



# CROSSWALK

## Maryland Workforce Innovation and Opportunity Act (WIOA) State Plan 2020-2024

### Background

The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014 and went into effect July 1, 2015. WIOA envisions connecting businesses with job seekers, through meaningful partnerships among workforce, education, human services, and economic development entities to ensure optimum results and leveraging of resources. Under WIOA, Maryland aims to increase the earning capacity of Marylanders by working as a system. States must submit a State Plan every four years (with an interim submission every two years). Maryland will submit the WIOA State Plan for 2020-2024 by April 1, 2020.

### WIOA State Plan Programs and Administering Agencies

| WIOA State Plan Program                            | Core WIOA Program as Determined by Law | Additional WIOA Program as Determined by the Governor | Maryland State Agency Responsible for Oversight                            |
|--|--|---|--|
| (Title I) Adult, Dislocated Worker, and Youth      | ✓                                      |   | Department of Labor  |
| (Title II) Adult Education and Family Literacy Act | ✓                                      |   | Department of Labor  |
| (Title III) Wagner-Peyser Act                      | ✓                                      |   | Department of Labor  |
| (Title IV) Vocational Rehabilitation               | ✓                                      |   | Maryland State Department of Education Division of Rehabilitation Services |
| Temporary Assistance for Needy Families            |  | ✓   | Department of Human Services   |
| Trade Adjustment Assistance                        |  | ✓   | Department of Labor  |
| Jobs for Veterans State Grant                      |  | ✓   | Department of Labor  |
| Unemployment Insurance                             |  | ✓   | Department of Labor  |
| Senior Community Services Employment Program       |  | ✓   | Department of Labor  |

|                                  |  |   |   |
|----------------------------------|--|---|---|
| Reentry Employment Opportunities |  | ✓ | N/A   |
| Community Services Block Grant   |  | ✓ | Department of Housing and Community Development |

## **Target Industries**

**(As determined by the Governor’s Workforce Development Board)**

- Healthcare
- Information Technology/Cybersecurity
- Manufacturing
- Construction
- Life Science
- Agriculture

## **Target Job Seeker Populations**

- Displaced Homemakers
- Eligible MSFWs
- Ex-offenders
- Homeless individuals
- Individuals facing substantial cultural barriers
- Individuals with disabilities, including youth with disabilities
- Individuals within two years of exhausting lifetime eligibility under Part A of the Social Security Act
- Individuals who are English language learners
- Individuals who are unemployed, including the long-term unemployed
- Individuals who have low levels of literacy
- Individuals without a High School Diploma
- Low income individuals (including TANF and SNAP recipients)
- Long-term unemployed individuals
- Native Americans, Alaskan Natives, and Native Hawaiians
- Older individuals
- Single parents (including single pregnant women and non-custodial parents)
- Veterans
- Youth who are in or have aged out of the foster care system

## **Highlighted Additions to the 2020 WIOA State Plan**

- Updated language related to the *Benchmarks of Success for Maryland’s Workforce System* framework and coordination between Core Partners
- Updated figures for Registered Apprenticeship and Youth Apprenticeship
- Anticipated coordinated data collection- MD THINK
- Enhanced language to account for the third round of Career Pathways Connections for Adult Learners
- Inclusion of language on Maryland’s response to the opioid epidemic
- Enhanced language on community college partnerships
- Updated language to account for USDOL’s new Reentry Employment Opportunities grantees in Maryland
- Addition of Reentry Navigators and Correctional Education tablet initiative

