



Workforce Innovation and Opportunity Act Update

April 23, 2016



Delaware
Department of Education

WIOA Context

U.S. adults in literacy: Average score lower than international

12 countries higher:

Japan, Finland, Netherlands, Australia, Sweden, Norway, Estonia, Flanders-Belgium, Czech Republic, Slovak Republic, Canada, Republic of Korea

5 Not significantly different:

England and Northern Ireland- U.K., Denmark, Germany, Austria, Cyprus

5 lower:

Poland, Ireland, France, Spain, Italy



PIAAC Survey

Unit 1 - Question 1/3

Look at the list of preschool rules.
Highlight information in the list to
answer the question below.

What is the latest time that children
should arrive at preschool?

Preschool Rules

Welcome to our Preschool! We are looking forward to a great year of fun, learning and getting to know each other. Please take a moment to review our preschool rules.

- Please have your child here by 9:00 am.
- Bring a small blanket or pillow and/or a small soft toy for naptime.
- Dress your child comfortably and bring a change of clothing.
- Please no jewelry or candy. If your child has a birthday please talk to your child's teacher about a special snack for the children.
- Please bring your child fully dressed, no pajamas.
- Please sign in with your full signature. This is a licensing regulation. Thank you.
- Breakfast will be served until 7:30 am.
- Medications have to be in original, labeled containers and must be signed into the medication sheet located in each classroom.
- If you have any questions, please talk to your classroom teacher or to Ms. Marlene or Ms. Tree.



PIAAC Survey

Unit 2 - Question 1/3

Look at the exercise equipment chart. Click on the chart to answer the question below.

Which muscles will benefit most if you use the gym bench?



Physical Exercise Equipment i

How to choose?

- 1 Decide what effect you want the exercise to have on your body.
- 2 Assess the space you have available at home.
- 3 Choose the equipment that suits your objectives. If necessary ask a specialist for advice.

For example:

OBJECTIVE	STRATEGY	EQUIPMENT
Burn off calories	Cardiovascular exercises	Rowing machine, Bicycle, Skimachine, Treadmill, Stairs, ...
Strengthen your muscles	Endurance exercises	Bench for Press-ups, Weights and Dumbbells, Elastic Tubes,

Effects on...	Cardio-Training				
	Exercise bicycle	Rowing machine	Stepper	Tread-mill	Air trainer

Muscle Building							
Dumb-bells, weights	Elastic	Gym bench	Muscle-building bench	Multi-trainer	AB trimmer	AB shaper	AB roller



Arm strength	Ineff-ective	Good	Average	Ineff-ective	Good
Leg strength	Good	Very good	Average	Very good	Good
Abdominal muscles	Average	Very good	Good	Good	Average
Overall muscle building	Ineff-ective	Very good	Ineff-ective	Average	Ineff-ective
Heart/arteries	Very good	Good	Very good	Very good	Good
Flexibility	Ineff-ective	Good	Ineff-ective	Ineff-ective	Average
Joints	Good	Very good	Good	Good	Good
Slimming	Good	Average	Very good	Good	Good
Dangers	None	Back	None	Legs	

Very good	Very good	Good	Good	Good	Very good	Good	Good
Ineff-ective	Good	Average	Good	Good	Ineff-ective	Good	Good
Ineff-ective	Good	Very good	Good	Average	Very good	Very good	Very good
Average	Good	Good	Good	Average	Good	Good	Good
Ineff-ective	Average	Average	Average	Good	Average	Average	Average
Average	Average	Good	Ineff-ective	Ineff-ective	Average	Good	Good
Good	Average	Average	Good	Good	Average	Average	Average
Ineff-ective	Average	Good	Average	Average	Good	Good	Good
It is best to learn to use these types of apparatus properly before you make a major effort							

PIAAC Survey

Unit 2 - Question 2/2

Look at the thermometer. Using the number keys, type your answer to the question below.

If the temperature shown decreases by 30 degrees Celsius, what would the temperature be in degrees Celsius ($^{\circ}\text{C}$)?

$^{\circ}\text{C}$



PIAAC Survey

Unit 11 - Question 1/1

Read the article about wind power stations. Using the number keys, type your answer to the question below.

How many wind power stations would be needed to replace the power generated by the nuclear reactor?

Wind Power Stations

In 2005, the Swedish government closed the last nuclear reactor at the Barsebäck power plant. The reactor had been generating an average energy output of 3,572 GWh of electrical energy per year.



