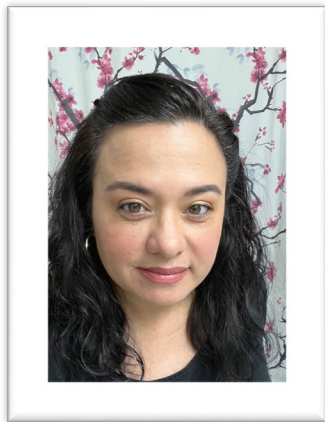


# Workforce Innovation and Opportunity Act

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**Shaping Tomorrow's Workforce:  
Unleashing the Power for Adult Learners**

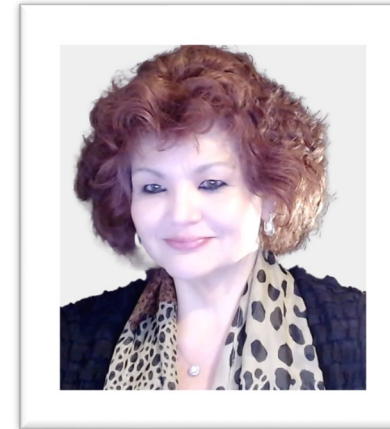
# PRESENTERS



Maria Morrow

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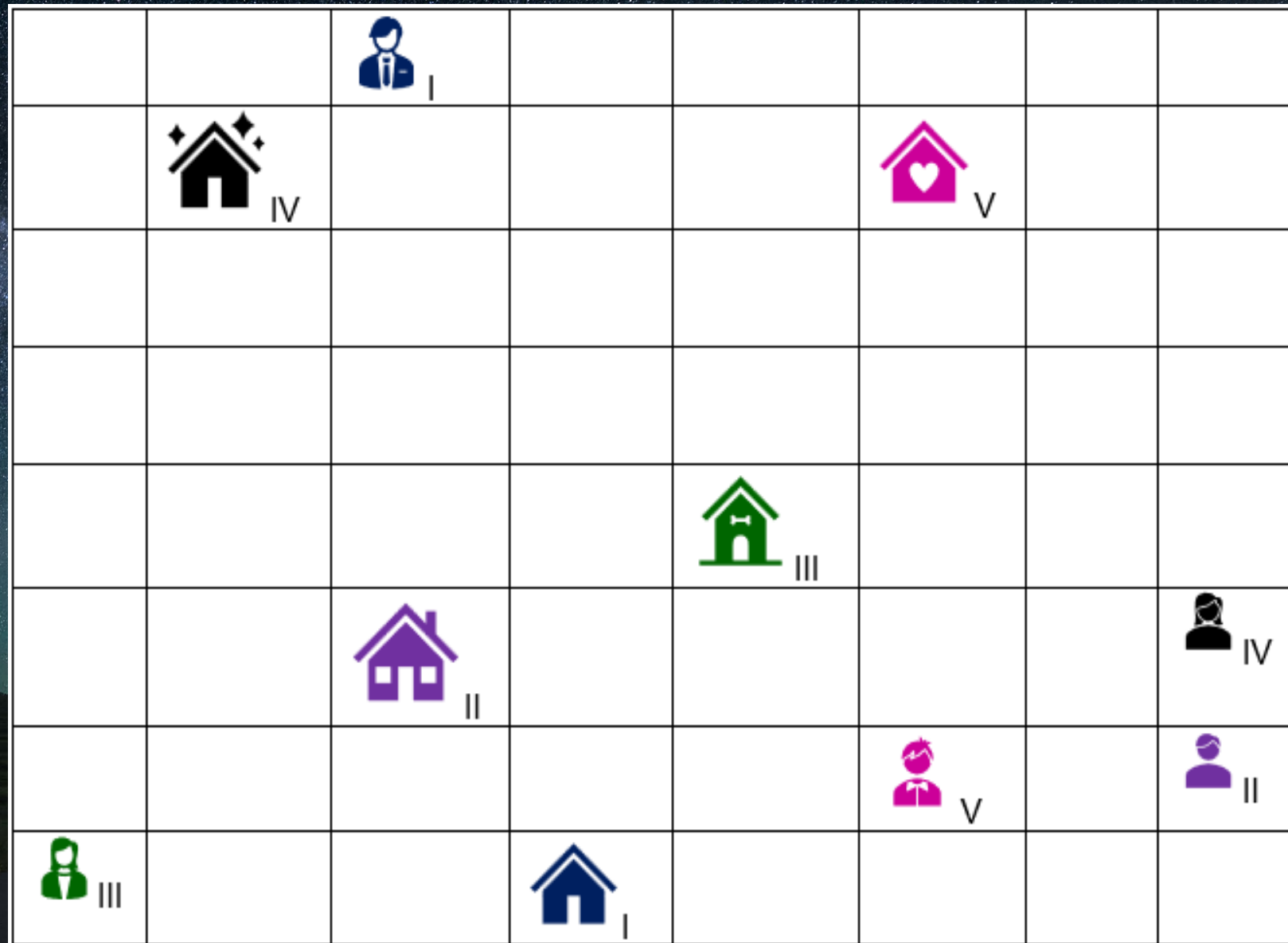
Program Specialist  
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# AGENDA

