

# **Appendix I**

## **Agency Program Profiles**

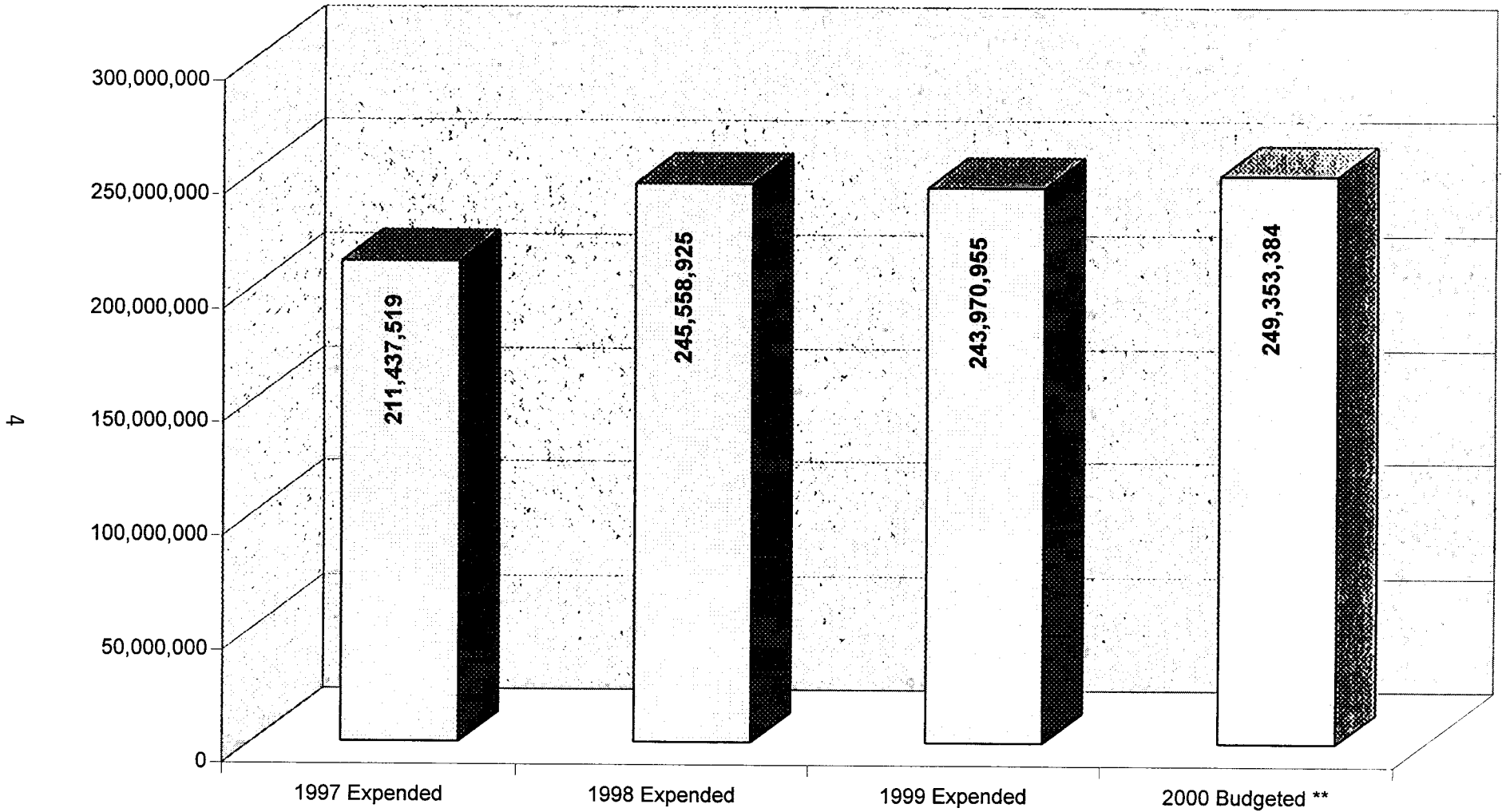
**Texas Workforce Commission**  
Workforce Investment Act

