WORKFORCE INVESTMENT ACT DEFINED

The Workforce Investment Act is a U.S. federal law enacted in 1998 to replace the Job Training Partnership Act and certain other Federal laws relating to job training. The purpose of the act is to provide workforce investment activities through statewide and local workforce investment systems. The aim behind it is to increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants. The end goal is to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation.

The act authorizes the establishment of workforce investment activities for eligible youth, statewide employment and training activities for adult and dislocated workers, and through the State Workforce Investment Areas as designated by the Governor.

WIA ELIGIBILITY REQUIREMENTS:

ADULT (18 OR OLDER): An individual (18 or older) shall be eligible to participate in the WIA Title I Adult Program if such individual meets the following criteria: Citizenship or Eligible to Work, Selective Service Registrant (if applicable), and Age. Priority shall be given to Veterans and their spouses and recipients of public assistance and other low-income individuals.

DISLOCATED WORKER (18 OR OLDER): An individual (18 or older) shall be eligible to participate in the WIA Title I Adult Program if such individual meets the following criteria: Citizenship or Eligible to Work, Selective Service Registrant (if applicable), and Age. Individuals who have been terminated or laid off, or have received notice of termination or layoff, from employment generally due to plant closures or downsizing; and who meet the dislocated worker definition of a displaced homemaker are eligible for WIA services as a Dislocated Worker.

YOUTH (14 – 21): An individual who is not less than 14 and not more than 21 shall be eligible to participate in the WIA Title I Youth Program if such individual: Meets General Eligibility, which consists of providing a verification source for each applicable category. Those categories are the following: Citizenship or Eligible to Work, Selective Service Registrant, and Age. AND Meets the definition and provides a verification source for one of the following Low-income categories: Cash Public Assistance, Family Income at or below the Poverty Line or 70% of the Lower Living Standard Income Level (LLSIL), Receives Food Stamps or was determined eligible to receive in the last six months, Homeless per 103(a) and 103(c) of the McKinney Act, Publicly supported Foster Child, or Individual with a disability and own income at or below Poverty Line or 70% of the LLSIL. AND Meets the definition and provides a verification source for one or more of the following Barrier categories: Basic Skills
Deficient, School Dropout, Homeless, Runaway, or Foster Child, Pregnant or Parenting, Offender, or is an individual (including a youth with a disability) who requires additional assistance to complete an educational program or to secure and hold employment.

STATE WORKFORCE INVESTMENT BOARD

As required by Section 111(b) (1) of the Workforce Investment Act of 1998 the Governor established a State Workforce Investment Board (SWIB). The Governor's appointments to the SWIB were made in compliance with the criteria in WIA Section 111(b) (2).

I. State Board Membership Requirements Include:
   A. Governor or Governor’s designee;
   B. Two members of each chamber of the State legislature, appointed by the appropriate presiding officers of each such chamber; and
   C. Representatives of business in the State, who:
      1. Are owners of businesses, chief executives or operating officers of businesses, and other business executives or employers with optimum policy making or hiring authority;
      2. Represent businesses with employment opportunities that reflect the employment opportunities of the State; and
      3. Are appointed from among individuals nominated by State business organizations and business trade associations;
   D. Chief elected officials (representing both cities and counties, where appropriate);
   E. Representative of labor organizations, who have been nominated by State labor federations;
   F. Representatives of individuals and organizations that have experience with respect to youth activities;
   G. Representatives of individuals and organizations that have experience and expertise in the delivery of workforce investment activities, including chief executive officer of community colleges and community-based organizations within the State;
   H. Lead State agency officials with responsibility for the programs and activities carried out by one-stop partners or a representative in the State with expertise relating to such programs, service, or activity when there is no lead State agency official; and
   I. Any 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.
LOCAL WORKFORCE INVESTMENT AREA

The Workforce Investment Act gives local workforce boards broad authority and responsibility for designing local workforce systems and delivering services in a manner designed to best achieve the goals of WIA based on the area’s particular workforce needs.

In Georgia, there are 12 State Service Delivery Regions and 20 Local Workforce Investment Areas. In each of the 20 local areas there is a local Workforce Investment Board responsible for designing local One-Stop workforce systems that are employer-led, demand-driven, customer-friendly, and continuously improving. Each area has at least one comprehensive One-Stop Center providing a wide range of workforce services.

ONE-STOP SYSTEM

I. Overview: The Workforce Investment Act of 1998 (WIA) creates a comprehensive workforce investment system known as the One-Stop System. The One-Stop System is intended to be customer-focused, to help Americans access the tools they need to manage their careers through information and high quality services, and help business find skilled workers.

A. One-Stop System Goal to increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, and, as a result, improve the quality of the workforce, reduce welfare dependency and enhance the productivity and competitiveness of the nation.

B. Seven Principles of One-Stop Service Delivery
   1. Streamlining services through better integration.
   2. Empowering individuals.
   3. Offering universal access.
   4. Increasing accountability.
   5. Creating a role for the private sector.
   6. Providing flexibility from state partners.
   7. Improving youth programs.

C. The Workforce Investment Act Includes Five Titles
   Title I Workforce Investment Systems
   Title II Adult Education and Literacy
   Title III Workforce Investment-Related Activities
   Title IV Rehabilitation Act Amendments of 1998
   Title V General Provisions
Workforce Investment Areas

Area 1 = Northwest Georgia
Area 2 = Georgia Mountains
Area 3 = City of Atlanta
Area 4 = Cobb
Area 5 = DeKalb
Area 6 = Fulton County
Area 7 = Atlanta Regional
Area 8 = West Central Georgia
Area 9 = Northeast Georgia
Area 10 = Macon-Bibb
Area 11 = Middle Georgia
Area 12 = Richmond-Burke
Area 13 = East Central Georgia
Area 14 = Lower Chattahoochee
Area 15 = Middle Flint
Area 16 = Heart of Georgia Altamaha
Area 17 = Southwest Georgia
Area 18 = South Georgia
Area 19 = Southeast Georgia
Area 20 = Coastal