Work continues in Sweden on installing large offshore wind farms using wind power stations. Each wind power station produces about 6,000 MWh of electrical energy per year.

For your information:

Electrical energy is measured in Watt hours (Wh)

1 kWh	= 1 kilo Wh	=	1,000 Wh
1 MWh	= 1 Mega Wh	=	1,000,000 Wh
1 GWh	= 1 Giga Wh	=	1,000,000,000 Wh



PIAAC Survey

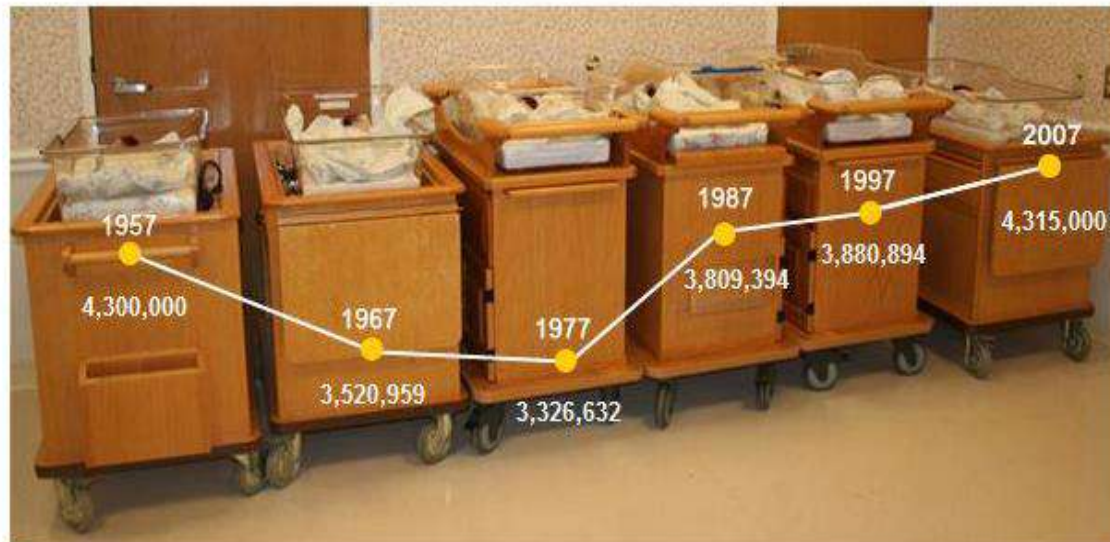
Unit 5 - Question 2/2

Look at the graph about the number of births. Click to answer the question below.

During which period(s) was there a decline in the number of births? Click all that apply.

- 1957 - 1967
- 1967 - 1977
- 1977 - 1987
- 1987 - 1997
- 1997 - 2007

The following graph shows the number of births in the United States from 1957 to 2007. Data are presented every 10 years.



PIAAC Survey

Unit 10 - Part 1

You are looking for a job and have located these five websites.

You want to use a site that does not require you to register or pay a fee.

Bookmark all the sites that meet your requirements.

Once you have bookmarked the sites, click Next to go on.

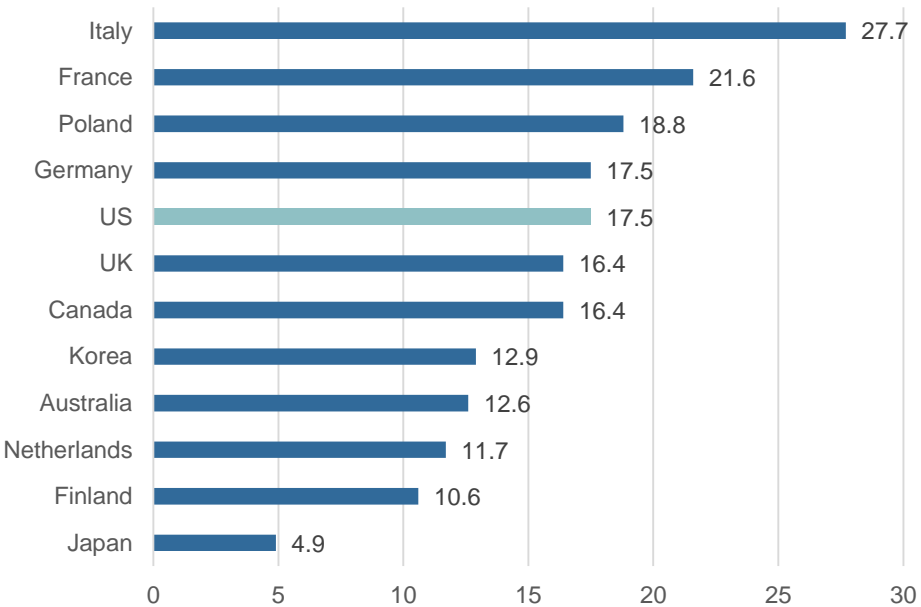
The screenshot shows a web browser window titled "Web". The address bar contains "www.websearch.com/jobsearch". Below the address bar is a search bar with the text "Job search" and a magnifying glass icon. The main content area displays five job search websites:

