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## WIOA Youth Programs

2023 WIOA Youth RFP Bidders' Conference December 5, 2022

### ***Brief Overview of WIOA***

This is an overview only for the Bidders' Conference and for informational purposes only, not official legal or regulatory guidance.

- Youth Eligibility
- Documentation
- 14 Program Service Elements
- Effects of Traumatic Stress
- Individual Service Strategy & Career Pathway Planning for Youth
- Understanding Youth Performance Measures

### ***This RFP***

- TRAUMA-Responsive Services Required
- Contracts are for 1 Program Year and 1 Follow-up Year. If your program is renewed, you will be able to carry youth over. Each contract will have a plan and budget for a year of follow-up in the event of non-renewal.
  - 30% of each program year budget must be for Work-based experiences for participants.
  - Encouraging agencies who serve WIOA target population with non-WIOA funds to apply.

### ***Who is Eligible?***

Youth be between the ages of 16-24 **AND** must live in Providence or Cranston, RI.

*Note: Youth in DCYF custody may be considered residents of Providence (the capital city) for WIOA eligibility.*



WIOA defines **eligible youth** using two subcategories:

- 1) Out- of School Youth    2) In-School Youth

**AND requires that 75% of funding be spent on Out of School Youth**

### **WIOA Out of School Youth Eligibility**

- Citizenship/ Work Eligible and Selective Service Compliance **AND**
- Not Attending School **AND**
- 16 - 24 years at the time of enrollment **AND**
- **One or more** of the following:
  1. School dropout
  2. Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter
  3. HS Grad/Equivalent who is low-income and basic skills deficient or an English language learner
  4. An offender
  5. Homeless individual, a homeless child or youth, or a runaway
  6. In foster care or has aged out of the foster care system
  7. Pregnant or parenting
  8. An individual with a disability
  9. Low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment

### **When is low-income not an eligibility criteria for OSY?**

OSY are not required to be low-income if they are a US citizen/ work eligible, not attending school, 16- 24 years old **and** meet one or more of the following criteria:

- School dropout
- Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter
- An offender
- Homeless individual, a homeless child or youth, or a runaway
- In foster care or has aged out of the foster care system
- Pregnant or parenting
- An individual with a disability

Examples:

1. A high school dropout.
  2. A high school graduate that has a disability.
  3. An HSE recipient that is an offender.
  4. An HSE recipient that is pregnant or a parent
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### ***WIOA In-School Youth Eligibility***

- Citizenship/Work Eligible and Selective Service Compliance **AND**
- 14 – 21 years old **AND**
- Low Income **AND**
- Attending School
- One or more of the following:
  1. Basic skills deficient
  2. English language learner
  3. An offender
  4. Homeless individual, a homeless child or youth, or a runaway
  5. In foster care or has aged out of the foster care system
  6. Pregnant or parenting
  7. Individual with a Disability
  8. Requires additional assistance to enter or complete an educational program or to secure or hold employment (*not more than 5% allowed using this item*).

### ***What is Low Income for WIOA?***

A WIOA Youth participant will be considered **Low Income** if **any** of the following are true:

- They are receiving public assistance or have received it in the past 6 months (TAFDC, EAEDC, SNAP, SSI)
- They reside in a *High Poverty Area* as determined by Census
- They have any of the following barriers:
  - Homeless/Runaway (as defined in McKinney Act) Foster Care
- They are ***in school*** and on a free or reduced lunch program
- They are a Foster child receiving state or local benefits or who has attained 16 years of age and left foster care for kinship guardianship or adoption.
- They have a disability, and their own income meets the requirements, but their family income does not.

**OR**

- Their family income is at or below 70% of the Lower Living Standard (LLS)

| Family Size  | 1                     | 2                                  | 3                                  | 4                                  | 5                                  | 6                                  |
|--------------|-----------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Reference    | Federal Poverty Level | Lower Living Standard Income Level | Lower Living Standard Income Level | Lower Living Standard Income Level | Lower Living Standard Income Level | Lower Living Standard Income Level |
| Income Limit | \$13,590              | \$20,018                           | \$27,474                           | \$33,916                           | \$40,027                           | \$46,807                           |

### ***Documentation***

- WIOA requires documentation to support WIOA Title I Youth Eligibility.
- Local Areas must verify and confirm that youth are eligible to participate in WIOA youth services through an examination of documents. ***Program providers must submit all application and documentation packets to WSPC staff , who will verify eligibility.***
- Once WSPC determines that the youth is eligible, the provider and youth make the final decision about enrollment.
- Documentation may be stored electronically, however documentation must be available to program, fiscal monitors, and auditors for monitoring purposes.
- Local Areas must retain records for a period of at least three (3) years after the

submittal of the final closeout expenditure report for that funding period.

### ***The Individual Service Strategy (ISS) and Career Pathway***

***An INDIVIDUAL SERVICE STRATEGY (ISS)*** plan must be developed for each youth participant and is based on an objective assessments that include review of EACH participant's' SKILL LEVELS, SERVICE NEEDS, STRENGTHS, and CAREER INTERESTS & Abilities.

The ISS must:

- Include career planning and the results of objective assessments
- Include education and employment goals
- Include achievement objectives and services
- Directly link to one or more performance indicators
- Identify an appropriate career pathway.



