to the cost of the one-stop delivery system and to provide employment and training services. Adds provision increasing amount available for reallocation from 10 percent to 20</p>
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⁷ Provisions included in the FY 2011 and FY 2012 appropriations bills reduced the governor’s set-aside to five percent. The 2014 omnibus increased the set aside to 8.75 percent.

<p>percent of funds for statewide workforce investment activities and an additional 25 percent for statewide rapid response activities</p> <ul style="list-style-type: none"> • Provides governor with transfer authority to move up to 20 percent of funds between adult and dislocated worker programs 			<p>percent (available from the prior year allocation).</p>
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Statewide Activities for Adults and Dislocated Workers

<p>Required Statewide Activities—</p> <ul style="list-style-type: none"> • Statewide rapid response activities • Disseminating state list of eligible providers, performance and program cost information • Conducting evaluations • Providing incentive grants to local areas for regional cooperation, local coordination of activities, and exemplary performance on local performance measures • Providing technical assistance to local areas that fail to meet local performance measures • Assisting in the establishment and operation of one-stop delivery systems • Operating a fiscal and 	<p>Required Statewide Activities –</p> <ul style="list-style-type: none"> • Statewide rapid response activities • Building capacity by providing assistance to state entities and agencies, local areas, one-stop partners and operators for a range of activities • Operating a fiscal and management accountability system • Carrying out monitoring and oversight activities • Disseminating state list of eligible providers • Conducting evaluations • Developing strategies that lead to comparable pay for men and women 	<p>Required Statewide Activities—</p> <ul style="list-style-type: none"> • Disseminating state list of eligible training providers • Supporting provision of work-ready services in the one-stop delivery system • Implementing strategies and services that will be used to serve at-risk and out-of-school youth • Conducting evaluations • Providing technical assistance to local areas that fail to meet performance measures • Operating a fiscal and management accountability system • Carrying out monitoring and oversight of these activities 	<p>Required Statewide Activities—</p> <ul style="list-style-type: none"> • Adopts Senate bill language (with exception of provision requiring state to develop strategies that lead to comparable pay for men and women) <p>Allowable Statewide Activities— largely adopts Senate bill language, except:</p> <ul style="list-style-type: none"> • Eliminates provision regarding displaced homemakers • Adds development or identification of education or training programs that respond to real time data analysis, utilize direct and prior learning assessment, that evaluate skills, and ensure that credits are portable and stackable
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<p>management accountability information system</p> <p>Allowable Statewide Activities—</p> <ul style="list-style-type: none"> • Not more than five percent can be used for administrative activities • Providing capacity building and technical assistance • Research and demonstrations • Innovative incumbent worker training programs • Programs targeted to empowerment zones and enterprise communities • Programs to increase the number of individuals training for and placed in non-traditional employment • Other activities 	<p>Allowable Statewide Activities—</p> <ul style="list-style-type: none"> • Implementing innovative programs and strategies designed to meet the needs of all employers in the state • Developing strategies for effectively serving individuals with barriers to employment • Programs to increase the number of individuals training for and placed in non-traditional employment • Carrying out activities to facilitate remote access to services provided through the one-stop delivery system • Other activities 	<p>Allowable Statewide Activities—</p> <ul style="list-style-type: none"> • Implementing innovative programs and strategies designed to meet the needs of all employers in the state • Providing incentive grants to local areas for regional cooperation among local boards • Developing strategies for effectively integrating programs and services among one-stop partners • Carrying out activities to facilitate remote access to services provided through the one-stop delivery system • Incorporation of pay-for-performance contracting strategies • Other activities <p>Statewide Grants for Individuals with Barriers to Employment— reserves two percent of Workforce Investment Fund for grants awarded by governors to eligible entities to carry out employment and training activities for individuals with barriers to employment.</p>	<ul style="list-style-type: none"> • Adds providing technical assistance to local areas implementing pay-for-performance strategies
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Local Activities for Adults and Dislocated Workers			