- [Find Your Job - JobSearch.com](#)
The best job search site on the web. Check with us first!
www.jobsearch.com
- [Work Links](#)
We connect you with the best jobs on the web.
www.worklinks.com
- [Looking for a job?](#)
Start your job search here.
www.careerstarters.com
- [Connections.com](#)
We provide access to the best jobs
www.connections.com
- [The best jobs online](#)
If you are looking for the perfect job, start right here.
www.greatjobs.com

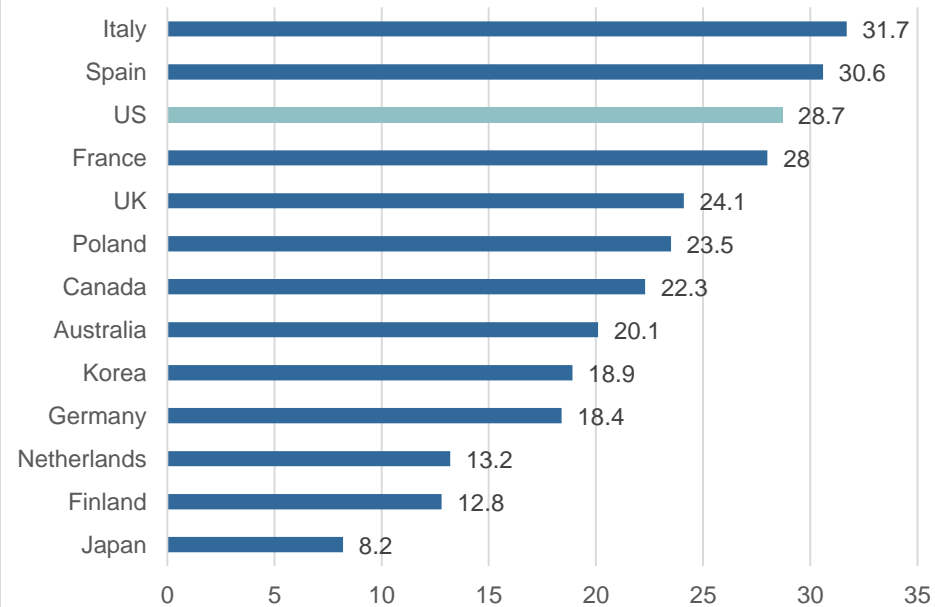
WIOA Context

- Organization of Economic Co-operation and Development (PIAAC)

% of adults, 16 -65, with low literacy



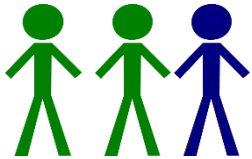
% of adults, 16 - 65, with low numeracy



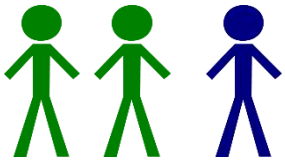
PIAAC



About 1 in 6 US adults, 16 – 65, have low literacy skills



About 1 in 3 US adults, 16 – 65, have low numeracy skills



About 1 in 3 low skilled adults, 16 – 65, were immigrants

60% of low skilled adults had completed high school.
Most of tomorrow's workforce was already working.

WHY WIOA NOW?

- Work Life
 - 38.8 years – male
 - 29.4 years – female
- Jobs in a lifetime?
 - 12 jobs (average)
 - 27% had 15+ jobs; 10% had 4 or below.
- How does education impact unemployment?
 - 5.6 spells of unemployment
 - 7.7 spells for less than HS; 5.4 spells for HS grad; 3.9 for college grads
 - 33% less than HS experienced 10 or more spells; 22% for HS grad;
 - 6% for college grads

AH-Ha Moment:

Those who studied longer were economically active for more years though their entry to the workforce might have been delayed due to education.

WIOA Vision

A workforce development system that addresses the employment and skills needs of current employees, job seekers, and employers.