- What is WIOA?
- Goals
- Aligned Systems and WIOA Partners
- WIOA Titles/Core Programs
- Populations Served
- Services and Eligibility by Title
- Resources/Strategies
- Q&A

# Start Navigating the WIOA Maze



Each person needs to get to their corresponding WIOA Service without crossing the route of another.

Understanding WIOA empowers  
AEL programs to unlock greater  
opportunities for learners and  
strengthen our workforce.

"What if we could unlock the hidden workforce potential within our communities?"

Title I

Title II

Title III

Title IV



**WIOA**

**NO WRONG DOOR!**

# WIOA

- Signed into federal law in 2014.
- Authorized federal workforce development programs.
- Jointly administered.
  - Department of Education (ED)
  - Department of Labor (DOL)





# GOALS

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One-stop Workforce Delivery System aligning:  
- Education - Workforce Investment - Economic Development

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Increase access to education, training, and employment - particularly those with barriers.

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Increase prosperity of workers and employers.

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Meet employer needs and enhance nation's productivity/competitiveness.

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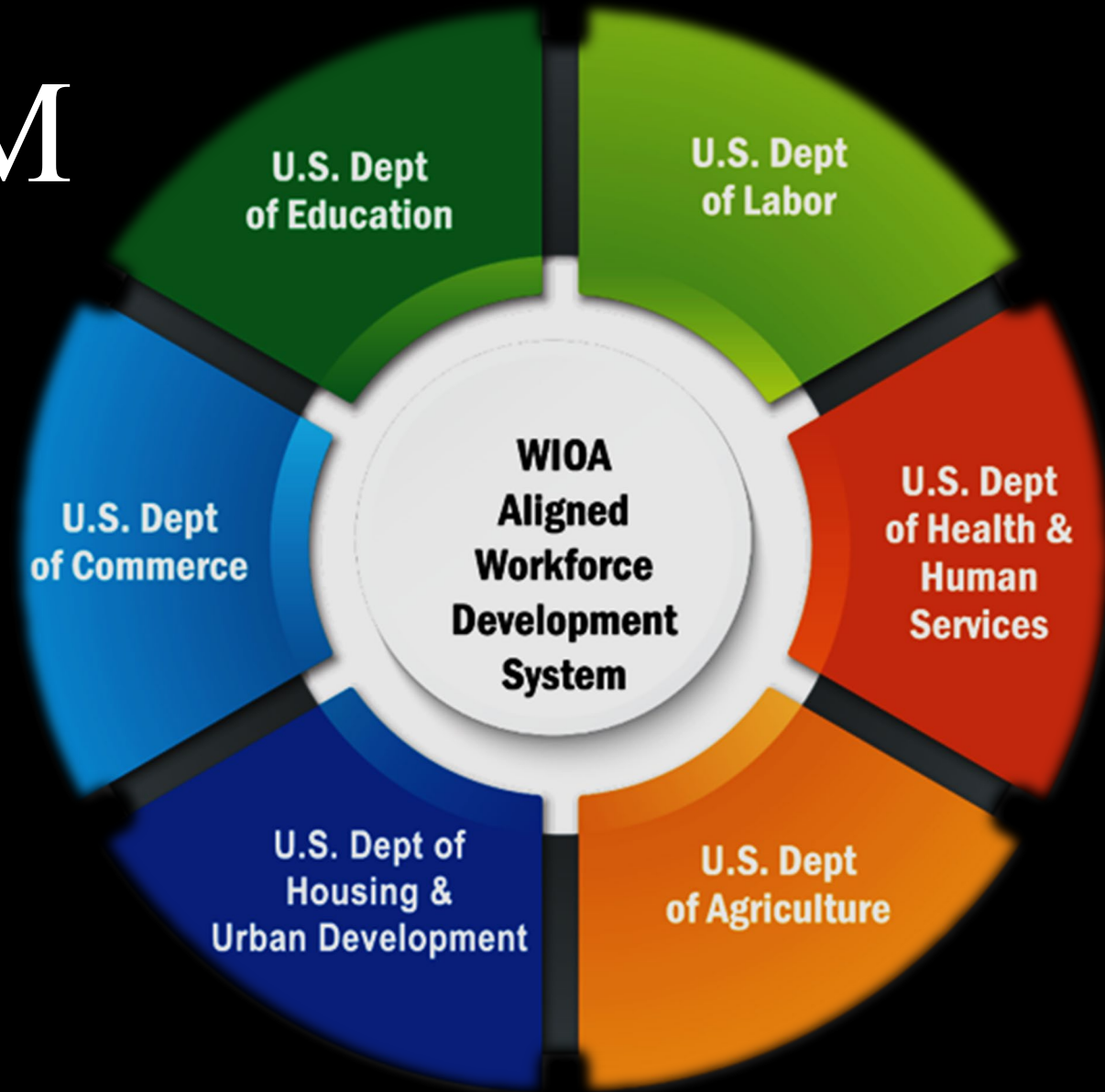
Accountability/common measures.