<p>Required Local Activities—</p> <ul style="list-style-type: none"> • Establish a one-stop delivery system • Provide core services through one-stop delivery system (which include determination of eligibility, outreach, intake, initial skills assessment, job search and placement assistance, provision of employment statistics information; provision of performance information and cost and other services) • Provide intensive services (which include comprehensive and specialized skills assessments; development of an individual employment plan; counseling; case management; and short-term pre-vocational services) • Provide training services (which includes occupational skills training, OJT, private-sector training; skills upgrading; entrepreneurial training; job readiness training; customized training; adult education and literacy activities) 	<p>Required Local Activities –</p> <ul style="list-style-type: none"> • Establish and provide services through one-stop delivery system • Provide core services • Provide intensive services • Designate a dedicated business liaison • Requires priority for individuals on public assistance, other low-income individuals, and individuals who are basic skills deficient. • Permits governor or local board to increase OJT reimbursement to an amount up to 75 percent above the wage rate <p>Sequence of Services—Clarifies that individuals are not required to receive core or intensive services prior to receiving training services</p> <p>Permissible Local Activities—</p> <ul style="list-style-type: none"> • Discretionary one-stop delivery activities • Supportive services • Needs-related payments • Incumbent worker training programs (requires employers 	<p>Required Local Activities—</p> <ul style="list-style-type: none"> • Establish a one-stop delivery system • Provide work ready services (core and intensive services under current law) <ul style="list-style-type: none"> ○ Amends current law to eliminate separate references to adults and dislocated workers ○ Adds new activities to current law, including assistance in obtaining eligibility determinations under the one-stop partner programs through activities; provision of labor exchange services; administration of the work test for the unemployment compensation system; assistance establishing eligibility for programs of financial aid assistance; the provision of information regarding federal tax credits available to individuals relation to education, job training and employment; comprehensive and specialized assessments of 	<p>Required Local Activities— Largely adopts Senate bill language</p> <ul style="list-style-type: none"> • Consolidates core and intensive services as “career services” • Adds requirement for local area to establish and develop relationships and networks with small employers and their intermediaries • Adds requirement to develop, convene, or implement industry or sector partnerships • Allows training contracts to be used for pay-for-performance contracts <p>Sequence of Services—Adopts Senate bill language.</p> <p>Permissible Local Activities— Largely adopts Senate bill language.</p> <ul style="list-style-type: none"> • Adds implementation of pay-for-performance contract strategy. • Increases amount local board can reserve for incumbent worker training from Senate bill (20 percent versus 15

<p>Sequence of Services—</p> <ul style="list-style-type: none"> • Requires intensive services to be provided only to those adults and dislocated workers who are unemployed and are unable to obtain employment through core services and who have been determined by the one-stop operator to be in need of more intensive services to obtain employment; or who are employed but who are determined by one-stop operator to be in need of intensive services in order to obtain/retain employment that allows self-sufficiency • Requires training services only to be provided to adults and dislocated workers who have met the eligibility requirements for intensive services but who are unable to obtain employment through such services; who after an interview, evaluation or assessment and case management, have been determined by a one-stop operator or partner to be in 	<p>to pay for non-federal share)</p> <ul style="list-style-type: none"> • Transitional jobs (not more than 10 percent of funds allocated) <p>Use of Individual Training Accounts— Maintains requirement that training services be provided through ITAs.</p> <ul style="list-style-type: none"> • Expands current list of exceptions where training may be provided through contracts for services • Increases reimbursement level for OJT to 75 percent of a participants wage rate • Expands the list of permissible local employment and training activities • Allows local areas to provide work support activities to help low-wage workers retain and enhance employment • Maintains current language allowing local areas to provide needs-related payments to adults or dislocated workers who are unemployed and do not qualify for unemployment compensation • Allows local boards to reserve 	<p>the skill levels and service needs of workers; development of an individual employment plan; counseling; case management; short-term pre-career services; internships and work experience; and literacy activities</p> <ul style="list-style-type: none"> ○ Eliminates references to youth activities • Provide training services • Eliminates provision relating to supportive services and needs-related payments • Requires board to employ a veteran employment specialist <p>Permissible Local Activities—</p> <ul style="list-style-type: none"> • Discretionary one-stop delivery activities • Incumbent worker training programs <p>Use of Individual Training Accounts/Career Enhancement Accounts—</p> <p>Redesignates individual training accounts as “career enhancement accounts.” Authorizes local boards to coordinate career</p>	<p>percent)</p>
