

ALA Recommendations for Reauthorization of the Workforce Investment Act (WIA)

Summary of Recommendations

In general, ALA recommends new provisions to the Workforce Investment Act that would:

- Add a public library representative to the State Workforce Investment Board;
- Add a description to the State Plan of the procedures that will be taken by a State to assure coordination of employment, skills training, and literacy services carried out by public libraries;
- Add a public library representative to the Local Workforce Investment Board;
- Add a description to the Local Plan of the procedures that will be taken by a Local Board to assure coordination of employment, skills training, and literacy services carried out by public libraries;
- Add a public library as an eligible entity;
- Add a public library as an allowable One-Stop partner;
- Add a public library as an allowable provider of Intensive Services; and
- Authorize new Demonstration and Pilot Projects to establish employment resource centers in public libraries to provide unemployed and underemployed individuals access to workforce activities and information related to training services and employment opportunities.

Department of Labor/IMLS Partnership

- DOL encouraged its state and local workforce investment boards, state workforce agencies and One-Stop Centers to partner with public libraries;
- Training and Employment Notice (TEN) promoted activities including co-locating One-Stop Career Centers and libraries; collaborating to train library staff about in-person and virtual employment and training resources available through the public workforce system; and training public workforce system staff about the value of partnering with libraries; and
- Strengthens alliances that already exist.

Important Facts

- 3.7 million Americans have found work with support from their public libraries;
- 88% of public libraries provide access to job databases and other job opportunity resources;
- 2/3 of libraries report staff helped patrons complete online job applications in 2009;
- Nearly 90% of public libraries offer formal or informal technology training to library patrons;
- 30 million people used library computers to help address career and employment needs in 2009;
- Among those users, 76% reported they searched for jobs online;
- Among job seekers, 68% went on to apply for a job or submit a resume; and

- 23% used library computers to receive job-related training.

Statutory Language

SEC. 111. STATE WORKFORCE INVESTMENT BOARDS.

(a) IN GENERAL. – The Governor of a State shall establish a State workforce investment board to assist in the development of the State plan described in section 112 and to carry out the other functions described in subsection (d).

(b) MEMBERSHIP. –

(1) IN GENERAL. – The State Board shall include –

(A) the Governor;

(B) 2 members of each chamber of the State legislature, appointed by the appropriate presiding officers of each such chamber; and

(C) representatives appointed by the Governor, who are –

(i) representatives of business in the State, who –

(I) are owners of businesses, chief executives or operating officers of businesses, and other business executives or employers with optimum policymaking or hiring authority, including members of local boards described in section 117(b)(2)(A)(i);

(II) represent businesses with employment opportunities that reflect the employment opportunities of the State; and

(III) are appointed from among individuals nominated by State business organizations and business trade associations;

(ii) chief elected officials (representing both cities and counties, where appropriate);

(iii) representatives of labor organizations, who have been nominated by State labor federations;

(iv) representatives of individuals and organizations that have experience with respect to youth activities;

(v) representatives of individuals and organizations that have experience and expertise in the delivery of workforce investment activities, including chief executive officers of community colleges, public libraries, and community-based organizations within the State;

(vi)(I) the lead State agency officials with responsibility for the programs and activities that are described in section 121(b) and carried out by onestop partners; and

(II) in any case in which no lead State agency official has responsibility for such a program, service, or activity, a representative in the State with expertise relating to such program, service, or activity; and

(vii) such other representatives and State agency officials as the Governor may designate, such as the State agency officials responsible for economic development and juvenile justice programs in the State.

SEC. 112. STATE PLAN.

(b) CONTENTS. – The State plan shall include –

(8)(A) a description of the procedures that will be taken by the State to assure coordination of and avoid duplication among –

(i) workforce investment activities authorized under this title;

(ii) other activities authorized under this title;

(iii) programs authorized under the Wagner-Peyser Act (29 U.S.C. 49 et seq.), title II of this Act, title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.), and section 6(d)(4) of the Food Stamp Act of 1977 (7 U.S.C. 2015(d)(4)), activities authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.), and postsecondary vocational education activities authorized under the Carl D. Perkins Vocational and Applied Technology Education Act (20 U.S.C. 2301 et seq.);

