



The Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) of 2014 was passed on a bipartisan basis. WIOA prioritizes evidence-based strategies and program models for preparing workers for better jobs. Under WIOA, our nation's workforce development system is moving towards a well-aligned, accessible system responsive to local employer needs and individuals with barriers to employment.

The Workforce Innovation and Opportunity Act of 2014:

- Encourages **strategic planning** and **alignment** across workforce training programs by requiring a single, comprehensive unified state plan for core workforce programs, encouraging combined state plans that integrate other programs that serve individuals with the greatest need (such as Temporary Assistance for Needy Families, Career and Technical Education, and the Senior Community Service Employment Program), and requiring common performance measures applicable to all six core WIOA programs.
- Promotes **access to services** by integrating intake and case management and requiring Wagner-Peyser Employment and TANF services alongside other partner programs in one-stop centers.
- Empowers boards to be **responsive to local employers and job seekers** by allowing states to reserve 15 percent of funding to address its workforce's specific needs and encouraging local areas to use regional economic data to inform strategic planning.
- Supports access to **real-world workforce development opportunities** by reimbursing employers for 75 percent of the costs for on-the-job training and requiring 20 percent of youth formula funds to be used for work experiences.
- Supports a **job-driven workforce system** by requiring business-led state and local workforce boards, prioritizing investments in-demand and emerging industries, and supporting sector and pathway strategies.
- Promotes **accountability** by requiring state and local area performance reports be made public, allowing 'pay-for-performance' contracts, and creating third party-evaluations of WIOA-funded programs.
- Improves opportunities for **disconnected youth** by prioritizing services for out-of-school youth, high school dropout recovery efforts, and attainment of recognized postsecondary credentials.
- Improved **training and employment opportunities for people with disabilities**. These changes are critical to the inclusion of, equitable participation, and economic self-sufficiency for individuals with disabilities.
- Required more **vocational rehabilitation** and supported employment services for youth with disabilities to enable a smooth transition into competitive, integrated employment.
- Prioritizes the **high-need workers** by prioritizing service to individuals with employment barriers throughout WIOA-funded programs including low-income, low-skilled individuals.
- Promotes **adult learning** by authorizing education services to assist adults in improving their basic skills, completing secondary education, and transitioning to postsecondary education.