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<p>need of training services; who select programs of training services that are directly linked to employment opportunities in the local area; who are unable to obtain other grant assistance, or require assistance beyond what is available under other grant programs; and who are determined to be eligible in accordance with the priority system (giving priority to low-income individuals and recipients of public assistance</p> <p>Permissible Local Activities—</p> <ul style="list-style-type: none"> • Discretionary one-stop delivery activities • Supportive services • Needs related payments <p>Use of Individual Training Accounts—</p> <ul style="list-style-type: none"> • Requires training services be provided through ITAs • Exceptions: <ul style="list-style-type: none"> ○ On-the-job training provided by an employer or customized training ○ If local board determines there are an insufficient 	<p>up to 15 percent of adult and dislocated worker funds for incumbent worker training (can be increased to 20 percent upon determination by local board)</p>	<p>enhancement accounts with other federal, state, local, or private job training programs or sources. Authorizes local boards to help individuals establish “enhanced career accounts” that include funds from other programs and sources beyond the regular career enhancement account.</p> <ul style="list-style-type: none"> • Maintains exceptions in current law • Adds exception allowing for training to be provided through a contract with an institution of higher education to facilitate the training of multiple individuals in in-demand sectors and occupations 	
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<p>number of training providers in the local area to accomplish the purposes of an ITA system</p> <ul style="list-style-type: none"> ○ If local board determines there is a training services program of demonstrated effectiveness operated by a CBO or other private organization to serve individuals with barriers to employment • Requires training services to be linked to in-demand occupations in the local area 			
Job Corps			
Authorizes the Job Corps program.	Authorizes the Job Corps program.	Authorizes the Job Corps program.	
National Programs			
Native American Programs — authorizes a competitive grant program to award grants, or enter	Native American Programs — Largely retains provisions under current law except:	<i>Repealed</i> — <ul style="list-style-type: none"> • Native American programs • Migrant and seasonal 	Native American Programs — Adopts Senate bill language. <ul style="list-style-type: none"> • Authorization of

<p>into contracts or cooperative agreements with Indian tribes, tribal organizations, Alaska native entities, Indian-controlled organizations serving Indians, or Native Hawaiian organizations to carry out workforce investment activities and supplemental services.</p> <p>Migrant and Seasonal Farmworker Programs— authorizes a competitive grant program to award grants to eligible entities to carry out workforce investment activities and provide related assistance for eligible migrant and seasonal farmworkers.</p> <p>Veterans’ Workforce Investment Programs— Authorizes secretary to conduct either directly, or through grants and contracts, programs to meet the needs for workforce investment activities of veterans with service-connected disabilities, who have significant barriers to employment, who served on active duty during a war, and recently separated veterans.</p>	<ul style="list-style-type: none"> • Requires secretary to award grants every four years (instead of two years) • Adds new requirements related to the primary indicators of performance <p>Migrant and Seasonal Farmworker Programs— Largely retains provisions under current law except:</p> <ul style="list-style-type: none"> • Requires secretary to award grants every four years (instead of two years) • Adds new requirements related to the primary indicators of performance • Adds customized career and technical education to the list of authorized activities • Requires secretary to reserve up to one percent of funds appropriated for discretionary purposes <p>Veterans’ Workforce Investment Programs— Largely retains provisions under current law. Adds new provision requiring that performance accountability measures for grant and contract recipients include the primary</p>	<p>farmworker programs</p> <ul style="list-style-type: none"> • Veterans’ workforce investment programs • Youth opportunity grant program 	<p>Appropriations:</p> <ul style="list-style-type: none"> ○ 2015: \$46,082,000 ○ 2016: \$49,641,000 ○ 2017: \$50,671,000 ○ 2018: \$51,795,000 ○ 2019: \$53,013,000 ○ 2020: \$54,137,000 <p>Migrant and Seasonal Farmworker Programs— Adopts Senate bill language.</p> <ul style="list-style-type: none"> • Authorization of Appropriations: <ul style="list-style-type: none"> ○ 2015: \$81,896,000 ○ 2016: \$88,222,000 ○ 2017: \$90,052,000 ○ 2018: \$92,050,000 ○ 2019: \$94,214,000 ○ 2020: \$96,211,000 <p>Veterans Workforce Investment Program— <i>repealed.</i></p> <p>Youth Opportunity Grants— <i>repealed.</i></p> <p>Technical Assistance— Adopts Senate bill language.</p> <ul style="list-style-type: none"> • Authorization of Appropriations: <ul style="list-style-type: none"> ○ 2015: \$3,000,000 ○ 2016: \$3,232,000
