

WIOA Desk Reference

Serving Youth in an Integrated American Job Center Network

WIOA reinforces the partnerships and strategies necessary for American Job Centers to provide all job seekers and workers with the high-quality education, training, and supportive services they need to obtain and maintain good jobs. There are significant benefits to partner participation in the American Job Center network. The clear benefit is better outcomes for both job seekers and businesses customers. Serving young people through the American Job Center Network allows the workforce system to operate in a more unified and seamless manner. Today's youth are tomorrow's adults!

There are a number of one-stop partner programs that may be appropriate for youth depending upon an individual's needs and whether or not they meet eligibility criteria for specific programs. This document provides an overview of potential one-stop partner programs that may be appropriate for youth. Individuals who meet the respective program eligibility requirements may be co-enrolled into multiple one-stop partner programs. WIOA's focus on a customer-centered service delivery approach should assist with determination of the best programming and services to serve an individual youth's needs.

WIOA TITLE I YOUTH

The WIOA Youth program provides a comprehensive array of youth services that focus on assisting out-of-school youth and in-school youth with one or more barriers to employment prepare for postsecondary education and employment opportunities, attain educational and/or skills training credentials, and secure employment with career/promotional opportunities. Eligible youth include both out-of-school youth (OSY) and in-school youth (ISY). To be eligible, OSY must be between the ages of 16 to 24, not attending school, and have one or more barriers to employment. To be eligible, ISY must be between the ages of 14 to 21, attending school, low income, and have one or more barriers to have employment. The WIOA Youth program has a particular emphasis on serving out-of-school youth as well as providing work experiences.

Services include: tutoring; alternative secondary school services; paid and unpaid work experiences, which include: summer and year round employment opportunities, pre-apprenticeship programs, internships and job shadowing, and on-the-job training; occupational skill training; education offered concurrently with workforce preparation and training; leadership development opportunities; supportive services; mentoring; follow-up services; comprehensive guidance and counseling; financial literacy education; entrepreneurial skills training; services that provide labor market and employment information; and postsecondary education and training preparation activities. To learn more about WIOA Title I youth programs, please visit: https://www.doleta.gov/youth_services/.

WIOA TITLE I ADULT

The WIOA Adult program prepares workers 18 years and older – particularly low income, basic skills deficient, and recipients of public assistance– for good jobs. It provides them with job search assistance and training. WIOA Adult program funds go to states to ensure that participants receive basic and individualized career services and training services through locally-operated American Job Centers. Youth ages 18-24 may benefit from adult services based on their service needs and if they are career-ready based on an assessment of their occupational skills, prior work experiences, employability and the participant needs. A youth's need may be best met by co-enrolling in both youth and adult programs.



The Workforce Innovation and Opportunity Act

Youth enrolled in adult programs may receive training services such as: occupational skills, training for nontraditional employment, on-the-job training, and programs like apprenticeships that combine workplace training with related instruction. Other offerings may include adult education and literacy activities and customized training. Eligible youth may receive basic career services such as outreach, job search, and placement assistance. For those needing individualized career services, the program provides for more comprehensive skills assessments, development of an “Individual Employment Plan (IEP)”, counseling and career planning. Additional assistance and services to find or retain employment is available for participants to access trainings linked to job opportunities, occupational training, and training in basic skills. Like the WIOA Youth program, the Adult program also can provide supportive services such as transportation and childcare assistance to enable an individual to participate in the program. To learn more about WIOA Title I Adult programs, please visit: <https://ion.workforcegps.org/FocusAreas>.

YOUTHBUILD

YouthBuild (WIOA Title I Section 171) is a community-based alternative education program that provides job training and educational opportunities for at-risk youth ages 16-24 who are high school dropouts or former dropouts who have subsequently reenrolled in adult basic education programming. Youth learn construction skills while constructing or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods. Youth split their time between the construction site and the classroom, where they earn their high school diploma or equivalency degree, learn to be community leaders, and prepare for college and other postsecondary training opportunities. Previously-funded YouthBuild programs can also offer training and work experience opportunities in additional in-demand industries, including health care, advanced manufacturing, and information technology. YouthBuild is a recognized pre-apprenticeship program model that focuses on connecting youth to paid apprenticeship pathways in their chosen fields. YouthBuild includes significant support systems, including stipends/wages; mentoring; follow-up education, employment, and personal counseling services; and participation in community service and civic engagement.