## Sectional Updates from 2018 to 2020

| <b>Section</b>  | <b>Purpose of Section</b>   | <b>Changes to Note</b>   |
|---|---|--|
| <b>I. WIOA State Plan Type</b>  | Select Unified or Combined Plan and list partners   | Updated Executive Summary and general language edits   |
| <b>II. Strategic Elements (a-c)</b>   |   |  |
| (a) Economic, Workforce, and Workforce Development Activities Analysis      | Analysis of economic conditions, economic development strategies, and the labor market  | Updated Labor Market Information and layout of data  |
| (b) State Strategic Vision and Goals  | Outlines Governor Hogan’s vision of “Changing Maryland for the Better” and goals related to service populations such as Veterans, Adult Learners, Youth, Ex-offenders, etc.   | Added the goal of combating the Opioid Crisis  |
| (c) State Strategy  | Outline the state’s strategy to achieve its strategic vision and goals, for example: <ul style="list-style-type: none"> <li>• EARN Maryland</li> <li>• Registered Apprenticeship</li> <li>• Career Pathways investments</li> <li>• Coordinated efforts of the WIOA Alignment Group</li> </ul> | <ul style="list-style-type: none"> <li>• Additions of new targeted programming and grant awards</li> <li>• Hiring of the Chief Learning Officer</li> </ul>   |
| <b>III. Operational Planning Elements (a-b)</b>                             |   |  |
| (a) State Strategy Implementation   | Describes state board functions and how the state will implement its state strategy   | Mention of the Board’s “cross-cutting strategic initiatives”   |
| (b) State Operating Systems and Policies                                    | Describes the state’s operating systems and policies that will support the strategy   | No significant changes   |
| <b>IV. Coordination with Combined State Plan Programs</b>                   | Describe the methods used for joint planning and coordination among the Core Partners and other programs  | <ul style="list-style-type: none"> <li>• New, brief section pulls “coordination” items from other sections into one place</li> <li>• Mentions the <i>Benchmarks of Success</i> framework and the WIOA Alignment Group</li> </ul> |
| <b>V. Common Assurances</b>   | Assurance statements  | Legal language updated   |
| <b>VI. Program-Specific State Plan Requirements for Core Programs (a-e)</b> |   |  |
| (a) Adult, Dislocated Worker, and Youth Programs Activities and Assurances  | Describes WIOA Title I activities   | Maryland is applying for two new waivers: <ul style="list-style-type: none"> <li>• Eligible Training Provider List (ETPL) data collection</li> <li>• Out-of-School Youth expenditures</li> </ul>                                 |

|   |  |   |
|---|--|---|
| (b) Wagner-Peyser Act Program and Agricultural Outreach Plan              | Describes WIOA Title III activities  | <ul style="list-style-type: none"> <li>Includes new prompts related to the release of the Wagner-Peyser Act Staffing Flexibility Final Rule.</li> <li>Maryland will implement any changes after July 1, 2020 and will request to modify the State Plan at that time, if needed</li> </ul> |
| (c) Adult Education and Family Literacy Program Activities and Assurances | Describes WIOA Title II activities   | <p>New prompts related to:</p> <ul style="list-style-type: none"> <li>“Basic Skills Deficient”</li> <li>Integrated English Literacy and Civics Education (IELCE)</li> <li>General Education Provisions Act (GEPA)</li> </ul>  |
| (d) Vocational Rehabilitation Program Activities and Assurances           | Describes WIOA Title IV activities   | Updated language to reflect findings of the 2019 Statewide Needs Assessment led by MSDE DORS  |
| (e) Appendices  | Lists expected and negotiated performance levels and organizational charts | Many partners do not yet have negotiated performance levels, but recent federal guidance mentions including “expected levels”   |

**VII. Program-Specific Requirements for Combined State Plan Partner Programs (a-f)**

|   |   |   |
|---|---|---|
| (a) Temporary Assistance for Needy Families     | Describes Temporary Assistance for Needy Families activities (Department of Human Services)                             | Enhanced language around specific programming   |
| (b) Trade Adjustment Assistance                 | Describes Trade Adjustment Assistance activities (Department of Labor)  | No significant changes  |
| (c) Jobs for Veterans State Grant               | Describes Jobs for Veterans State Grant activities (Department of Labor)  | Expanded prompts regarding Incentive Awards and updated list of hire dates/mandatory training completions |
| (d) Unemployment Insurance                      | Describes Unemployment Insurance activities (Department of Labor)   | All new language to reflect the Fiscal Year 2020 State Quality Service Plan                               |
| (e) Senior Community Service Employment Program | Describes Senior Community Service Employment Program activities (Department of Labor and Senior Service America, Inc.) | Updated Labor Market Information and service data   |
| (f) Community Service Block Grant               | Describes Community Service Block Grant activities (Department of Housing and Community Development)                    | Enhanced language on Community Action Agency participation with American Job Centers and on Local Boards  |