<b>Program</b>	Workforce Investment Act (WIA) of 1998
<b>Purpose</b>	"To consolidate, coordinate, and improve employment, training, literacy, and vocational rehabilitation programs in the United States, and for other purposes". As stated in WIA, Public Law 105-220, 105 <sup>th</sup> Congress.
<b>When Program Started</b>	<p>Signed into law August 7, 1998 Implemented in Texas on July 1, 1999.</p> <p>Texas selected to be an "early implementation state" and implemented the new law effective July 1, 1999. Most other states opted to implement the law July 1, 2000.</p> <p>The program superceded the Job Training Partnership Act (JTPA).</p>
<b>Major Programmatic Changes in the Program due to a shift in federal funds.</b>	<p>WIA sets forth seven key principles: Streamlined Services; Empowering Individuals; Universal Access; Increased Accountability; New Roles for Local Boards; State and Local Flexibility; and Improved Youth Programs.</p> <p>Many features of WIA were modeled after workforce and welfare reform legislation established by the Texas Legislature (H.B. 1863). These features include the establishment of: local workforce boards; geographical designation of local workforce areas; and a statewide network of one-stop centers. The state legislation enabled Texas to implement WIA earlier than other states. WIA allowed Texas to keep the basic features of the workforce system provided under state legislation.</p> <p>WIA is organized into five titles: 1) job training; 2) adult education; 3) amendments to Wagner-Peyser and related Acts; 4) amendments to the Vocational Rehabilitation Act; and 5) general provisions.</p> <p>Under WIA, local boards have experienced a reduction in administrative funds. Under JTPA, boards were allowed to budget and expend up to 15% of the local area allocation for administrative purposes. Under WIA, administrative funds are limited to 10%. Boards advise that there are inadequate administrative funds for operating all levels of the 3-tiered local service delivery system (i.e., boards, one-stop centers and service providers).</p> <p>In addition, JTPA provided for a special set-aside (i.e., JTPA 8% Education Coordination Funds) with much program and performance flexibility to be used for adults and at-risk youth to provide literacy, GED, dropout prevention, etc. WIA has no such provisions.</p>

<p><b>What is Texas required to do to access funds?</b></p>	<p>States are required to develop a 5- year strategic plan that must be submitted to the US Department of Labor for approval and funding.</p>
<p><b>What are some of the barriers to obtaining additional federal funds (include any state statutory barriers)?</b></p>	<p>The majority of WIA funds are block-granted to States, with funding limits established in statute.</p> <p>However, Texas has been very successful in accessing funding for special projects through responses to DOL's solicitation for proposals.</p>
<p><b>Is there duplication of services, reporting, etc. If so, with what agencies.</b></p>	<p>There continues to be a need for increased coordination and reduced duplication of services among programs.</p> <p>While DOL has produced Unified Planning Guidance (planning guidelines that cut across all major programs), "program silos" continue to exist. TWC has advocated for consistent definitions across programs for performance and cost categories; a uniform cost allocation policy; uniform program years; uniform planning cycles; common reporting methods and sufficient waiver authority for governors.</p> <p>Agencies and local service delivery systems in need of these uniform policies and procedures include: TWC, Texas Education Agency; Texas Higher Education Coordinating Board; Texas Rehabilitation Commission; Texas Department of Human Resources; Texas Health and Human Services; among others.</p>
<p><b>Are the administrative costs commensurate with the benefits derived from the program? Is the program useful (i.e. Does it fit the need of Texas)?</b></p>	<p>Yes. WIA serves as the cornerstone for Texas' statewide workforce delivery system.</p>
<p><b>How will the agency adjust to a total withdrawal of federal funds?</b></p>	<p>The ability to maintain the statewide network of local Texas Workforce Centers and to provide workforce development services would be substantially reduced and/or completely eliminated.</p>
<p><b>How will the agency adjust to a partial decline in federal dollars?</b></p>	<p>A partial decline or reduction in federal WIA funds would require TWC to reduce the level of funding to boards. Subsequently, local boards would be forced to reduce service levels to individuals in the local workforce development area.</p> <p>TWC and local boards continue to look for creative funding strategies, in partnership with local government and the private-sector, as well as state and federal agencies.</p>