- Increase employment, retention, earnings, attainment of recognized postsecondary credentials
- Improve quality of workforce
- Increase economic self-sufficiency
- Decrease welfare dependency
- Meet needs of employers
- Enhanced nation's productivity & competitiveness



WIOA Principles

- Program alignment between core partners
 - Unified strategic planning across core programs
 - Enhance role of WDB in developing state plans
- Increased accountability
 - Establish common measures
 - Increase transparency through reporting and evaluations
- Enhanced service delivery
 - Promote engagement of employers
 - Align education and training activities
 - Strengthen partnerships and investments in One-Stop delivery system

New Way of Doing Business

WIA	WIOA
5 year plan	4 year plan with mid term revision
Separate agency plans	Mandatory unified plan
Strategic planning elements needed to be explained	Strategic and operational elements needed to be explained
Plans submitted individually to specific federal departments for review	Plan submitted to DOL, DOE, DVR Departments for combined review of common elements and to individual Departments for specific sections



Populations with Barriers

- Displaced Homemakers
- Low Income Individuals
- Indians, Alaska Natives, Native Hawaiians
- Individuals with Disabilities
- Older Individuals
- Ex-Offenders
- Homeless Individuals
- Youth who are in or have aged out of foster care
- English Language Learners
- Eligible Migrant and Seasonal Farmworkers
- TANF Recipients with 2 years eligibility left
- Single Parents
- Long-term Unemployed

Serving all and supporting those with many barriers

- Increases focus on serving the most vulnerable workers
- Expands education and training options
- Helped disadvantaged and unemployed adults and youth earn while they learn
- Aligns planning and accountability to support more unified approaches to serving low income, low skilled individuals

Delaware Demographics

Characteristic	2010	2014
Hispanic/Latino	8.2%	8.9%
Asian	3.2%	3.8%
Black	21.4%	22.2%
White	66.3%	63.7%
Under 65 w/disability		
Kent Co.		9.5%
Sussex Co.		9.9%
New Castle Co.		7.9%
Poverty: Kent Co.	14.8%	14.1%
Sussex Co.	15%	13.9%
New Castle Co.	10.2%	12.3%
Community Corrections		17,000
Homeless		5,400 (2010 est.)
Language other than English spoken at home		12.7% (age 5+)

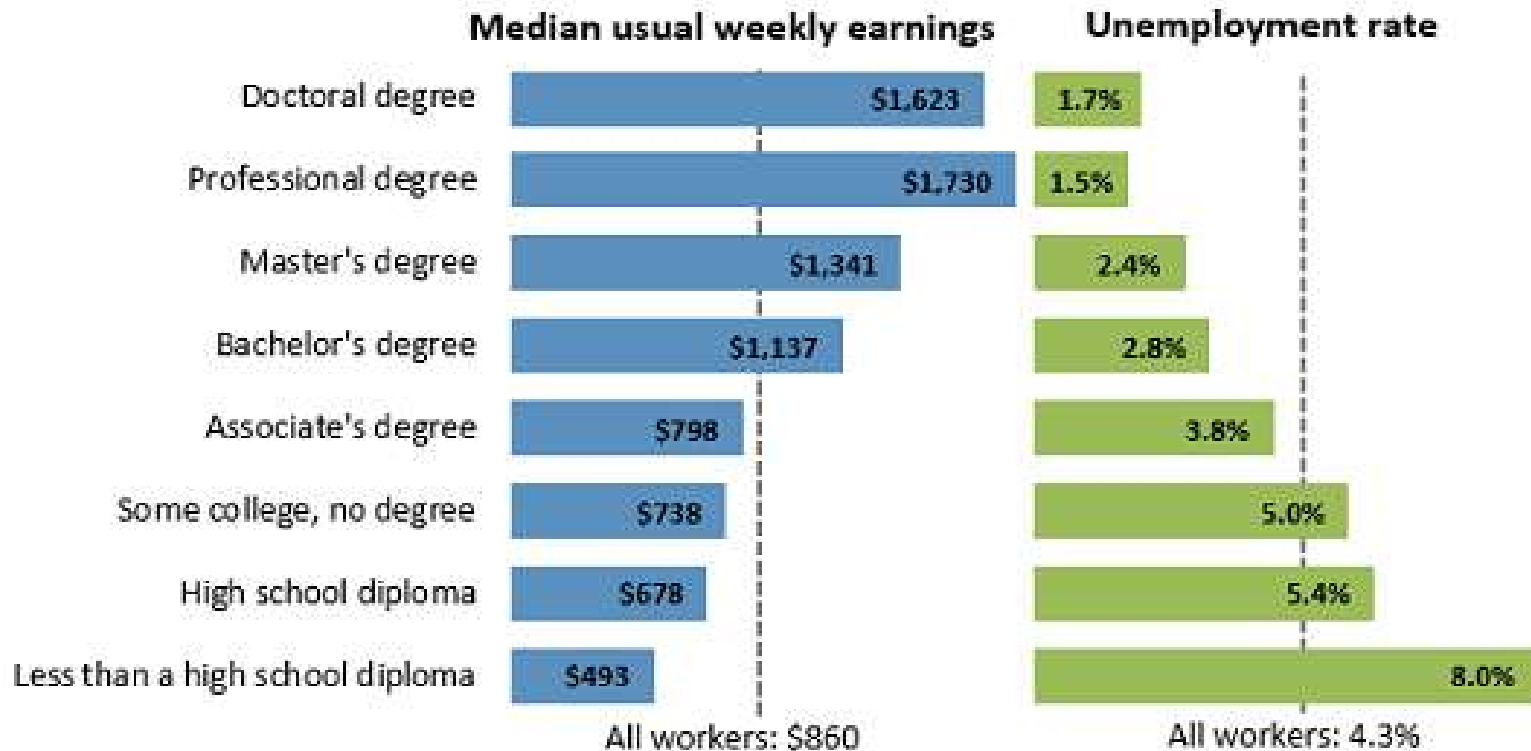
Comparison of US and Delaware Educational Rates (25 – 64) (Lumina Foundation, 2015)