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<p>Youth Opportunity Grants— establishes a grant program to provide activities for youth to increase long-term employment for youth who live in empowerment zones, enterprise communities, and high-poverty areas and who seek assistance.</p> <p>Technical Assistance— Requires secretary to provide, coordinate and support the development of training, technical assistance, staff development and other activities to states.</p> <ul style="list-style-type: none"> Requires secretary to reserve no more than five percent of funds reserved for dislocated worker national activities to provide technical assistance to states that fail to meet the state performance accountability measures 	<p>indicators of performance, and agreements on adjusted levels of performance with respect to those indicators.</p> <p>Youth Opportunity Grants— <i>repealed.</i></p> <p>Technical Assistance—</p> <ul style="list-style-type: none"> Adds requirement that the secretary provide technical assistance in the development and implementation of an integrated technology-enabled intake and case management information for programs carried out under this act Adds to the list of technical assistance activities that may be provided by the secretary Requires secretary to establish new system through which states can share information on promising and proven practices. 		<ul style="list-style-type: none"> 2017: \$3,299,000 2018: \$3,372,000 2019: \$3,451,000 2020: \$3,524,000
Demonstration, Pilot, Research and Multistate Projects			
<p>Demonstration and Pilot Projects— Secretary is required to carry out, through grants and contracts, demonstration and pilot</p>	<p>Demonstration and Pilot Projects— Eliminates Demonstration and Pilot Projects section. Replaced with Evaluations</p>	<p><i>Repealed.</i></p>	<p>Evaluations— Adopts Senate bill language.</p> <ul style="list-style-type: none"> Authorization of Appropriations:

<p>projects that include provision of direct services to individuals to enhance employment opportunities and an evaluation component.</p> <p>Research Projects— Requires secretary to carry out research projects, through grants and contracts that will contribute to the solution of employment problems in the U.S. In addition, requires a two-year study on formula improvement for distribution of adult employment and training funds.</p> <p>Multiservice Projects, Research Projects, and Multistate Projects— Requires secretary to conduct, through grants or contracts, multiservice and research projects. Permits secretary to carry out through grants and contracts, multistate projects.</p> <p>Dislocated Worker Projects— Requires secretary to use not more than ten percent of funds for demonstration and pilot projects to carry out projects relating to the</p>	<p>and Research section.</p> <p>Evaluations— Requires secretary to continually evaluate programs and activities, addressing: general effectiveness of programs and activities in relation to their cost; the effectiveness of the performance accountability measures relating to those activities; the effectiveness of the mechanisms for delivery of service; the impact of programs and activities on the participants and the community; the impact on related programs; the extent to which programs and activities meet the needs of various demographic groups.</p> <p>Research, Studies and Multistate Projects— Requires secretary to every two years publish a plan that describes the research, studies, and multistate project priorities of the Department for employment and training activities over the five years following submission.</p> <p>Dislocated Worker Projects— Essentially maintains current law.</p>		<ul style="list-style-type: none"> ○ 2015: \$91,000,000 ○ 2016: \$98,029,000 ○ 2017: \$100,063,000 ○ 2018: \$102,282,000 ○ 2019: \$104,687,000 ○ 2020: \$106,906,000 <p>Research, Studies and Multistate Projects— Essentially adopts Senate bill language.</p> <p>Dislocated Worker Projects— Essentially maintains current law.</p> <p>Community-Based Job Training— <i>Repealed.</i></p>
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<p>employment and training needs of dislocated workers.</p> <p>Evaluations— Requires secretary to provide for the continuing evaluation of the programs and activities carried out under the Workforce Investment Act.</p>	<p>Energy Efficiency and Renewable Energy Worker Training Program— Maintains current law requiring secretary to establish an energy efficiency and renewable energy worker training program that includes a grant program and a national research program.</p> <p>Integrated Workforce Training Programs for Adults Who are English Language Learners— Requires secretary to establish and implement a national demonstration project designed to analyze and provide data on workforce training programs that integrate English language acquisition and occupational training.</p> <p>Community-Based Job Training— Authorizes secretaries of Labor and Education to establish and implement a national demonstration project designed to (a) develop local innovative solutions to the workforce challenges facing in-demand industry sectors with labor shortages and (b) increase employment opportunities for</p>		
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	workers by establishing partnerships among education entities, workforce development systems, and businesses in in-demand industry sectors.		