# ALIGNED SYSTEM

## Leveraging:

- Public Workforce Investment Funds
- Education
- Economic Development Systems



# WIOA PARTNERS

Subsidized  
Childcare

Trade Adjustment  
Assistance

Unemployment  
Insurance

Veteran  
E&T

Native American  
Programs

Choices/TANF  
Employment &  
Training

Adult Education  
and Literacy

National  
Dislocated Worker  
Grant

Employment &  
Training Activities  
(HUD, CSBG)

Career and  
Technical  
Education

Education/  
Vocational  
Training  
(Job Corp)

Wagner-Peyser  
Employment  
Services

YouthBuild  
Programs

Vocational  
Rehabilitation

WIOA Adult,  
Dislocated  
Worker, Youth

Migrant/Seasonal  
Farmworker Jobs  
Programs

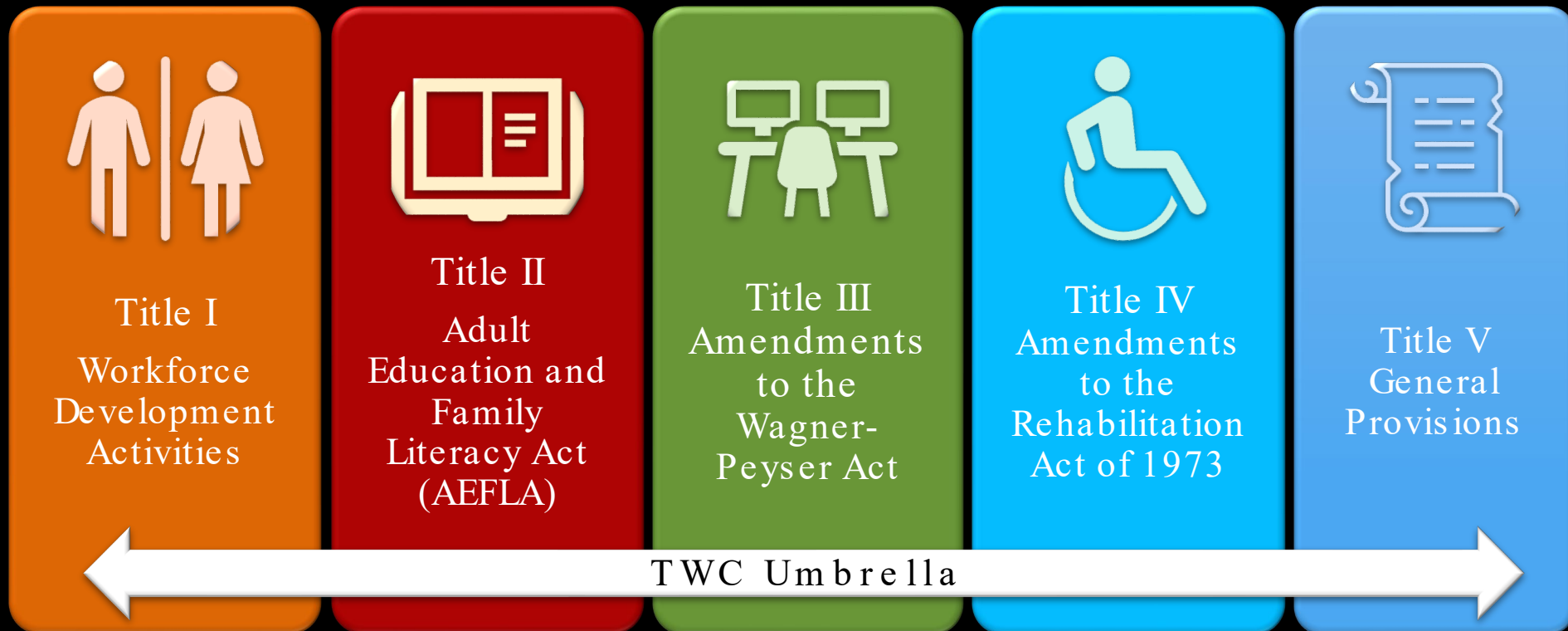
Apprenticeship

Justice Involved  
Reintegration

Supplemental  
Nutrition  
Assistance  
Program E&T

Senior Community  
Service  
Employment

# WIOA 5 Titles



## Core Programs

Title I: Workforce Development Activities (DOL)

- Adults
- Dislocated Workers
- Youth

Title II: Adult Education and Literacy (ED)

Title III: Wagner-Peyser Employment Services (DOL)

Title IV: Vocational Rehabilitation (ED)

# WIOA POPULATIONS SERVED

Low Levels  
of Literacy

Low  
Income

Unemployed

Farmworker

Veteran

Displaced  
Homemaker

No High School  
Diploma or  
Equivalent (GED)

Justice  
Involved

In Foster Care  
or Aged Out

Disability

English  
Language  
Learner

Indian,  
Alaskan or  
Hawaiian  
Native

Single Parent  
or Pregnant

Homeless/  
Homeless  
Youth

# QUESTION

Not including WIOA Title II, which title are you most familiar with and why?

A woman with long dark hair, wearing a bright yellow dress with a colorful patterned waistband, is seated at a white desk in a modern office. She is focused on her work, typing on a laptop. The office environment is bright and airy, with large windows in the background showing a blurred view of the outdoors. Another person is visible in the background, also working at a desk.

# WIOA TITLE I

Workforce Development Activities

# WIOA Title I

## Workforce Development Activities

Title I of WIOA authorizes programs that help individuals find jobs and improve their employment prospects through education, and training activities.