Grade Level	USA	Delaware
Less than 9 th Grade	5%	3.4%
Ninth to 12 th Grade, no diploma	7%	7%
High school graduate	26%	30% <input checked="" type="checkbox"/>
Some college, no degree	22%	20%
Associate degree	9%	8% <input checked="" type="checkbox"/>
Bachelor degree	20%	19% <input checked="" type="checkbox"/>
Graduate or professional degree	11%	13% <input checked="" type="checkbox"/>



Education and Employment

Earnings and unemployment rates by educational attainment, 2015



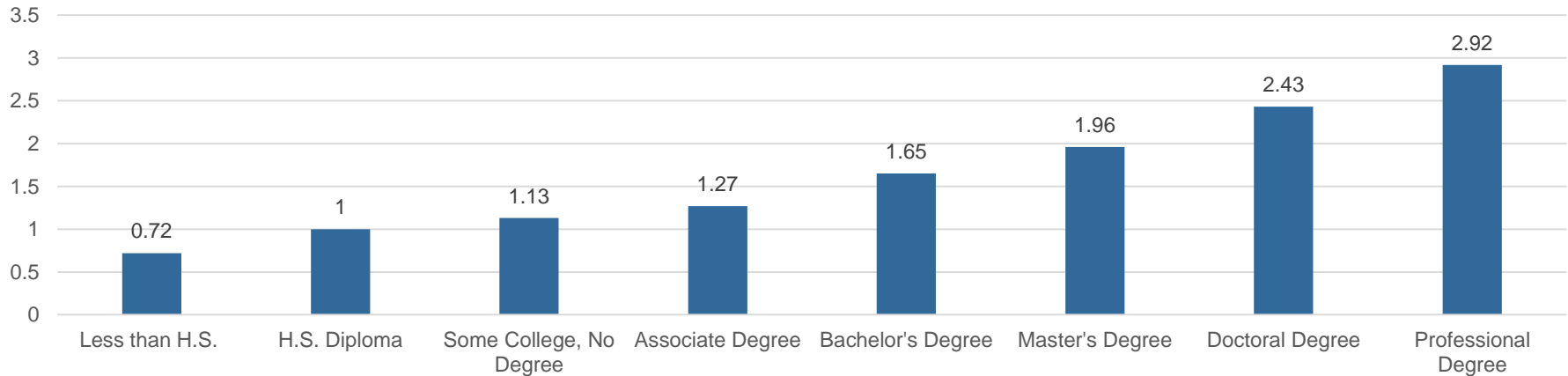
Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.

Source: U.S. Bureau of Labor Statistics, Current Population Survey



Expected Lifetime Earnings by Education

Expected Full Time Lifetime Earnings Relative to H.S. Graduates, by Education Level (US Census, 2012)



Note: Based on the sum of median 2011 earnings for FT year round workers at each age from 25 to 63 for each education level.