National Emergency Grants/National Dislocated Worker Grants			
Authorizes secretary to award national emergency grants to provide employment and training assistance affected by major economic dislocations; to provide assistance to a state in which there is an area that has suffered a major emergency or disaster; and to provide additional assistance to a state or local board for eligible dislocated workers where the state or local board has expended the funds provided and can demonstrate the need for additional funds.	Redesignates national emergency grants as “national dislocated worker grants.” Defines “emergency or disaster” and “disaster area.” Expands secretary’s authority to provide assistance to such states.	<i>Repealed.</i>	Adopts Senate bill language.
YouthBuild			
<i>YouthBuild was transferred from the US Department of Housing and Urban Development to the Employment and Training Administration in 2007.</i>	Largely maintains current law, except: <ul style="list-style-type: none"> • Adds new purpose “to improve the quality and energy efficiency of community and other nonprofit facilities” 	<i>Repealed.</i>	Largely adopts Senate bill language. <ul style="list-style-type: none"> • Expands list of industry sectors for apprenticeship programs Authorization of Appropriations: <ul style="list-style-type: none"> • 2015: \$77,534,000

	<ul style="list-style-type: none"> • Requires secretary to establish expected levels of performance relating to each of the primary indicators of performance for eligible youth activities and permits the secretary to establish additional indicators • Requires secretary to reserve five percent of funds for management and technical assistance 		<ul style="list-style-type: none"> • 2016: \$83,523,000 • 2017: \$85,256,000 • 2018: \$87,147,000 • 2019: \$89,196,000 • 2020: \$91,087,000
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Side-by-Side Comparison of Adult Education & Family Literacy Provisions in House and Senate WIA Reauthorization Bills⁸

Current Law	Senate Bill (S. 1365)	House Bill (H.R. 803)	WIOA (H.R. 803 as amended)
Federal Provisions			
Reservation of Funds —Secretary must reserve: <ul style="list-style-type: none"> • 1.5 percent for the National Institute for Literacy⁹ • 1.5 percent for national leadership activities • Requires secretary to make available 1.72 percent to the Secretary of Labor for incentive grants 	Reservation of Funds —Secretary must reserve: <ul style="list-style-type: none"> • Two percent for national leadership activities • 12 percent for grants to states to support integrated English literacy and civics education Allotments —Largely maintains current law, except:	Reservation of Funds —Secretary must reserve two percent for national activities Allotments —Essentially maintains current law.	Authorization of Appropriations — <ul style="list-style-type: none"> • 2015: \$ 577,667,000 • 2016: \$ 622,286,000 • 2017: \$ 635,198,000 • 2018: \$ 649,287,000 • 2019: \$ 664,552,000 • 2020: \$ 678,640,000 Reservation of Funds —Adopts

⁸ Title II under current law and in the House Bill. Title III in the Senate bill.

⁹ The National Institute for Literacy was closed out in 2009.

<p>Allotments—</p> <ul style="list-style-type: none"> Initial Allotments: Requires secretary to allot \$100,000 to an eligible agency in an outlying area and \$250,000 to any other eligible agency Additional Allotments: requires secretary to allot all remaining funds to eligible agencies according to a formula that reflects the number of “qualifying adults” in each state or outlying area compared with the total number of such adults in all states and outlying areas Hold harmless: Provides that no eligible agency may receive less than 90 percent of the allotment received for the preceding fiscal year <p>Performance Accountability— establishes a comprehensive performance accountability system for adult education and literacy programs and activities.</p>	<ul style="list-style-type: none"> Requires that eligible agencies that only receive an initial allotment shall receive 100 percent of their initial allotment in the subsequent year Requires secretary, from the national leadership activities reserve, make grants to eligible agencies to provide state activities <p>Performance accountability— Aligns Title III (adult education) programs and activities to the performance accountability provisions described in Title I.</p>		<p>Senate bill language.</p> <p>Allotments—Adopts Senate bill language.</p> <p>Performance Accountability—Adopts Senate bill language.</p>
State Provisions			
State Administration— Requires	State Administration— Essentially	State Administration— Essentially	State Administration— Adopts

<p>eligible agencies to be responsible for state administration of activities including: development and implementation of the state plan; consultation with other appropriate agencies, groups, and individuals; and coordination and non-duplication with other federal programs.</p> <p>State Distribution of Funds— Requires eligible agencies:</p> <ul style="list-style-type: none"> • To use not less than 82.5 percent of grant funds to award grants and contracts to local providers and to carry out correctional programs • To use not more than 12.5 percent of grant funds to carry out state leadership activities • To use not more than five percent for administrative expenses • To provide non-federal match of 25 percent (12 percent for outlying areas) <p>State Leadership Activities— Requires eligible agencies to use funds for one or more of the following activities: establishment or operation of professional</p>	<p>maintains current law.