<b>Any suggestions?</b>	<p>The experience of the Texas Workforce Commission regarding implementation of the Workforce Investment Act and its predecessor, the Job Training Partnership Act, indicates that the Department of Labor, as the federal implementing agency, attempted to grant Texas and other states the flexibility clearly intended by Congress. DOL's intent was criticized by federal oversight bodies, including the General Accounting Office and DOL's Office of the Inspector General, and was eventually withdrawn through stricter agency policies and directions to the states.</p>

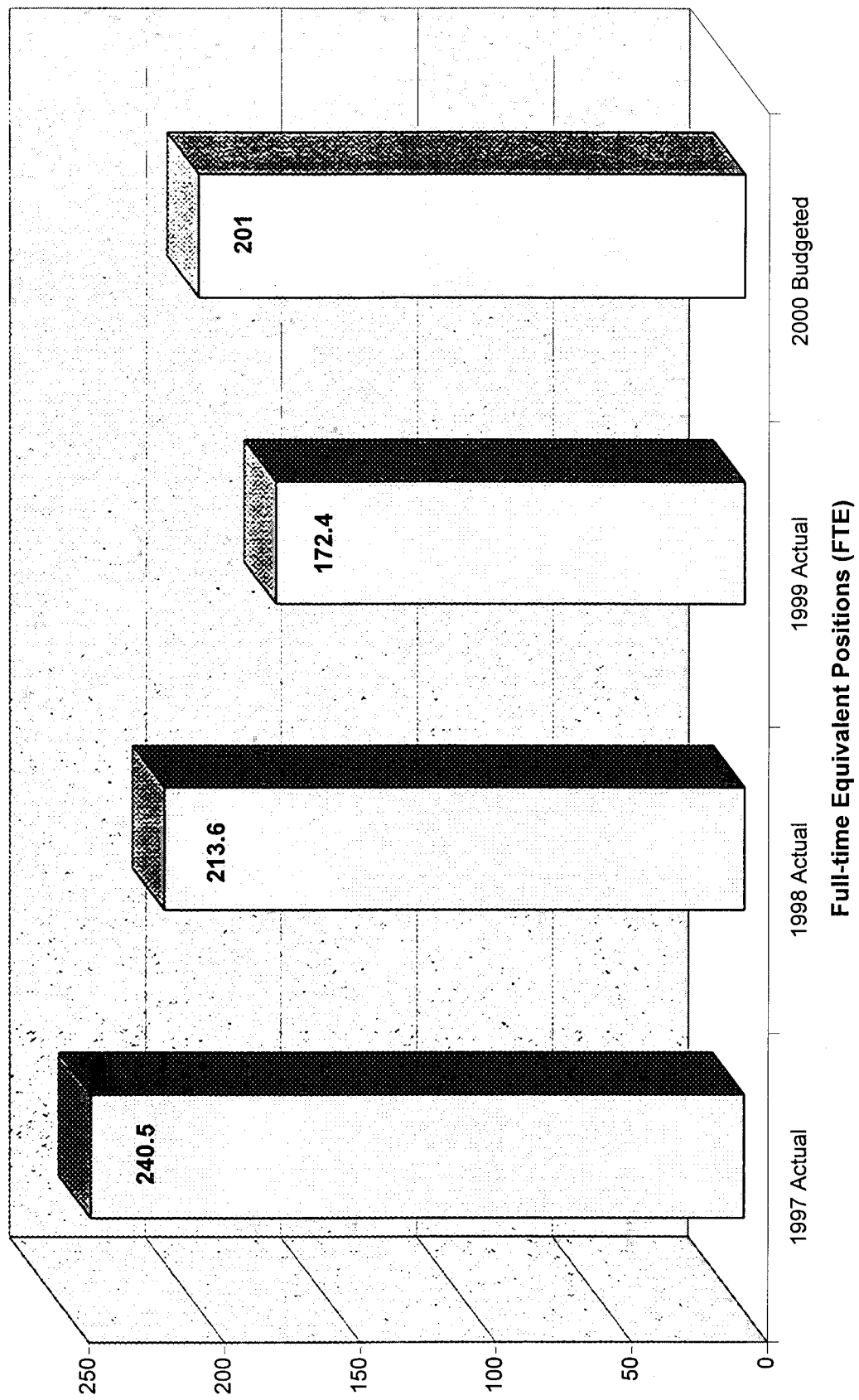
**Texas Workforce Commission  
Workforce Investment Act (WIA)\*, Strategy B.1.1.05**



