



# WORKFORCE INNOVATION AND OPPORTUNITY ACT CONSULTING SERVICES

Most of the Workforce Innovation and Opportunity Act (WIOA) provisions related to U.S. Department of Labor-administered programs take effect July 1, 2015. Will your workforce system be ready? **We can help.**

For the past 11 years, the public workforce system has awaited reauthorization of the Workforce Investment Act (WIA) that would address evolving workforce and economic needs as well as WIA's limitations with respect to training, funding, and service delivery design. When WIOA becomes effective on July 1, 2015, workforce systems will begin to face several new provisions. PCG Human Services offers expertise to help your organization successfully learn about WIOA and make the necessary changes to implement it effectively.

## OUR WORKFORCE DEVELOPMENT EXPERTISE

PCG Human Services has nearly 30 years of experience consulting to state and municipal human services agencies and is a national leader in workforce development consulting. We are seasoned at providing technical and on-the-ground assistance that can help your organization make an efficient transition to WIOA. We can provide frequent updates on the implementation of WIOA to Workforce Development Boards directors and staff, state and local Workforce members, One-Stop operators, community college leadership, and local and state government officials. Our workforce experts will monitor formal regulations at the federal, state, and local levels as the new Training and Employment Letters are distributed and will offer technical assistance sessions to address questions and provide guidance.

## TRANSITION FUNDS AVAILABLE

The recently passed WIOA is intended to improve structure and delivery in the workforce system, help jobseekers achieve family-sustaining wages, and give employers the skilled workers they need to be globally competitive. Some two percent of 2014 WIA allotments is available to states for WIOA transition activities and at least 50 percent of those funds will be awarded to local areas for transitional activities. WIOA provides states discretion in how transition funds are made available to local areas. States and local areas are allowed to blend the two percent of WIA Youth, Adult, and Dislocated Worker formula funds that are used for transition purposes.

The Workforce Innovation and Opportunity Act (WIOA) includes several key changes to service delivery. PCG Human Services offers an innovative approach to help your organization take best advantage of these changes, which include

- Reduced number of required board members
- Required unified plan between the state and local levels
- Establishment of core measures for Adult and Dislocated Worker Funding and Youth Funding to gauge the continuous improvement of One-Stop and Youth delivery systems
- Measurement of the effectiveness and accessibility of One-Stops as related to their ability to reach established performance levels and satisfy the local employment needs
- Greater diversity in job training programs to close the skills gap between job seekers and good paying, high-skilled jobs
- Reauthorization of national programs including Job Corps, YouthBuild, and Native Americans Programs

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## HIGH PRIORITY ACTIVITIES ALLOWABLE

The Department of Labor has issued Training and Employment Guidance Letters (TEGL's) explaining that high priority activities are allowable with the two percent of funds allocated under WIOA. Integrating technology and employing technical assistance are effective uses of these funds for helping workforce systems to conform to WIOA.

## PCG SERVICES

In addition to technical and on-the-ground assistance, we can help your organization update and upgrade its workforce information technology systems to better align with new demands outlined in WIOA. We will educate your staff regarding funding changes for state and local planning, as well as program planning and requirements to help your workforce region manage funds in a way that best serves jobseekers.

By streamlining processes and making changes on-the-ground, we can help your staff to become experts on WIOA requirements and the new methods for service delivery.

## PCG TECHNICAL ASSISTANCE

### Adjusting Agreements and Partnerships

- PCG can assist with identifying contracts, sub-grants, and other agreements that will be affected and need to be modified or replaced.

### State and Local Planning

- PCG can help your organization to meet the new board membership requirements and carry out the new functions.
- We can assist with the development of local area plans.
- We can help your organization update administrative or financial policies and procedures to comply with WIOA requirements.

### Program Planning

- PCG can assist with state unified planning for core WIOA programs including WIA formula programs, Wagner-Peyser Employment Service, Adult Education and Literacy programs, and Vocational Rehabilitation programs (WIOA section 102) or relating to a State Combined Plan, if your state chooses to develop such a plan. The combined plan may include other WIOA partners as identified in WIOA Section 103(a)(2).

- We can help you understand the new program requirements for the Adult, Dislocated Worker and Youth formula programs, including provisions relating to Eligible Training Providers for the Adult and Dislocated Worker formula programs, and the increased emphasis on career pathways, sector strategies, and work-based training opportunities.
- PCG can assist with implementation of new requirements affecting the American Job Centers, such as integration necessary to ensure Wagner-Peyser Employment Service activities are co-located with WIOA formula programs in the American Job Centers.

## ON-THE-GROUND ASSISTANCE

- **Staff Capacity Building.** We can help train and build capacity in staff in state and local areas to facilitate the implementation of the new legislative requirements.
- **IT upgrades.** PCG can help your organization to update and upgrade workforce information technology systems.

## ABOUT PCG HUMAN SERVICES

A division of Public Consulting Group (PCG), PCG Human Services provides state and municipal clients with solutions to design programs and systems, advance compliance with state and federal regulations, skillfully respond to reform initiatives, increase program revenue, minimize costs, and maximize program outcomes. We understand the relationships among workforce development, education, labor, local employers, key partnerships, and economic development in today's workforce. Our unmatched knowledge of federal and state requirements and laws, paired with our experience in ensuring compliance, helps us construct creative solutions to solve the challenges of today's workforce. Collectively, our team brings a wealth of experience working with public workforce organizations and an exceptional understanding of national best practices and the pressures impacting the public workforce system across the country. Our workforce-related experience includes One-Stop operations management and service delivery as well as expertise in the areas of workflow process mapping, quality assurance, program evaluation, monitoring, program re-design, and project development.

To learn more about how we can help your organization make a successful WIOA transition or to request an informational Webinar on the topic, contact us today.

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