</p> <p>State Distribution of Funds— Requires eligible agencies:</p> <ul style="list-style-type: none"> • To use not less than 80 percent to award grants and contracts to local providers and carry out corrections education programs (not more than 20 percent for corrections education) • To use not more than 15 percent to carry out state leadership activities • To use not more than five percent for administrative expenses (or \$85,000, whichever is greater) • Maintains matching requirement in current law <p>State Leadership Activities—</p> <ul style="list-style-type: none"> • Required activities: alignment of adult education and literacy activities other core programs and one stop-partners; professional development; technical assistance; monitoring and evaluation of adult education and literacy activities. • Permissible activities include: 	<p>maintains current law.</p> <p>State Distribution of Funds— Maintains current law.</p> <p>State Leadership Activities— makes state leadership allowable rather than required. Allowable activities include:</p> <ul style="list-style-type: none"> • The establishment or operation of professional development programs • Technical assistance to eligible providers • Coordination with other public programs (including welfare-to-work, workforce development, and job training programs) • Development and implementation of a system to assist in the transition from adult basic education to postsecondary education • Integration of literacy, instructional, and occupational skills training and promotion of linkages with employees. <p>State Plan—Requires eligible agencies to submit three-year state</p>	<p>Senate bill language.</p> <p>State Distribution of Funds— Requires eligible agencies:</p> <ul style="list-style-type: none"> • To use not less than 82.5 percent to award grants and contracts to local providers and to carry out corrections education programs (not more than 20 percent for corrections education) • To not use more than 12.5 percent to carry out state leadership activities • To use not more than 5 percent for administrative expenses (or \$85,000, whichever is greater) • Maintains matching requirement in current law <p>State Leadership Activities— Essentially maintains same required activities as Senate bill.</p> <p>State Plan—Adopts Senate bill language.</p> <p>Corrections Education—Adopts Senate bill language.</p>
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<p>development programs; technical assistance to eligible providers; technology assistance; support of state or regional networks of literacy resource centers; monitoring and evaluation of the quality and improvement in adult education and literacy activities; incentives for program coordination and performance awards; developing and disseminating curricula; coordination with existing support services; integration of literacy instruction and occupational skills training; linkages with postsecondary.</p> <p>State Plan— Requires eligible agency to establish a five-year state plan. Plan must include:</p> <ul style="list-style-type: none"> • An objective assessment of the needs of individuals in the state or outlying area for adult education and literacy activities, including individuals most in need or hardest to serve • A description of the adult education and literacy activities to be carried out 	<p>support of state or regional networks of literacy resource centers; development and implementation of technology applications; developing and disseminating curricula; developing content and models for integrated education and training and career pathways; developing a system to assist with the transition from adult education to postsecondary; integration of literacy and English language instruction and occupational skills training and linkages to employers; activities to promote workplace adult education and literacy activities; identifying curriculum frameworks and aligning rigorous content standards; development and piloting of new and promising assessment tools and strategies and options for improving teacher quality and retention.</p> <p>State Plan— Eliminates current state plan requirements and requires state plan to be approved as part of a unified or combined state plan under Title I.</p>	<p>plans. Provides that state plan can be submitted as part of a state unified plan. state plan must include:</p> <ul style="list-style-type: none"> • An objective assessment of the needs of individuals in the state or outlying area for adult and family literacy education programs, including individuals most in need or hardest to serve • A description of the adult and family literacy education programs to be carried out • An assurance that funds will not be expended for any purpose other than for activities under Title II • A description of how the eligible agency will annually evaluate and measure the effectiveness and improvement of Title II programs using the indicators of performance described in sec. 136 • A description of how the eligible agency will fund local activities in accordance with measurable goals described in sec. 231 • An assurance that the eligible agency will expend funds in a 	