Women, Education & Employment

Women earn less than men at every education level

Average hourly wages, by gender and education, 2015

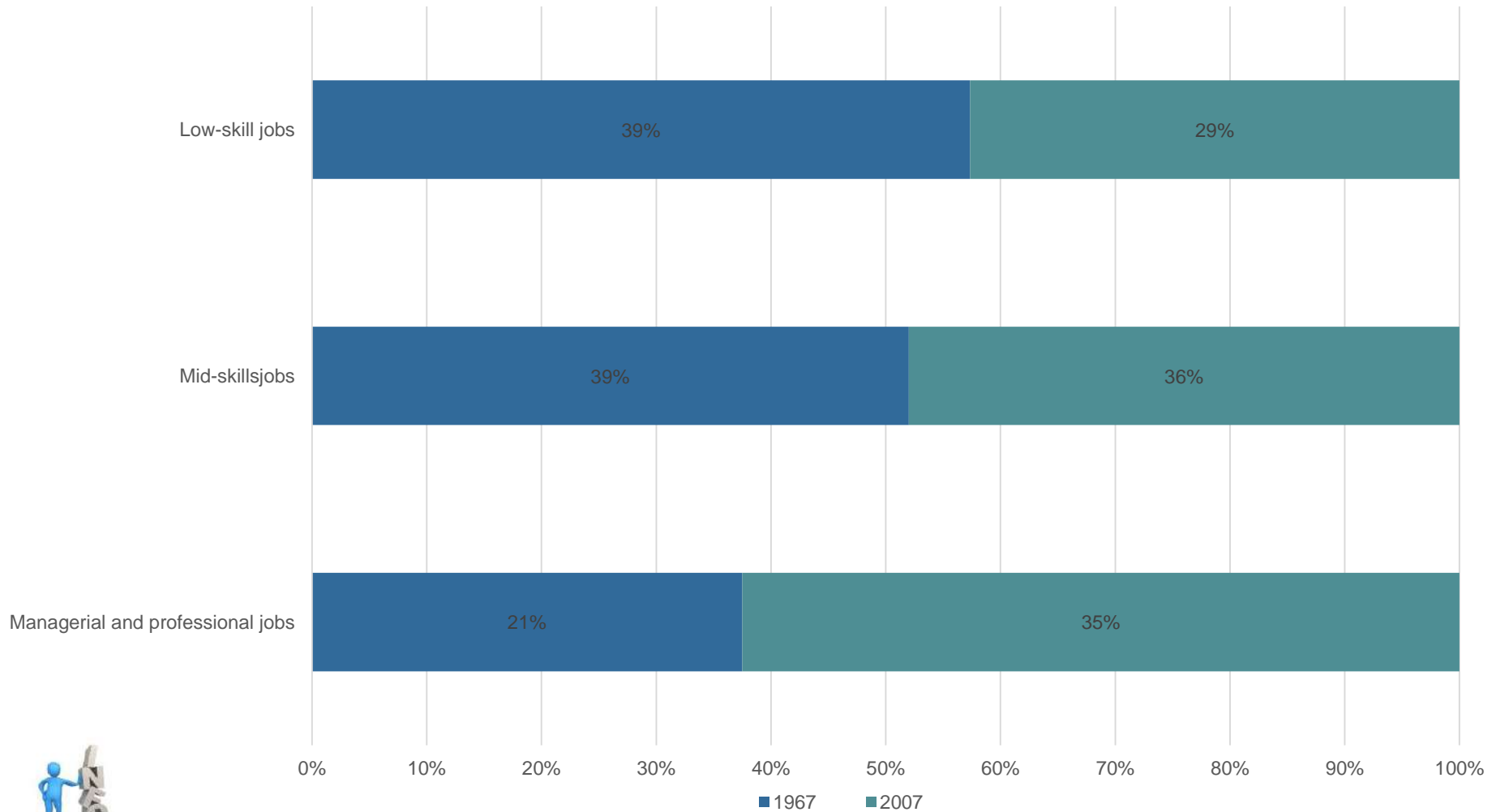


Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata

Economic Policy Institute

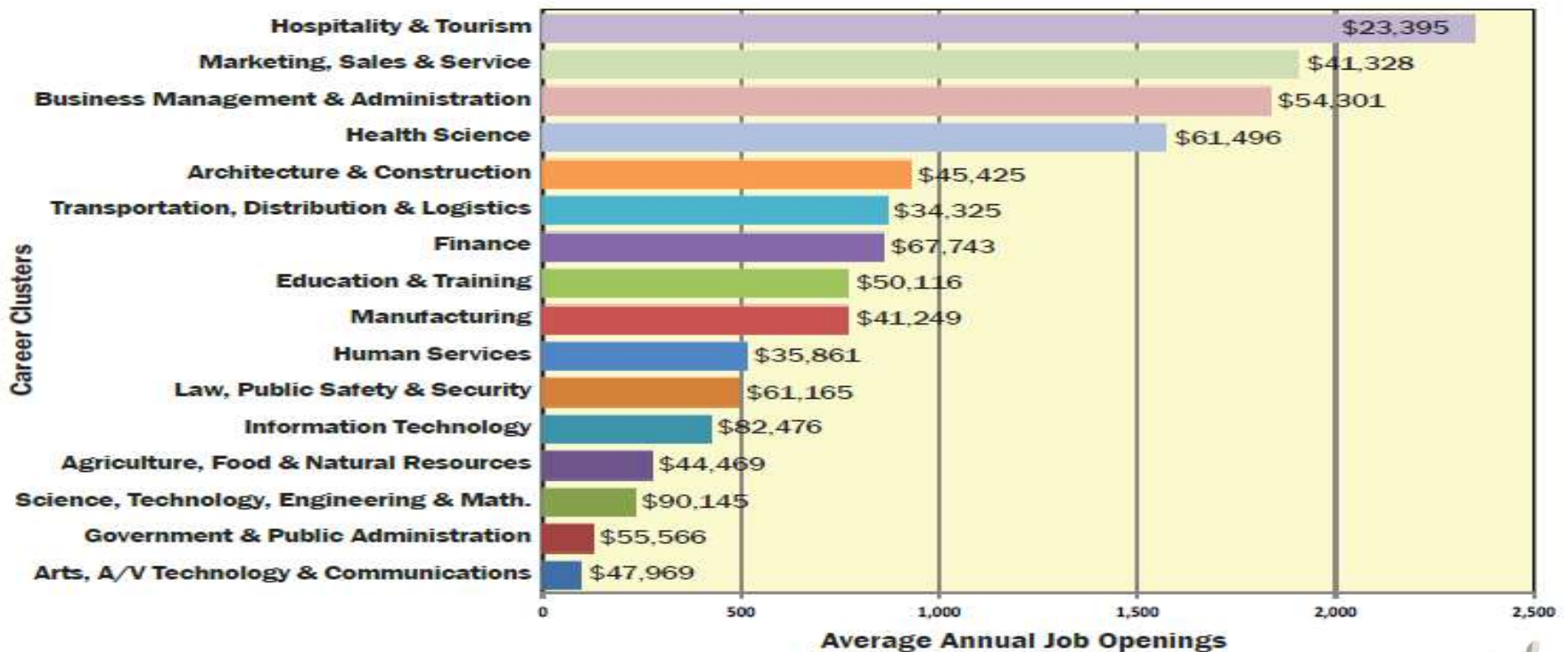
Jobs by Skill Levels

Carnevale & Rose, 2015



Delaware Annual Job Openings

Delaware Average Annual Job Openings by Career Cluster, 2012 – 2022
Average Annual Wages by Career Cluster, 2012



SOURCE: Delaware Department of Labor in cooperation with the U.S. Department of Labor, BLS



Delaware Income

- Median income is \$60,231 (2010 – 2014)
– \$28.96/hour
- Per capital \$30,191 (2010 – 2014)
– \$14.51/hour
- Delaware minimum wage - \$8.25/hour (6/1/15)
or \$17,600/year



The Choices

Make A Wish, find a genie, and hope for the best!



Explore choices, make a plan and change your future!



The Options

Hope for the best!

I will think about that tomorrow!

I am always too busy to help my kids with their homework.

I can always have someone with me who knows more English and can translate better.

I can purchase a fake diploma and hope no one checks.



Take charge of your future!

Believe in yourself!

Plan for a career.

Attend an Adult Education class/training program.

Find the class that fits your needs and your schedule.

Increase your skills and build a new future for you and your family!