It also establishes the One-Stop delivery system -  aka Workforce Solution Offices.



# TITLE I ELIGIBILITY

## ADULT

- $\geq 18$  years old.
- US citizen or resident eligible to work in the US.
- Males  $\geq 18$  registered for military selective services.
- Social Security number.
- Annual family income  $\leq 100\%$  of the poverty line, or 70% lower living standard.
- Meet exceptions to income test (e.g., receiving public assistance, homeless, free/reduced-price lunch).





# TITLE I ELIGIBILITY

## DISLOCATED WORKER

Individuals who have been laid off, received termination notices, are self-employed but jobless due to economic factors, are spouses of active-duty military personnel unemployed after relocating for permanent duty reassignment, or are displaced homemakers.

- $\geq 18$  years old.
- Social Security number.
- Annual family income  $\leq 100\%$  of the poverty line, or 70% lower living standard.
- Meet exceptions to income test (e.g., receiving public assistance, homeless, free/reduced-price lunch).
- Note: A displaced homemaker is often a former stay-at-home parent struggling to find well-paying work after divorce or loss of spousal support.



# TITLE I ELIGIBILITY

## IN-SCHOOL YOUTH (ISY)

### In-School Youth:

- 14–21 years old.
- Enrolled in school (secondary or PSE).
- Citizen or resident eligible to work in the US.
- Males  $\geq 18$  registered for military selective services.
- Low income or lives in a high-poverty area.
- Meet at least one eligibility barrier.

### Eligibility Barriers:

- Basic skills deficient ( $\leq$  8th grade level on a standardized test).
- English Language Learner with limited proficiency or resides in a family or community where a language other than English is predominantly spoken.
- Homeless, runaway, foster care or aged out of foster care, eligible for Social Security assistance, or an out-of-home placement.
- Pregnant or parenting, disabled, justice involved.
- Requires additional assistance to complete educational program or secure/hold employment.