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<ul style="list-style-type: none"> • A description of how the eligible agency will evaluate the effectiveness of programs • A description of the performance measures and how such performance measures will improve adult education activities in the state • An assurance that the eligible agency will award not less than one grant under this subtitle to an eligible provider who offers flexible schedules and necessary support services • An assurance that the funds received under this subtitle will not be expended for any other purpose • A description of how the eligible agency will fund local activities • An assurance that the eligible agency will expend funds in a manner consistent with fiscal requirements provided • A description of the process that will be used for public participation and comment with respect to the state plan • Description of how eligible agencies will develop program strategies for certain 	<p>Corrections Education—Requires eligible agencies to carry out academic programs, including: adult education and literacy activities; special education; secondary school credit; integrated education and training; career pathways; concurrent enrollment, peer tutoring; and transfer to re-entry initiatives.</p>	<p>manner consistent with fiscal requirements under sec. 241</p> <ul style="list-style-type: none"> • A description of the process that will be used for public participation and comment with respect to the state plan. Mandates consultation with a range of entities, including the state workforce investment board, the state board responsible for community or technical colleges, the governor, state educational agency, and others. Lists optional entities for consultation. • A description of the eligible agency’s strategy for serving populations that include, at a minimum: low-income individuals; individuals with disabilities; the unemployed; and individuals with multiple barriers to educational enhancement, including English learners; • A description of how adult and family literacy education programs will be integrated with other adult education, career development, and employment and training 	
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<p>populations</p> <ul style="list-style-type: none"> • A description of how the activities carried out under this title will be integrated with other adult education and literacy activities going on in the state • A description of the steps the eligible agency will take to ensure direct and equitable access <p>Corrections Education—Requires eligible agency to carry out corrections education or education for other institutionalized individuals, including basic education, special education programs; English literacy programs; and secondary school credit programs.</p>		<p>activities;</p> <ul style="list-style-type: none"> • A description of how the state will provide direct and equitable access for eligible providers; • An assessment of the adequacy of the state or outlying area system to ensure teacher quality, and a description of how the state <p>or outlying area will improve teacher quality; and</p> <ul style="list-style-type: none"> • A description of how the eligible agency will consult with any state agency responsible for postsecondary education to prepare students to enter postsecondary education without the need for remediation <p>Corrections Education—Largely maintain current law, but expands use of funds provision to include: basic skills education, special education programs, reading, writing, speaking, and math programs, secondary school credit or diploma programs, or equivalent, and integrated education and training.</p>	
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Grants and Contracts for Eligible Providers			
<p>Grants and Contracts—Requires eligible agencies to award multiyear grants or contracts on a competitive basis within the state or outlying area. Eligible providers must provide instruction in one or more of the following categories:</p> <ul style="list-style-type: none"> • Adult education and literacy services (including workplace literacy services) • Family literacy services • English literacy programs <p>Considerations—In awarding grants, eligible agencies must consider several factors, including: degree to which provider will establish measurable goals for participant outcomes; past effectiveness of eligible provider; commitment of eligible provider to serve community members most in need; whether the program is of sufficient intensity and duration and uses instructional practices; whether activities are research-based; whether activities provide learning in real life contexts; whether activities coordinate with other available community</p>	<p>Grants and Contracts— Requires eligible agencies to award multiyear grants or contracts on a competitive basis within the state or outlying area. Requires eligible providers to establish or operate programs that provide adult education and literacy activities.</p> <p>Considerations—In awarding grants, eligible agencies must consider a range of factors, including: degree to which the eligible provider would be responsible to regional needs, and serving community members most in need; capacity, including past effectiveness on primary indicators of performance; whether provider demonstrates alignment between proposed activities and the strategies and goals of the local plan; whether provider’s program is of sufficient intensity and quality; whether activities provide learning in context; whether activities coordinate with other resources in the community; and provider’s capacity to provide integrated</p>	<p>Grants and Contracts—Essentially maintains current law.</p> <p>Measurable Goals—Builds upon the Considerations requirements in current law by adding:</p> <ul style="list-style-type: none"> • The activities of the eligible provider employ advances in technology; the activities provide instruction in real-life contexts; the activities are staffed by well-trained instructors, counselors and administrators; the activities are coordinated with other available resources in the community; the activities offer flexible schedules and support services; the activities include a high-quality information management system; the local communities have a demonstrated need for additional English language acquisition programs; the capacity of the eligible provider to produce valid information on performance results; adult education and family literacy education 	<p>Grants and Contracts—Adopts Senate bill language.</p> <p>Considerations—Essentially adopts Senate bill language.</p> <p>Local Application—Adopts Senate bill language.</p> <p>Administrative Costs— Adopts Senate bill language.</p>