(iv) work programs authorized under section 6(o) of the Food Stamp Act of 1977 (7 U.S.C. 2015(o));

(v) activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.);

(vi) activities authorized under chapter 41 of title 38, United States Code;

(vii) employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.);

(viii) activities authorized under the National and Community Service Act of 1990 (42 U.S.C. 12501 et seq.);

(ix) employment and training activities carried out by the Department of Housing and Urban Development; ~~and~~

(x) programs authorized under State unemployment compensation laws (in accordance with applicable Federal law); and

(xi) employment, training, and literacy services carried out by public libraries; and

(B) a description of the common data collection and reporting processes used for the programs and activities described in subparagraph (A);

SEC. 117. LOCAL WORKFORCE INVESTMENT BOARDS.

(a) ESTABLISHMENT. – There shall be established in each local area of a State, and certified by the Governor of the State, a local workforce investment board, to set policy for the portion of the statewide workforce investment system within the local area (referred to in this title as a “local workforce investment system”).

(b) MEMBERSHIP. –

(1) STATE CRITERIA. – The Governor of the State, in partnership with the State board, shall establish criteria for use by chief elected officials in the local areas for appointment of members of the local boards in such local areas in accordance with the requirements of paragraph (2).

(2) COMPOSITION. – Such criteria shall require, at a minimum, that the membership of each local board –

(A) shall include –

(i) representatives of business in the local area, who –

(I) are owners of businesses, chief executives or operating officers of businesses, and other business executives or employers with optimum policymaking or hiring authority;

(II) represent businesses with employment opportunities that reflect the employment opportunities of the local area; and

(III) are appointed from among individuals nominated by local business organizations and business trade associations;

(ii) representatives of local educational entities, including representatives of local educational agencies, local school boards, entities providing adult education and literacy activities, and postsecondary educational institutions (including representatives of community colleges, where such entities exist), selected from among individuals nominated by regional or local educational agencies, institutions, or organizations representing such local educational entities;

(iii) representatives of labor organizations (for a local area in which employees are represented by labor organizations), nominated by local labor federations, or (for a local area in which no employees are represented by such organizations), other representatives of employees;

(iv) representatives of community-based organizations (including organizations representing **public libraries**, individuals with disabilities and veterans, for a local area in which such organizations are present);

(v) representatives of economic development agencies, including private sector economic development entities; and

(vi) representatives of each of the one-stop partners; and

(B) may include such other individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate.

SEC. 118. LOCAL PLAN.

(b) CONTENTS. – The local plan shall include –

(1) an identification of –

(A) the workforce investment needs of businesses, jobseekers, and workers in the local area;

(B) the current and projected employment opportunities in the local area; and

(C) the job skills necessary to obtain such employment opportunities;

(2) a description of the one-stop delivery system to be established or designated in the local area, including –

(A) a description of how the local board will ensure the continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers and participants; and

(B) a copy of each memorandum of understanding described in section 121(c) (between the local board and each of the one-stop partners) concerning the operation of the one-stop delivery system in the local area;

(3) a description of the local levels of performance negotiated with the Governor and chief elected official pursuant to section 136(c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers, and the one-stop delivery system, in the local area;

(4) a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area;

(5) a description of how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities, as appropriate;

(6) a description of how the local board will coordinate workforce investment activities carried out in the local area with employment, training, and literacy services carried out by public libraries;

SEC. 121. ESTABLISHMENT OF ONE-STOP DELIVERY SYSTEMS.

(b) ONE-STOP PARTNERS. –

(2) ADDITIONAL PARTNERS. –

(A) IN GENERAL. – In addition to the entities described in paragraph (1), other entities that carry out a human resource program described in subparagraph (B) may –

(i) make available to participants, through the onestop delivery system, the services described in section 134(d)(2) that are applicable to such program; and

(ii) participate in the operation of such system consistent with the terms of the memorandum described in subsection (c), and with the requirements of the Federal law in which the program is authorized; if the local board and chief elected official involved approve such participation.