# TITLE I ELIGIBILITY

## OUT-OF-SCHOOL YOUTH (OSY)

### Out-of-School Youth:

- 16–24 years old.
- Citizen or resident eligible to work in US.
- Males  $\geq 18$  registered for military selective services.
- NOT enrolled in school.
- Low income or lives in a high-poverty area.
- Meet at least one eligibility barrier.

### Eligibility Barriers:

- School dropout (19-24 years old), as defined by the state.
- Between 16-18 years old, have not earned an HSD/HSE, and absent for 3 consecutive months.
- Basic skills deficient ( $\leq 8^{\text{th}}$  Grade) or lack English proficiency despite having an HSD/HSE.
- Homeless, runaway, foster care or aged out of foster care, eligible for Social Security assistance, or an out-of-home placement.
- Pregnant or parenting, disabled, justice-involved.
- Requires additional assistance.

# TITLE I SERVICES

## ADULT, DISLOCATED WORKER, YOUTH

Career Services  
(Basic,  
\*Individualized,  
\*Follow-up)

Initial Assessment,  
Eligibility  
Determination

Individuals with  
Barriers  
Employment

Employment Plan  
Development

Specialized  
Reemployment  
Services

Outreach, Intake,  
Orientation  
(Info/Services)

Career, Individual,  
Group Counseling

Internships, Work  
Experiences

Training Services

Labor Market &  
Employment  
Information

Support Services  
(Childcare, Work  
Related Assistance,  
Transportation)

Workforce  
Preparation  
Activities

Program or  
Community  
Referrals

Unemployment  
Insurance  
Information

Employer  
Services  
(Screening, Referrals)

\*If determined needed to obtain/retain work

# TITLE I Workforce Development Activities

14 WIOA YOUTH ELEMENTS/SERVICES are designed to support youth in gaining the skills and experience needed for successful careers.

1. Tutoring, study skills, instruction, drop-out prevention
2. Alternative secondary school or drop-out recovery services
3. Paid/unpaid work experiences
4. Occupational skills training
5. Contextualized education, occupational training, workforce preparation offered concurrently
6. Leadership development opportunities
7. Supportive services
8. Adult mentoring
9. Follow-up services
10. Comprehensive guidance/counseling
11. Financial literacy education
12. Entrepreneurial skills training
13. Labor market information services
14. Post-secondary preparation/transition activities

# TITLE I Support Services

- Childcare
- HSE credential testing (16-20 y/o)
- Employment referrals
- Help with work related expenses
- Utilities/rent assistance
- Transportation assistance
- Fidelity Bonding
- Work Opportunity Tax Credit
- Paid internship (WIOA Youth 16-24)
- Unemployment Benefit Information

The background features a person's hands typing on a laptop keyboard. Overlaid on this are several semi-transparent icons: a trophy, a graduation cap, an open book, a magnifying glass, and a play button. The overall color palette is light blue and white.

# WIOA TITLE II

Adult Education and Family Literacy Act  
(AEFLA)

# WIOA Title II

## Adult Education and Family Literacy Act

AELFA provides states with funding for a variety of services to help adults develop basic skills (e.g., reading, writing, math, English language acquisition), transition to postsecondary education and training, and gain employment.





# TITLE II ELIGIBILITY

- 16 Years Old: Court Order required.
- $\geq 17-18$ : Not enrolled in school AND without an HSD/HSE require one of the following:
  - Court Order
  - Parent/Guardian permission on enrollment form. Must attempt to get permission first! If unavailable:
    - Proof or student self-attestation of living separately from parent/guardian
    - Proof and/or student self-attestation of homelessness
- $\geq 19$ :
  - Basic-skills deficient (functioning below HS graduate level)
  - No HSD/HSE
  - English Language Learner

Basic Skills  
Deficient (BSD)

High School  
Equivalent (HSE)

College  
Preparation  
(Transition)

Integrated English  
Literacy and  
Civics Education  
(IELCE)

Integrated  
Education and  
Training  
(IET)

IELCE + Integrated  
Education and  
Training  
(IELCE IET)

Workplace  
Literacy

ESL for  
Professionals

Post Release  
Second Chance

Math Assistance  
Call Center

Digital Literacy,  
Financial Literacy,  
and Family  
Literacy

# TITLE II AEFLA/IELCE SERVICES

# TITLE II Support Services

Removing barriers, improving lives, and enabling long-term employment success and self-sufficiency.

