MYTH:

WIOA Youth Program and Adult Education and Family Literacy Act (Titles I and II of the Workforce Innovation and Opportunity Act) funding can't be used jointly to serve disconnected youth.

FACT:

Titles I and II of WIOA provide complementary services to youth ages 16-24 and used together can serve disconnected youth.

Disconnected youth often need many resources to assist them in becoming successful adults. The Workforce Innovation and Opportunity Act's (WIOA) Youth Formula Program (Title I) and the Adult Education and Family Literacy Act (AEFLA, Title II) prepare young adults for success in the 21st Century workforce.

The AEFLA[1] program is the major source of Federal support for adult basic skills programs that provide instruction for individuals who lack basic academic skills, a high school diploma, or proficiency in English. The WIOA Youth Program[2] provides youth with comprehensive services and prepares them for postsecondary education and employment opportunities, educational and occupational skills credentials attainment, and employment. When used together, these two funding sources increase the capacity of programs to help young adults meet their employment and educational goals.

Some disconnected youth are eligible for both workforce and adult education services. Individuals must be at least 16 years old, not be enrolled or be required to be enrolled in secondary school under State law, and (1) be basic skills deficient, (2) lack a secondary school diploma or recognized equivalent, or (3) be an English language learner to be eligible for AEFLA services. For the WIOA Youth Program, which prioritizes funding for out-of-school youth (OSY), OSY participants must be 16-24 years old, not attending school, and face one or more barriers to employment. That means 16-24 year old disconnected youth that meet the eligibility criteria of both programs can benefit from both funding sources.

FACT:

Both programs share the same performance indicators.

WIOA requires, for the first time, that all core programs, including the WIOA Youth and AEFLA Programs, use the same common performance indicators to measure success. Both programs use the same 6 performance indicators, with only minor differences for youth for the first two indicators.

Those indicators are: employment during the 2nd quarter and 4th quarter after exit (for AEFLA); education or training, or employment, during the 2nd quarter and 4th quarter after exit (for WIOA Youth); median earnings during the 2nd quarter after exit; credential attainment rate; measurable skill gains; and effectiveness in serving employers.

[1] (*http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/index.html*)

[2] (*http://www.doleta.gov/youth_services/*)

Furthermore, all core programs use the same data collection requirements through a joint Information Collection Request.[3] Given that both programs measure success in the same way and collect the same information, this enables easier partnering and an incentive to work together. Additionally, WIOA requires the use of a statistical adjustment model (SAM) when setting levels of performance with States. In addition to other factors, characteristics of hard-to-serve-youth are factored into the adjustment model and negotiated performance targets are set based on those characteristics. Therefore, the SAM accounts for efforts of local programs to provide services to the hardest to serve.

FACT:

Partnerships between the WIOA Youth and AEFLA Programs can efficiently leverage resources to achieve both educational and employment related outcomes.

Program expertise can be blended for more efficient case management, support services, and high quality educational interventions that will help disconnected youth to reengage in education leading to credentials and careers.

Leverage adult education and workforce development funds by:

- *Co-enrolling youth in both programs with the WIOA Youth Program providing employment preparation services and the AEFLA program providing basic literacy skills services.*
- *Jointly developing programs that integrate basic and occupational skills training.*
- *Assessing staffing opportunities (i.e. sharing and co-locating staff).*
- *Allowing the use of AEFLA State leadership funds for the integration of literacy instruction and occupational skills training, and engaging employers in high-demand sectors.*

FACT:

Funding from both programs can be aligned to support innovative education and employment strategies, like career pathways.

Career pathways models are being implemented in States and local areas across the country. The career pathways framework helps align education, training programs, and supportive services with the needs of employers and targeted industries to help individuals attain relevant certifications, connect successfully to work, and advance to higher levels of education and wages over time.

Within a career pathways model, AEFLA funds can be used to provide instruction in basic literacy skills and English proficiency below the postsecondary level, while the WIOA Youth Program funds can provide postsecondary and occupational skills training. Programs can focus on local workforce needs through the engagement of employers. Through this model, programs can also provide case management, flexibility to accommodate participant needs, including work schedules, financial needs, and the development of work readiness skills. Additionally, the WIOA Youth

[3] See Workforce Innovation and Opportunity Act (WIOA) Common Performance Reporting, OMB Control No. 1205-0526

Program requires that 20% of funds be used on providing work experiences for youth, further promoting the development of career pathway models.

The required WIOA Youth Program elements and the flexibility of AEFLA allow for co-enrolled individuals to receive postsecondary occupational training and basic skills development, along with work experience opportunities. These funding streams are well suited to support career pathways for disconnected youth.

FACT:

There are several types of partnerships between WIOA Youth and AEFLA Programs.

In a number of States, adult education and workforce development agencies find innovative ways to connect their participants to the various programs available for their specific needs. In some cases, linkages between both programs are facilitated due to co-location of the adult education and workforce development systems within the same department. For example, Indiana's Department of Workforce Development (DWD) WorkINdiana[4] training program, adult and youth participants who are co-enrolled in WIOA Titles I and II are offered the opportunity to build their foundational skills, earn a high school equivalency credential while also earning an industry-recognized occupational training certification in Advanced Manufacturing, Business Administration and Support, Construction, Health Care, Hospitality, Information Technology, or Transportation and Logistics concurrently or shortly after completion of their adult education program.

In collaboration with the Spokane Workforce Consortium and the Community Colleges of Spokane in Washington State, the Spokane Area Workforce Development Council leverages WIOA Titles I and II resources to deliver a continuum of training and education services through its Next Generation Zone[5] facility – a one-stop career and education center specifically designed to meet the needs of young adults, including disconnected youth. Title I resources are utilized to provide eligible youth with access to supportive services; career guidance, exploration, and planning; leadership development; and work-based learning with area employers. Title II resources support the Next Generation Zone's "High School Completion Classroom" – an onsite program that provides eligible youth with access to high school equivalency classes, testing preparation workshops, and testing.[6]

CAREER PATHWAYS RESOURCES:

- *Joint letter on Career Pathways, 2016.* *https://careerpathways.workforcegps.org/resources/2016/04/27/12/12/Career_Pathways_Joint_Letter_2016*
- *DOL's Career Pathways Community of Practice,* *https://careerpathways.workforcegps.org/announcements/2016/10/20/09/37/Career_Pathways_Toolkit_An_Enhanced_Guide_and_Workbook*
- *ED's Adult Career Pathway Training and Support Center on Literacy Information and Communication System (LINCS).* https://lincs.ed.gov/

[4] http://www.in.gov/dwd/adulted.htm

[5] https://wdcspokane.com/next-generation-zone

[6] These examples are provided for the reader's reference only. The inclusion of this information and links to items and examples does not reflect their importance, nor are they intended to represent or be an endorsement by the U.S. Departments of Education and Labor of any views expressed, or materials provided.