



State Compliance Policy

DEPARTMENT OF EMPLOYMENT, TRAINING AND REHABILITATION IS A
PROACTIVE WORKFORCE AND REHABILITATION AGENCY.



One Hundred Thirteenth Congress of the United States of America

AT THE SECOND SESSION

*Begun and held at the City of Washington on Friday,
the third day of January, two thousand and fourteen*

An Act

To amend the Workforce Investment Act of 1998 to strengthen the United States workforce development system through innovation in, and alignment and improvement of, employment, training, and education programs in the United States, and to promote individual and national economic growth, and for other purposes.

*Be it enacted by the Senate and House of Representatives of
the United States of America in Congress assembled,*

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) SHORT TITLE.—This Act may be cited as the “Workforce Innovation and Opportunity Act”.

(b) TABLE OF CONTENTS.—The table of contents for this Act is as follows:

- Sec. 1. Short title; table of contents.
- Sec. 2. Purposes.
- Sec. 3. Definitions.

TITLE I—WORKFORCE DEVELOPMENT ACTIVITIES

Subtitle A—System Alignment

CHAPTER 1—STATE PROVISIONS

- Sec. 101. State workforce development boards.
- Sec. 102. Unified State plan.
- Sec. 103. Combined State plan.

CHAPTER 2—LOCAL PROVISIONS

- Sec. 106. Workforce development areas.
- Sec. 107. Local workforce development boards.
- Sec. 108. Local plan.

CHAPTER 3—BOARD PROVISIONS

- Sec. 111. Funding of State and local boards.

CHAPTER 4—PERFORMANCE ACCOUNTABILITY





DEPARTMENT OF LABOR

Employment and Training Administration

20 CFR Parts 676, 677, and 678

[Docket No. ETA-2015-0002]

RIN 1205-AB74

DEPARTMENT OF EDUCATION

34 CFR Parts 361 and 463

RIN 1830-AA21

Workforce Innovation and Opportunity Act; Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions; Final Rule

AGENCY: Office of Career, Technical, and Adult Education (OCTAE), Rehabilitation Services Administration (RSA), Education; Employment and Training Administration (ETA), Labor.

ACTION: Final rule.

SUMMARY: The Departments of Education (ED) and Labor (DOL) (or, collectively, Departments) issue this Joint Final Rule to implement jointly administered activities authorized by title I of the Workforce Innovation and Opportunity Act (WIOA) signed into law on July 22, 2014 (hereafter “Joint WIOA Final Rule”). Through these regulations, the Departments implement workforce education and employment system reforms and strengthen the nation’s public workforce development system to provide increased economic opportunity and make the United States more competitive in the 21st century evolving labor market. This Joint WIOA Final Rule provides guidance for State and local workforce development systems that increase the skill and

free number) or 1-800-326-2577 (TDD—Telecommunications device for the deaf).

ED: Lekesha Campbell, U.S. Department of Education, OCTAE, 400 Maryland Avenue SW., Room 11-145, PCP, Washington, DC 20202-7240, Telephone: (202) 245-7808; Edward Anthony, U.S. Department of Education, RSA, 400 Maryland Avenue SW., Room 5085 PCP, Washington, DC 20202-2800, Telephone: (202) 245-7256.

If you use a telecommunications device for the deaf (TDD) or a text telephone (TTY), call the Federal Relay Service (FRS), toll free, at 1-800-877-8339.

SUPPLEMENTARY INFORMATION: This Joint WIOA Final Rule reflects changes made as a result of public comments received to the joint Notice of Proposed Rulemaking that was published on April 16, 2015, at 80 FR 20574.

WIOA strengthens the alignment of the public workforce development system’s six core programs by compelling unified strategic planning requirements, common performance accountability measures, and requirements governing the one-stop delivery system. In so doing, WIOA placed heightened emphasis on coordination and collaboration at the Federal, State, local, and tribal levels to ensure a streamlined and coordinated service delivery system for job seekers, including those with disabilities, and employers. These regulations lay the foundation, through coordination and collaboration at the Federal level, for implementing the Departments’ vision and goals of WIOA.

In addition to this Joint WIOA Final Rule, the Departments are issuing separate final rules to implement program-specific requirements of WIOA that fall under each Department’s purview. The DOL is issuing a Final

integrated and seamless service delivery system for job seekers and employers.