- Transportation assistance.
- Integrated Education and Training (IET)
  - Low-cost or no-cost.
- Work-place Training.
- Holistic support services, including career counseling, job search assistance, and other support, are provided through collaboration with other WIOA Titles.

A blurred background image showing two people shaking hands in an office environment. The person on the left is wearing a light-colored sweater, and the person on the right is wearing a checkered shirt. The background includes a desk with a laptop and other office equipment.

# WIOA TITLE III

Amendments to the Wagner-Peyser Act

# WIOA Title III

## Wagner-Peyser Act (Employment Service)

The Wagner-Peyser Act of 1933, established a nationwide system of public employment offices, known as the Employment Service.

Employment-related services are designed to increase employment opportunities for all workers and meet the needs of businesses with work-ready job seekers.



# TITLE III ELIGIBILITY

- 14 years of age or older at the time of enrollment in the program;
- A US citizen or a noncitizen authorized to work in the US; and
- Compliant with the United States Selective Service System registration requirements (if male).

# TITLE III SERVICES

## WAGNER-PEYSER – JOB SEEKER

Unemployment  
Insurance Benefits  
Information

Workshops  
Soft Skills,  
Application, Resume,  
Interviewing

WorkinTexas (WIT)  
Registration

Specialized  
Skills Testing

Reemployment  
Services & Eligibility  
Assessment  
Program (RESEA)

Job Search  
Assistance/Job  
Postings Access

Employment and  
Labor Market  
Information (LMI)

Program, CBO  
Referrals  
(SNAP E&T,  
CHOICES/TANF,  
Childcare, etc.)

Priority of Service  
(Veteran, Foster  
Youth)

TWC-Approved  
Training for UI  
Claimants

Knowledge, Skills &  
Abilities Evaluation  
Assessment

2-1-1 Referral to  
Support Services  
(Food, Rent,  
Utilities)

Migrant and  
Seasonal  
Farmworkers

Work Opportunity  
Tax Credit,  
Fidelity Bonding

Outreach,  
Job Fairs,  
Job Referrals

# TITLE III SERVICES

## WAGNER-PEYSER – EMPLOYER



Assistance with job development, restructuring, and layoff aversion



Special recruitment



Customized screening and referrals



Labor exchange services



Workforce recruitment assistance: Job fairs and events



Fidelity Bonding



Tax Credits (WOTC)



Training services



Rapid Response/  
Business downsizing assistance



# TITLE III Support Services

Provide free job postings, resume assistance, counseling services to job seekers ..while connecting employers with qualified candidates at no cost.

~~DISABILITY~~

# WIOA TITLE IV

Amendments to the  
Rehabilitation Act of 1973

# WIOA Title IV

## Vocational Rehabilitation Services

Help eligible customers gain, maintain, or advance in employment and secure financial and personal independence through rehabilitative services.