\* Formerly JTPA

\*\* Includes \$42,094,620 of WIA Title I Youth funds for P2000.

**Texas Workforce Commission  
Workforce Investment Act (WIA), Strategy B.1.1.05**



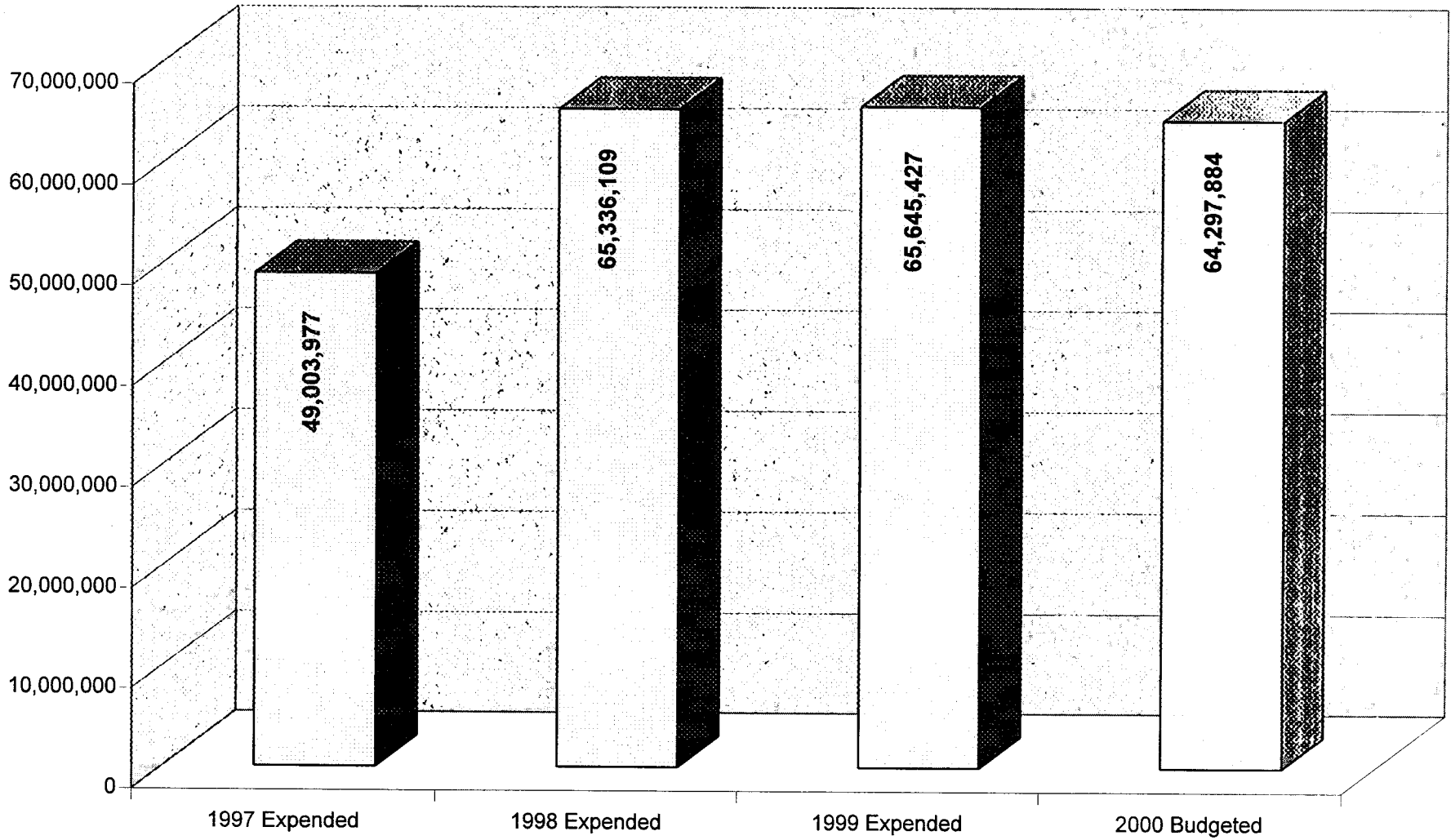
**Texas Workforce Commission**  
 Temporary Assistance to Needy Families/Choices