<p>resources; and whether the activities offer flexible schedules and support systems.</p> <p>Local application— Requires provider to submit an application to eligible agency that includes a description of how funds awarded will be spent and a description of any cooperative arrangements the provider has with other agencies or institutions for the provision of adult education and delivery services.</p> <p>Administrative Costs— Requires no more than five percent set aside for administrative costs.</p>	<p>education and training.</p> <p>Local Application— Expands upon current law to require provider to also describe: how they will provide services in alignment with the local plan (including how provider will promote co-enrollment with Title II programs); how they will meet state adjusted levels of performance; how they will fulfill one-stop partners responsibilities; and how they will provide services to meet the needs of eligible individuals.</p> <p>Administrative Costs— Essentially maintains current law.</p>	<p>programs offer rigorous content that is evidence-based; the application of technology and services provided are of sufficient intensity and duration</p> <p>Local application— Builds on current law by adding a requirement that providers also describe how they would meet the measurable goals.</p> <p>Administrative Costs— Essentially maintains current law.</p>	
General Provisions			
<p>Administrative Provisions—</p> <ul style="list-style-type: none"> • Requires funds under this title supplement and not supplant other state or local public funds expended for such activities. • Maintenance of Effort: Eligible agencies may receive funds under this title if the secretary finds that spending per student or aggregate spending by eligible agency during the second preceding fiscal year 	<p>Administrative Provisions— Essentially maintains current law.</p> <p>National Institute for Literacy— Removes existing language authorizing a National Institute for Literacy.</p> <p>National Leadership Activities— Required activities: assistance with performance indicators; assistance in using performance</p>	<p>Administrative Provisions— largely maintains current law. Eliminates current maintenance of effort provisions.</p> <p>National Institute for Literacy— Removes existing language authorizing a National Institute for Literacy.</p> <p>National Activities— Requires secretary to carry out a program of</p>	<p>Administrative Provisions— Adopts Senate bill language.</p> <p>National Institute for Literacy— Removes existing language authorizing a National Institute for Literacy.</p> <p>National Leadership Activities— largely adopts Senate bill language.</p> <ul style="list-style-type: none"> • Adds required activity of

<p>was not less than 90 percent of spending during third preceding fiscal year. Provides procedures and formulas to be used where eligible agencies fail to meet MOE requirements.</p> <p>National Institute for Literacy— Establishes a National Institute for Literacy.</p> <p>National Leadership Activities— Requires secretary to establish and carry out a program of national leadership activities to enhance the quality of adult education and literacy programs. Allowable activities include: technical assistance; funding activities through grants to develop or improve strategies for educating adults, improving the quality of adult literacy, or carrying out research or demonstration projects.</p>	<p>accountability measures; research and evaluation. Allowable activities: technical assistance; disbursement of competitive grants and contracts to national networks of nonprofits, institutions of higher education, and libraries to build capacity of networks’ members to meet the performance requirements of eligible providers; other national leadership activities, through grants or contracts.</p> <p>Integrated English Literacy and Civics Education— Requires secretary to award by formula, grants to states for integrated English literacy and civics education. Formula: 65 percent on basis of state need for services; 35 percent on basis of whether the state experienced growth in LPRs.</p>	<p>national activities that may include: providing technical assistance upon request to eligible entities; providing for the conduct of research on national literacy basic skill acquisition levels among adults, including English learners; improving the coordination, efficiency, and effectiveness of adult education and workforce development services at the national, state, and local levels; determining how participation in adult education, English language acquisition, and family literacy education prepares individuals for entry into and success in postsecondary education and employment, and the effect of prison-based services on recidivism; evaluating how different types of providers measurably improve the skills of participants in adult education, English language acquisition, and family literacy programs; identifying model integrated basic and workplace skills education program and effective strategies for serving adults with disabilities; and other activities.</p>	<p>carrying out an independent evaluation of programs and activities under this title every 4 years.</p> <p>Integrated English Literacy and Civics Education— largely maintains Senate language.</p> <ul style="list-style-type: none"> • Adds requirement that integrated education must be done in combination with integrated education and training activities • Adds reporting requirement
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