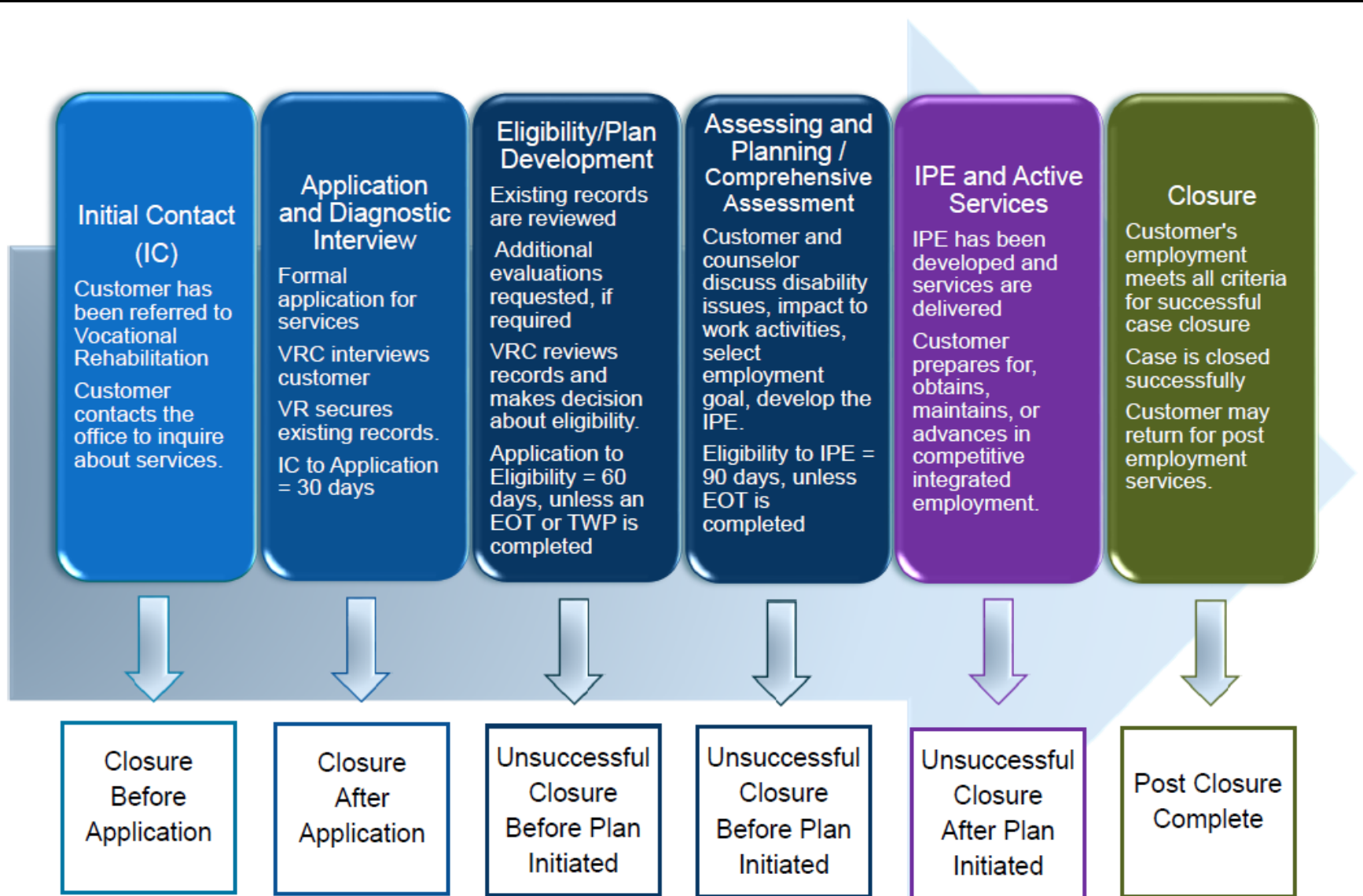


# WIOA TITLE IV ELIGIBILITY

Individuals may qualify for Vocational Rehabilitation services if they have a condition (diagnosed or not) that creates barriers to employment.

- Behavioral and mental health conditions
- Hearing impairments, including deafness
- Alcoholism or drug addiction
- Intellectual, learning and developmental disabilities
- Physical disabilities, including traumatic brain and spinal cord injury, back injury, paralysis and impaired movement
- Visual impairments
- Online self-referral: [Start My VR;](https://webp.twc.state.tx.us/services/VRLookup/)  
<https://webp.twc.state.tx.us/services/VRLookup/>