**A CAREER PATHWAY IS** a combination of rigorous and high-quality education, training, and other services that:

- **Aligns** with the skill needs of industries;
- Prepares individuals to be successful in **education options**
- **Includes counseling** to support education and career goals
- Includes **contextualized learning** within an occupational cluster
- Organizes education, training, and other services that **accelerates education and career advancement**
- Enables the attainment of a secondary and at least one **post-secondary credential**;
- Supports **entrance or advancement** within a specific occupation or occupation cluster.

| <b>WIOA MINIMUM PERFORMANCE MEASURES: RI NEGOTIATED GOALS</b>  |                   |                  |
|--|-------------------|------------------|
| <b>WIOA Youth</b>  | <b>PY2021</b>     | <b>PY2022*</b>   |
| <b>Employment (Second Quarter after Exit)</b>  | <b>70.00%</b>     | <b>72%</b>       |
| <i>Employed or in education or training any time in the second quarter after exit.</i>   |                   |                  |
| <b>Employment (Fourth Quarter after Exit)</b>  | <b>69.50%</b>     | <b>70%</b>       |
| <i>Employed or in education or training any time in the fourth quarter after exit.</i>   |                   |                  |
| <b>Median Earnings</b>   | <b>\$3,050.00</b> | <b>\$3200.00</b> |
| <i>Median quarterly earnings of those employed in the second quarter after exit.</i>   |                   |                  |
| <b>Credential Attainment Rate</b>  | <b>55.00%</b>     | <b>60%</b>       |
| <i>Percent of exiters that received education or training who obtain a post-secondary credential or high school diploma or equivalent by the 4th quarter after exit. Those obtaining a high school diploma or equivalent only count toward the performance rate if they are employed or in education or training</i> |                   |                  |
| <b>Measurable Skill Gains</b>  | <b>42.00%</b>     | <b>40.5%</b>     |
| <i>Percent of participants who, during the course of the program year, are in an education or training program and are achieving measurable skill gains, defined as documented academic or other progress.</i>   |                   |                  |
| <b>Effectiveness in Serving Employers</b>  | <b>Baseline</b>   |                  |
| *PY2022 goals are State figures; local performance goals have not been negotiated yet.   |                   |                  |

## Sample Activities for WIOA Elements (*Assessments Required*)

| ELEMENT   | DESCRIPTION   | ACTIVITY or SERVICE   |
|---|---|---|
| <b>Tutoring, Study Skills Training, Instruction</b> | Development of educational achievement skills that leads to the completion of the requirements for a secondary or post-secondary school diploma/credential.   | Educational Training; HSE/ABE; Dropout Prevention/Tutoring Basic ABE; Basic ESL/ESOL; Adult Ed/Literacy w/Training  |
| <b>Alternative Secondary School</b>                 | Alternative secondary school services or drop out recovery services.  | Alternative School  |
| <b>Work Experience</b>                              | Work experiences which include summer employment, year-round employment, pre-apprenticeship, internships/Job-Shadow and On-the-job training opportunities.  | Work Exp/Summer Youth; Academic/Occupational Learning in Summer; Work Experience/On the Job Training; Workplace Training/Coop Ed Program; Job Readiness Training/ Subsidized Employment |
| <b>Occupational Skills Training</b>                 | An organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields. Occupational Skills Training      | Private Sector Training<br>Pre-Employment Skills Training<br>Entrepreneurial Training<br>Skill Upgrade and Retraining   |
| <b>Education Concurrent with Workforce Prep</b>     | Integrated education and training that occur concurrently and contextually with workforce preparation in a specific career area.  | Education and Workforce Prep  |
| <b>Leadership Development</b>                       | Opportunities that encourage responsibility, confidence, employability, self-determination, and other positive social behaviors.  | Community Service<br>Leadership Development   |
| <b>Supportive Services</b>                          | Services that enable youth to participate in program activities such as assistance with book, fees, school supplies, transportation, and legal aid services.  | Supportive Services – except Needs Related Payment  |
| <b>Adult Mentoring (12 months min)</b>              | Participants receive adult mentoring for a period of not less than 12 months that connects to the youth's goals.  | Mentoring   |
| <b>Follow-up Services (12 months)</b>               | Follow-up services are provided for 12 months unless the participant declines to receive follow-up services or cannot be located or contacted.  | Follow-Up (Title I)   |
| <b>Comprehensive Guidance &amp; Counseling</b>      | Individualized Counseling that includes drug and alcohol abuse counseling and mental health counseling, and referrals to partner programs.  | Comprehensive Guidance & Counseling   |
| <b>Financial Literacy Education</b>                 | Support the ability of participants to create budgets and learn how to manage spending, credit and debt.  | Financial Literacy Education<br>Counseling / Financial Counseling   |
| <b>Entrepreneurial Skills Training</b>              | The basics of starting and operating a small business.  | Entrepreneurial Training  |
| <b>Labor Market Services</b>                        | Access to career counseling, Career exploration, career awareness and the use of labor market skills. Familiarity with the RI Labor market, including jobs that are growing and the skills required to succeed in those jobs. | Job Search, Automated Labor Exchange, Job Order Search, Labor Market Info   |
| <b>Transition to Post-Secondary Education</b>       | Access to job exploration counseling, work-based learning experiences, instruction in self-advocacy, work readiness training.   | Post-Secondary Training Transition Activities,<br>Counseling, Transition to Post Sec Education/Training   |