<b>Program</b>	TANF Choices
<b>Purpose</b>	To assist applicants, recipients, and former recipients of TANF cash assistance to find employment and advance in their careers.
<b>When Program Started</b>	TANF was authorized with the enactment of federal welfare reform under the Personal Responsibility and Work Opportunities Reconciliation Act (PRWORA) in August 1996. TANF replaced policies under the Aid to Families With Dependent Children (AFDC) program and related JOBS (Job Opportunities and Basic Skills Training Program) program. PRWORA allowed states with approved federal waivers at the time of enactment to continue those waivers. The Texas TANF State Plan, accepted by the U. S. Department of Human Services in November 1996, continued policies established under the Achieving Change for Texans (ACT) waiver as approved in March 1996 and amended in August 1996.
<b>Major Programmatic Changes in the Program due to a shift in federal funds.</b>	The ACT waiver implemented state welfare reform policies under H.B. 1863 prior to the enactment of PRWORA. Those policies were allowed to continue. As a result, federal restrictions in PRWORA related to work activities and exemptions do not apply to the TANF Choices program. Funding for Choices has increased under the TANF block grant.
<b>What is Texas required to do to access funds?</b>	The state must submit a TANF state plan and meet the Maintenance of Effort funding level required in federal statute.
<b>What are some of the barriers to obtaining additional federal funds (include any state statutory barriers)?</b>	TANF funds are block granted, with funding limits established in statute.
<b>Is there duplication of services, reporting, etc. If so, with what agencies.</b>	The Texas Department of Human Services (TDHS) determines eligibility for TANF cash assistance and the Texas Workforce Commission (TWC) provides employment assistance. TWC forwards Choices data to TDHS. As the lead TANF agency, TDHS compiles and submits federal reports. Each agency individually complies with state reporting requirements. There is no duplication of services.
<b>Are the administrative costs commensurate with the benefits derived from the program? Is the program</b>	Yes. The Choices program has successfully assisted welfare recipients to become self-supporting, thereby reducing the need for cash assistance in Texas.

<b>useful (i.e. Does it fit the need of Texas)?</b>	
<b>How will the agency adjust to a total withdrawal of federal funds?</b>	The ability to provide services targeted to TANF recipients would be eliminated.
<b>How will the agency adjust to a partial decline in federal dollars?</b>	A reduction in federal funds will reduce the agency's ability to maintain current service levels and reduce, if not eliminate, the ability to expand post-employment services that assist former recipients to retain employment and to advance in their careers.
<b>Any suggestions?</b>	HB 1863 promoted the integration of programs under Local Workforce Development Boards. Differences in federal policies and definitions, e.g. cost classification, program years, and performance measures, has hindered integration. Supporting integration at the federal level or granting authority for governor's to waive conflicting federal policies.



**Texas Workforce Commission  
TANF Choices, Strategy B.1.2.01**



**Texas Workforce Commission  
TANF Choices, Strategy B.1.2.01**