# WIOA Title IV: VR Process



# WIOA TITLE IV

## VR PROGRAM AND CAREER SERVICES

Supported  
Employment

Business  
Enterprise  
Program

Learning  
Disabilities

On-the-job  
Training

Career  
Assessment/  
Counseling

Mental Health  
Cooperative

Disability Access  
Services

Assistive  
Technology

Independent  
Living State Plan

Career Education/  
Training

Deaf/Hard of  
Hearing Services

Blind/Visually  
Impairment  
Services

Individual Plan for  
Employment/  
Job Search

Employment at  
Facilitated Living  
Center

Community  
Rehabilitation  
Providers

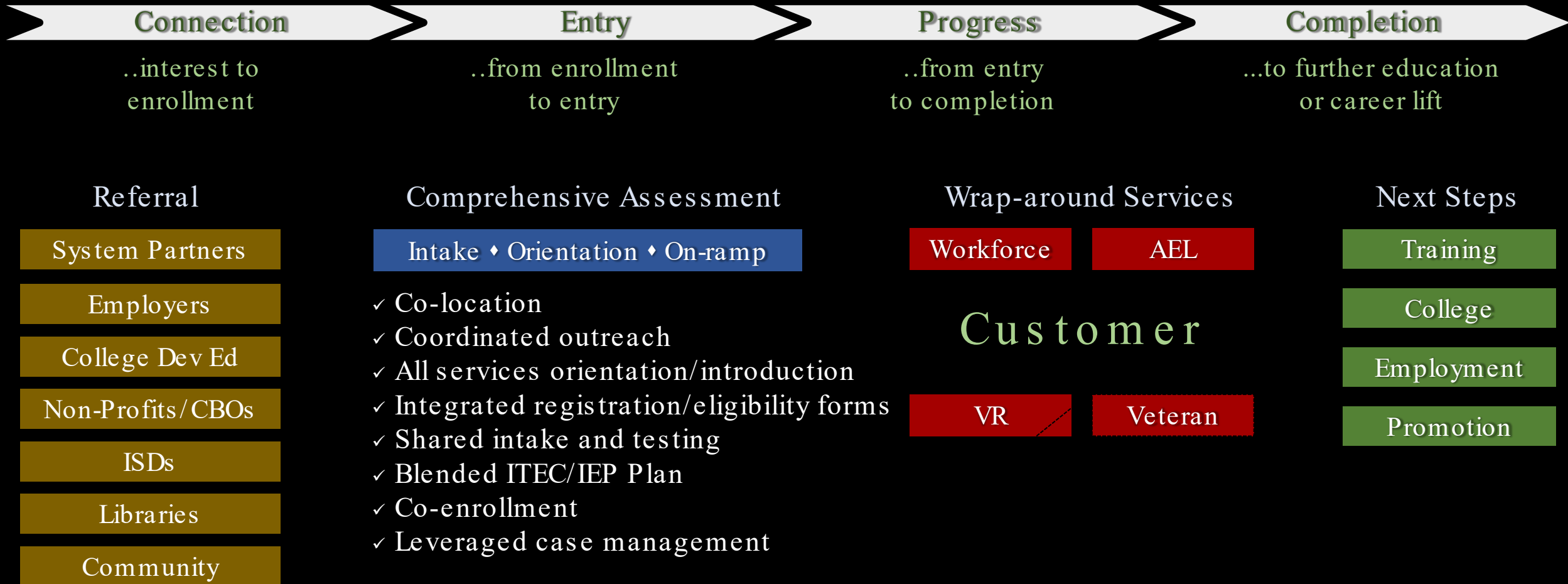
# TITLE IV Support Services

Title IV funds a wide array of services tailored to individual needs and goals. These can include:

- **Assistive Technology:** Providing and training on assistive technology devices and services to enable individuals to work.
- **Supported Employment:** Providing ongoing support services to individuals with disabilities to help them maintain employment.
- **Independent Living Services:** Connecting individuals with services that promote independent living and community integration.

# CUSTOMER EXPERIENCE

## NO WRONG DOOR



--- Common Data Across Workforce System ---





Creating  
Strong  
WIOA  
Partnerships

THINK – PAIR – SHARE



**LEVERAGE**

How will you leverage the WIOA titles in YOUR program?

**Your  
Success  
Story  
Here  
...  
Fall  
Institute  
2025**



# RESOURCES/PARTNERSHIP STRATEGIES

- US Department of Labor (DOL): <https://www.dol.gov/>
  - Blending, Braiding, and Sequencing - [Leveraging Across Multiple Systems](#)
- Office of Career, Technical, and Adult Education (OCTAE): <https://octae.ed.gov/>
- TWC Forum Presentation: Effective Strategies for Co-enrollment/Service Coordination - [Recording](#) - Slides: [Effective Strategies](#)
- TWC Program Guides - <https://www.twc.texas.gov/agency/workforce-development-boards/guides>
  - Adult Education and Literacy – Title II
  - Employment Service (Wagner-Peyser) – Title III
  - Vocational Rehabilitation – Title IV
  - Workforce Innovation and Opportunity Act – Title I
- WorkforceGPS - <https://www.workforcegps.org>
  - Resources on Program Collaboration: WIOA Titles I and II - [WIOA Title I and II](#)
  - Resources on Program Collaboration: WIOA Core Programs - [WIOA Core Programs Collaboration](#)
  - Resources on Program Collaboration: Co-location and American Job Centers - [Co-Location](#)

Q&A





# Texas Workforce Commission

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Adult Education and Literacy

***THANK YOU!***

Your Questions and Feedback are  
Appreciated.

[aelta@twc.Texas.gov](mailto:aelta@twc.Texas.gov)