(B) PROGRAMS. – The programs referred to in subparagraph (A) may include –

(i) programs authorized under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.);

(ii) programs authorized under section 6(d)(4) of the Food Stamp Act of 1977 (7 U.S.C. 2015(d)(4));

(iii) work programs authorized under section 6(o) of the Food Stamp Act of 1977 (7 U.S.C. 2015(o));

(iv) programs authorized under the National and Community Service Act of 1990 (42 U.S.C. 12501 et seq.); ~~and~~

(v) employment, training, and literacy services carried out by public libraries; and

(vi)(v) other appropriate Federal, State, or local programs, including programs in the private sector.

SEC. 134. USE OF FUNDS FOR EMPLOYMENT AND TRAINING ACTIVITIES.

(d) REQUIRED LOCAL EMPLOYMENT AND TRAINING ACTIVITIES. –

(3) INTENSIVE SERVICES. –

(A) IN GENERAL. – Funds allocated to a local area for adults under paragraph (2)(A) or (3), as appropriate, of section 133(b), and funds allocated to the local area for dislocated workers under section 133(b)(2)(B), shall be used to provide intensive services to adults and dislocated workers, respectively –

(i)(I) who are unemployed and are unable to obtain employment through core services provided under paragraph (2); and

(II) who have been determined by a one-stop operator to be in need of more intensive services in order to obtain employment; or

(ii) who are employed, but who are determined by a one-stop operator to be in need of such intensive services in order to obtain or retain employment that allows for self-sufficiency.

(B) DELIVERY OF SERVICES. – Such intensive services shall be provided through the one-stop delivery system –

(i) directly through one-stop operators identified pursuant to section 121(d); or

(ii) through contracts with service providers, which may include contracts with public, private for-profit, ~~and~~ private nonprofit service providers, **and other appropriate entities, such as public libraries**, approved by the local board.

(C) TYPES OF SERVICES. – Such intensive services may include the following:

(i) Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include –

(I) diagnostic testing and use of other assessment tools; and

(II) in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals.

(ii) Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve the employment goals.

(iii) Group counseling.

(iv) Individual counseling and career planning.

(v) Case management for participants seeking training services under paragraph (4).

(vi) Short-term prevocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals for unsubsidized employment or training.

SEC. 171. DEMONSTRATION, PILOT, MULTISERVICE, RESEARCH, AND MULTISTATE PROJECTS.

(b) DEMONSTRATION AND PILOT PROJECTS. –

(1) IN GENERAL. – Under a plan published under subsection (a), the Secretary shall, through grants or contracts, carry out demonstration and pilot projects for the purpose of developing and implementing techniques and approaches, and demonstrating the effectiveness of specialized methods, in addressing employment and training needs. Such projects shall include the provision of direct services to individuals to enhance employment opportunities and an evaluation component and may include –

(A) the establishment of advanced manufacturing technology skill centers developed through local partnerships of industry, labor, education, community-based organizations, and economic development organizations to meet unmet, high-tech skill needs of local communities;

(B) the establishment of employment resource centers in public libraries to provide unemployed and underemployed individuals access to workforce activities and information related to training services and employment opportunities which may include –

(i) resume development, job bank web searches, and workshops on career information;

(ii) literacy services; and

(iii) acquisition of database licenses to improve access to career certification, licensing practice tests, and workforce skills improvement.

(C)~~(B)~~ projects that provide training to upgrade the skills of employed workers who reside and are employed in enterprise communities or empowerment zones;

(D)(~~C~~) programs conducted jointly with the Department of Defense to develop training programs utilizing computer-based and other innovative learning technologies;

(E)(~~D~~) projects that promote the use of distance learning, enabling students to take courses through the use of media technology such as videos, teleconferencing computers, and the Internet;

(F)(~~E~~) projects that assist in providing comprehensive services to increase the employment rates of out-of-school youth residing in targeted high poverty areas within empowerment zones and enterprise communities;

(H)(~~F~~) the establishment of partnerships with national organizations with special expertise in developing, organizing, and administering employment and training services, for individuals with disabilities, at the national, State, and local levels;

(I)(~~G~~) projects to assist public housing authorities that provide, to public housing residents, job training programs that demonstrate success in upgrading the job skills and promoting employment of the residents; and

(J)(~~H~~) projects that assist local areas to develop and implement local self-sufficiency standards to evaluate the degree to which participants in programs under this title are achieving self-sufficiency.