WIOA emphasizes work-based learning and services for employers. YouthBuild programs make explicit links between what is being done at the work site and what is being taught in the classroom through project-based and contextualized learning. The Act particularly has a focus on out-of-school youth, a priority population of the YouthBuild program. WIOA puts a greater emphasis on collaboration across youth-serving programs. This aspect of the Act provides an opportunity for YouthBuild grantees to advance partnerships with other workforce training organizations serving youth. Co-enrollment is encouraged between YouthBuild participants and the WIOA Youth and Adult Formula systems in order to seamlessly connect the most at-risk youth to a continuum of needed services. To learn more about Youth Build programs, please visit: www.doleta.gov/youth_services/YouthBuild.cfm.

JOB CORPS

Job Corps is a no-cost education and career-training program administered by the [U.S. Department of Labor](http://www.dhs.gov) that helps young people ages 16-24 improve the quality of their lives by empowering them to get great jobs and become independent. It also develops strategic partnerships with local and national employers and community service organizations.

There are more than 100 Job Corps centers throughout the country, most of which are primarily residential. Participants in the program are provided room and board while they work towards learning a trade, which can last up to two years. The program also helps students complete their high school education, if needed, and gain employment. Participants are paid a monthly allowance which varies depending on how long they remain in the program. Job Corps also provides career counseling and transition support to its students.



The Workforce Innovation and Opportunity Act

Job Corps graduates go on to careers in the private sector, apprenticeship, enlist in the military, or move on to higher education or advanced training programs. Graduates receive transitional support services, including help locating housing, child care, and transportation.

Because of the intensity of the model, a placement into Job Corps is considered a successful training outcome for WIOA Youth program participants (including WIOA Youth and YouthBuild). Job Corps participants who meet the eligibility requirements for the WIOA Adult program may co-enroll or be referred into that program to further support education and employment-related goals.

Job Corps gives its students the opportunity to realize their full potential, gain new career, academic, and employability skills. To learn more about the Job Corps program, please visit: <https://www.jobcorps.gov>.

WIOA TITLE II ADULT EDUCATION

The core purpose of adult education is to prepare individuals with the skills and knowledge needed to succeed in postsecondary education and the workforce. Adult Education programs activities should increase an individual's ability to attain a secondary school diploma, transition to postsecondary education, and obtain employment, including activities provided in collaboration with employers. Funds may be used for a variety of programs and activities, including adult education and literacy activities, English language acquisition activities, English literacy and civics education, integrated education and training, workforce preparation activities, and corrections education, including academic programs for career pathways, concurrent enrollment, peer tutoring, and transition to re-entry initiatives and other services with the goal of reducing recidivism.

Youth who are 16 years or older and not enrolled in secondary school or required to be in secondary school under state law and meet the requirements may be eligible for these services. Eligible youth may receive workforce training from integrated English literacy and civics education programs providing adult education and literacy services, including workplace literacy services and family literacy services. To learn more about the Title II Adult Education program, please visit: <https://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/index.html>.

WIOA TITLE IV VOCATIONAL REHABILITATION (VR)

As a core partner in the one-stop service delivery system, the State VR program provides individuals including youth with disabilities the services they need to compete for and achieve high-quality employment. WIOA requires VR agencies to reserve funds for supported employment services to youth with the most significant disabilities to assist them to achieve an employment outcome in supported employment. The law extends the length of time for supported employment services from 18 to 24 months. Additionally, VR may now provide extended services for youth with the most significant disabilities for up to 4 years.

Youth may receive services to assist students with disabilities, including students with physical, sensory, intellectual, and mental health impairments, transitioning from secondary school to postsecondary education programs and employment in competitive integrated settings. Additionally, pre-employment transition services are available to students with disabilities regardless of whether they have applied and been determined eligible for VR services, including: job exploration counseling; work-based learning experiences in an integrated environment (including internships); postsecondary education counseling; work readiness training to develop social skills and independent living; instruction in self-advocacy, including peer mentoring; and other services (if funds are available). To learn more about the Title IV VR programs, please visit: <https://www2.ed.gov/about/offices/list/osers/rva/index.html>.