Preamble Table of Contents

- I. Executive Summary
- II. Acronyms and Abbreviations
- III. Public Comments Received on the Notice of Proposed Rulemaking
- IV. Section-by-Section Discussion of Public Comments and Final Regulations
 - A. Unified and Combined State Plans Under Title I of the Workforce Innovation and Opportunity Act (20 CFR Part 676; 34 CFR Part 361, Subpart D; 34 CFR Part 463, Subpart H)
 - B. Performance Accountability Under Title I of the Workforce Innovation and Opportunity Act (20 CFR Part 677; 34 CFR Part 361, Subpart E; 34 CFR Part 463, Subpart J)
 - C. Description of the One-Stop System Under Title I of the Workforce Innovation and Opportunity Act (20 CFR Part 678; 34 CFR Part 361, Subpart F; 34 CFR Part 463, Subpart J)
- V. Rulemaking Analyses and Notices
 - A. Executive Orders 12866 and 13563: Regulatory Planning and Review
 - B. Regulatory Flexibility Act
 - C. Small Business Regulatory Enforcement Fairness Act of 1996
 - D. Paperwork Reduction Act
 - E. Executive Order 13132 (Federalism)
 - F. Unfunded Mandates Reform Act of 1995
 - G. Plain Language
 - H. Assessment of Federal Regulations and Policies on Families
 - I. Executive Order 13175 (Indian Tribal Governments)
 - J. Executive Order 12630 (Government Actions and Interference With Constitutionally Protected Property Rights)
 - K. Executive Order 12988 (Civil Justice Reform)
 - L. Executive Order 13211 (Energy Supply)

I. Executive Summary

Purpose of This Regulatory Action: President Barack Obama signed WIOA into law on July 22, 2014. WIOA is the first legislative reform of the public

20 CFR 676, 677 & 678 Joint Rule for Unified and Combined State Plans, Performance Accountability and the One Stop System; Final Rule



20 CFR 679

20 CFR 680-683

20 CFR 687

20 CFR 651-654

DEPARTMENT OF LABOR

Employment and Training Administration

20 CFR Parts 603, 651, 652, 653, 654, 658, 675, 679, 680, 681, 682, 683, 684, 685, 686, 687, and 688

[Docket No. ETA-2015-0001]

RIN 1205-AB73

Workforce Innovation and Opportunity Act

AGENCY: Employment and Training Administration (ETA), Labor.

ACTION: Final rule.

SUMMARY: The Department of Labor (DOL or the Department) issues this Final Rule to implement titles I and III of the Workforce Innovation and Opportunity Act (WIOA). Through these regulations, the Department reforms and modernizes our nation's workforce development system. This rule provides the framework for changes for statewide and local workforce development systems to increase the employment, retention, earnings, and occupational skill attainment of U.S. workers, particularly those individuals with barriers to employment, so they can move into good jobs and careers and provide businesses with the skilled workforce needed to make the United States more competitive in the 21st Century global economy.

DATES: This Final Rule is effective October 18, 2016.

FOR FURTHER INFORMATION CONTACT: Adele Gagliardi, Administrator, Office of Policy Development and Research (OPDR), U.S. Department of Labor, Employment and Training Administration, 200 Constitution Avenue NW., Room N-5641, Washington, DC 20210, Telephone: (202) 693-3700 (voice) (this is not a toll-

V. Section-by-Section Discussion of the Public Comments and Final Regulations

A. Part 603—Federal-State Unemployment Compensation Program

B. Part 675—Introduction to the Regulations for the Workforce Development Systems Under Title I of the Workforce Innovation and Act

C. Part 679—Statewide and Local Governance of the Workforce Development System Under Title I of the Workforce Innovation and Opportunity Act

D. Part 680—Adult and Dislocated Worker Activities Under Title I of the Workforce Innovation and Opportunity Act

E. Part 681—Youth Activities Under Title I of the Workforce Innovation and Opportunity Act

F. Part 682—Statewide Activities Under Title I of the Workforce Innovation and Opportunity Act

G. Part 683—Administrative Provisions Under Title I of the Workforce Innovation and Opportunity Act

H. Part 684—Indian and Native American Programs Under Title I of the Workforce Innovation and Opportunity Act

I. Part 685—National Farmworker Jobs Program Under Title I of the Workforce Innovation and Opportunity Act

J. Part 686—The Job Corps Under Title I of the Workforce Innovation and Opportunity Act

K. Part 687—National Dislocated Worker Grants

L. Part 688—Provisions Governing the YouthBuild Program

M. Part 651—General Provisions Governing the Wagner-Peyser Act Employment Service

N. Part 652—Establishment and Functioning of State Employment Service

O. Part 653—Services of the Wagner-Peyser Act Employment Service

P. Part 654—Special Responsibilities of the Employment Service

Q. Part 658—Administrative Provisions Governing the Wagner-Peyser Act Employment Service

R. Part 659—Administrative Provisions

I. Executive Summary

A. Purpose of the Regulatory Action

On July 22, 2014, President Obama signed the Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128), comprehensive legislation that reforms and modernizes the public workforce system. WIOA reaffirms the role of the public workforce system, and brings together and enhances several key employment, education, and training programs. This new law provides resources, services, and leadership tools for the public workforce system to help individuals find good jobs and stay employed and improves employer prospects for success in the global marketplace. It ensures that the public workforce system operates as a comprehensive, integrated, and streamlined system to provide pathways to prosperity for those it serves and continuously improves the quality and performance of its services.