Delaware State Plan



Delaware's Demand Driven Four Year Workforce Development Plan



WIOA Partners Working Together

Core	Combined	Additional
DOL Youth Workforce Investment	Job Corps	Libraries
Adult and Dislocated Worker Employment and Training	Perkins CTE	Stand by Me
Adult Education Community and Prison	Veterans	
Delaware Vocational Rehabilitation	Criminal Justice Council/DOC	
DHHS, Division of Visually Impaired		

Title II AEFLA

- Assist adults to become literate and obtain knowledge and skills necessary for employment and self-sufficiency
- Assist adults who are parents or family members become a full partner in the educational development of their children
- Assist adults in completing a secondary credential
- Promote transitions to postsecondary education and training through career pathways or integrated education and training
- Improve reading, writing, math, speaking skills and comprehending the English language
- Acquire an understanding of American government, individual freedoms, and responsibilities of citizenship

New Activities under AEFLA



- Delivers activities, services, programs to help individuals gain basic academic, critical thinking, digital literacy and self-management skills
- Provides academic activities concurrently and contextually with workplace preparation and workforce training
- Targets training in occupations or clusters that assist adults in their educational and career advancement
- Develops competency in using resources and information to transition to postsecondary education, training and/or employment
- Provides instruction in literacy and English language acquisition, rights and responsibilities of citizenship and civics participants and workforce training

WIOA Accountability Changes

WIA	WIOA
Separate performance indicators for Title I and Title II programs	Core programs subject to primary indicators of performance
AEFLA indicators include: <ul style="list-style-type: none"> • Improvement in literacy levels • Receipt of secondary credential • Enter/retain employment • Placement/retention/completion of postsecondary or training 	Common measures related to: <ul style="list-style-type: none"> • Measurable skill gains • Credential attainment • Employment • Earnings • Serving employers
Incentives for States that exceed targets	Sanctions for States that fail to meet targets

Gateway Career Lattice

Delaware Early Childhood Career Lattice

A listing of educational requirements and corresponding career opportunities for employment in the early childhood field

Educational Steps

Early Childhood Positions

<p>Step 1</p> <ul style="list-style-type: none"> ❖ Completed <i>Introduction</i> course: 12 hours Family Child Care; 15-18 hours Early Care and Education or School Age Centers ❖ Delaware First (DPEC) or DelaCare qualified 	<p>Family Child Care Level 1 Licensee (old rules-grandfathered position); Large Family Child Care Assistant; Early Childhood Caregiver (grandfathered position); Early Childhood Intern; School -Age Intern; School-Age Site Assistant</p>
<p>Step 2:</p> <ul style="list-style-type: none"> ❖ High School Diploma or GED certificate ❖ Delaware First (DPEC) or DelaCare qualified 	<p>Family Child Care Level I Licensee (2009- new Rules)</p>
<p>Step 3:</p> <ul style="list-style-type: none"> ❖ Successful completion of Training for Early Care & Education (TECE) I; or 3 ECE credits; or 60 clock hours** ❖ Delaware First (DPEC) or DelaCare qualified 	<p>Early Childhood Assistant Teacher; School-Age Site Assistant; Level II Family Child Care Licensee**</p>
<p>Step 4:</p> <ul style="list-style-type: none"> ❖ Successful completion of Training for Early Care and Education (TECE) I & 2; or 9 ECE credits or Valid CDA ❖ Delaware First (DPEC) or DelaCare qualified 	<p>Early Childhood Teacher; Large Family Child Care Licensee; Head Start Teacher/Assistant Teacher (CDA or 12 ECE credits); <i>CDA Advisor</i>; <i>Family Child Care Accreditation Validator</i></p>

Learning Workers - The New Normal (Georgetown University Center for Education and the Workforce, 2015)

- More than 70% of college students work while enrolled in college.
- 34% of working learners are 30 years old or older.
 - 50% of working learners are working at least 40 hours per week.
- 67% of working learners are 16 – 19 years old.
- 40% of all working learners work at least 30 hours per week.
- Greater than 50% of those working in Sales and food/personal services are working and learning.
- 58% of working learners are women.

Conclusions:

Learning while earning is the “new normal” for college students both young and old.

New skills are added to resume and can be applied to better jobs
New skills make them more ready for management positions.

WIOA Summary

- Component of the workforce development system
- Focus is on student needs and accessibility
- Upskilling
- Increased technology
- New performance outcomes
- New adult ed delivery configurations
- Increased collaborations to provide additional student supports

Pathway to Full WIOA Implementation

- Continuation of Services Application
 - April 20, 2016 (Available)
 - June 6, 2016 (Submission Deadline)
 - July 1, 2016 – December 31, 2016 (Timeframe)
- Request for Proposal
 - September 2016 (Available)
 - November 2016 (Submission Deadline)
 - January 1, 2017 – June 30, 2017 (Timeframe)
- Continuation of Services Application
 - April 2017 (Available)
 - June 2017 (Submission)
 - July 1, 2017 – June 30, 2018

WIOA