The Department is publishing this Final Rule to implement those provisions of WIOA that affect the core programs under title I, the Wagner-Peyser Act Employment Service (ES) program, as amended by WIOA title III (ES program), and the Job Corps and national programs authorized under title I which will be administered by the Department. In addition to this DOL WIOA Final Rule, the Departments of Education (ED) and Labor jointly are publishing a Final Rule to implement those provisions of WIOA that affect all of the WIOA core programs (titles I through IV) and which will have to be overseen and administered jointly by both Departments. Readers should note that in this DOL WIOA Final Rule there are a number of cross-references to the Joint WIOA Final Rule published by ED and DOL, including those provisions in the Joint WIOA Final Rule regarding performance reporting. In addition to the Joint WIOA Final Rule, ED and DOL



2 CFR 200

Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards

▼ Title 2 Grants and Agreements	Part / Section
▼ Subtitle A Office of Management and Budget Guidance for Grants and Agreements	1 – 299
▼ Chapter II Office of Management and Budget Guidance	200 – 299
▼ Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards	200.0 – 200.521
▼ Subpart A Acronyms and Definitions	200.0 – 200.1
▼ Acronyms	200.0 – 200.1
§ 200.0 Acronyms.	
§ 200.1 Definitions.	
▶ Subpart B General Provisions	200.100 – 200.113
▶ Subpart C Pre-Federal Award Requirements and Contents of Federal Awards	200.200 – 200.216
▶ Subpart D Post Federal Award Requirements	200.300 – 200.346
▶ Subpart E Cost Principles	200.400 – 200.476
▶ Subpart F Audit Requirements	200.500 – 200.521
Appendix I to Part 200	
Full Text of Notice of Funding Opportunity	
Appendix II to Part 200	
Contract Provisions for Non-Federal Entity Contracts Under Federal Awards	
Appendix III to Part 200	
Indirect (F&A) Costs Identification and Assignment, and Rate Determination for Institutions of Higher Education (IHEs)	
Appendix IV to Part 200	
Indirect (F&A) Costs Identification and Assignment, and Rate Determination for Nonprofit Organizations	
Appendix V to Part 200	
State/Local Governmentwide Central Service Cost Allocation Plans	
Appendix VI to Part 200	
Public Assistance Cost Allocation Plans	
Appendix VII to Part 200	
States and Local Government and Indian Tribe Indirect Cost Proposals	
Appendix VIII to Part 200	
Nonprofit Organizations Exempted From Subpart E of Part 200	
Appendix IX to Part 200	
Hospital Cost Principles	
Appendix X to Part 200	
Data Collection Form (Form SF–SAC)	
Appendix XI to Part 200	
Compliance Supplement	
Appendix XII to Part 200	
Award Term and Condition for Recipient Integrity and Performance Matters	

[← back to advisory search results](#)

ACTIVE

Training and Employment Guidance Letter No. 03-23

Issue Date: September 6, 2023

Program Year: 2023

Fiscal Year: 2023

Expiration Date: Continuing

SUBJECT

Allowable Uses of Funds for Outreach Activities for Federal Formula and Competitive Grant Awards

PURPOSE

This guidance 1) clarifies the allowable uses of Workforce Innovation and Opportunity Act (WIOA), its successors, and other competitive grant funds for outreach activities; and 2) provides examples of how grantees can use grant funds to effectively and equitably conduct outreach to meet the needs of and better engage businesses and jobseekers.

TO

STATE AND LOCAL WORKFORCE AGENCIES
STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
STATE-LEVEL EQUAL OPPORTUNITY OFFICERS
AMERICAN JOB CENTER DIRECTORS
ALL DEPARTMENT OF LABOR COMPETITIVE GRANTEEES

FROM

BRENT PARTON
Principal Deputy Assistant Secretary

CONTACT

Please direct inquiries to the appropriate Regional Office.

DOCUMENTS

To preserve the formatting of this document, it has been converted to PDF (Portable Document Format) to retain its original layout.

[View the Complete Document \(PDF\)](#) (421.38 KB)

[Accessible Version \(PDF\)](#) (306.4 KB)

ATTACHMENTS

Click on links below to view, save, or print Attachment(s).

[Attachment I. Legislative, Regulatory and Uniform Guidance Language Related to Outreach](#) (162.46 KB)

RELATED CHANGE DOCUMENTS

There are no active related change documents for this advisory.

RESCISSIONS/CANCELATIONS

There are no rescissions or cancellations for this advisory.

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION WIOA
	CORRESPONDENCE SYMBOL OWE-DYSS
	DATE September 6, 2023

ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 03-23

TO: STATE AND LOCAL WORKFORCE AGENCIES
STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
STATE-LEVEL EQUAL OPPORTUNITY OFFICERS
AMERICAN JOB CENTER DIRECTORS
ALL DEPARTMENT OF LABOR COMPETITIVE GRANTEEES

FROM: BRENT PARTON 
Principal Deputy Assistant Secretary

SUBJECT: Allowable Uses of Funds for Outreach Activities for Federal Formula and Competitive Grant Awards

1. **Purpose.** This guidance 1) clarifies the allowable uses of Workforce Innovation and Opportunity Act (WIOA), its successors, and other competitive grant funds for outreach activities; and 2) provides examples of how grantees can use grant funds to effectively and equitably conduct outreach to meet the needs of and better engage businesses and jobseekers.

2. Summary and Background.

a. **Summary** – This Training and Employment Guidance Letter (TEGL) aims to empower grantees to maximize the reach of workforce development services by providing clarity on how formula and discretionary grant funds can be used to conduct outreach activities.

b. **Background** – The public workforce system plays a critical role in connecting talent with opportunity, connects diverse customers to employment and training opportunities, and helps employers recruit skilled employees that match their employment opportunities. To fully communicate the workforce system's value and expand awareness of its services to job seekers and employers, the system must conduct effective and targeted outreach.

WIOA requires grantees to inform the public about services, conduct proactive outreach to underserved populations, and make individuals aware of services that can support their employment needs. The Uniform Guidance regulates the administrative and financial requirements of federal grant funds, including WIOA formula grants and the Department of Labor's (DOL) competitive grants; see 2 CFR part 200 and DOL's exceptions at 2 CFR part 2300. Specifically, 2 CFR 200.421 allows for grantees to recruit program participants and to engage businesses by communicating with them. The American Job

RESCISSIONS None	EXPIRATION DATE Continuing
----------------------------	--------------------------------------

NEVADA
JobConnect

A Proud Partner of
americanjobcenter
Of Nevada

 **DETR**
Nevada Department of Employment,
Training and Rehabilitation



Training and Employment Notice (TEN)

TRAINING AND EMPLOYMENT NOTICE	NO. 06-23
	DATE September 1, 2023

TO: STATE WORKFORCE AGENCIES

FROM: BRENT PARTON 
Principal Deputy Assistant Secretary

SUBJECT: Announcing “Fundamentals of Equitable Access in Unemployment Insurance (UI)” Online Training

1. **Purpose.** To announce the availability of a recently developed online training lesson about the fundamentals of equitable access in UI programs.
2. **Action Requested.** The U.S. Department of Labor’s (Department) Employment and Training Administration (ETA) requests that State Workforce Agency (SWA) Administrators provide the information contained in this Training and Employment Notification (TEN) to all staff. ETA encourages all SWA staff to access and complete this training.
3. **Summary and Background.**
 - a. Summary – This TEN announces the availability of an online training lesson on the fundamentals of equitable access in UI programs for SWA staff. This training was



WHAT IS THE PIRL?

The PIRL is a federally mandated reporting layout that provides a standardized set of data elements, definitions and reporting instructions that are used to describe the characteristics, activities, and outcomes of WIOA participants.

**Participant
Individual
Record
Layout**

The PIRL provides a framework to meet federal reporting requirements while ensuring consistency and comparability across grantees of the 6 core programs.

PIRL 2021

Schema Name

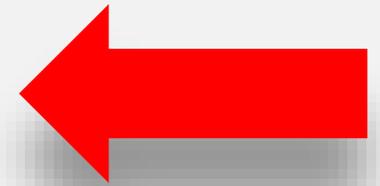
Column Count

Full PIRL

495

State Integrated Reporting Schema (SIRS)

324



OMB Control Number 1205-0521 Expiration Date: 06-30-2021				REQUIREMENTS BY PROGRAM OF PARTICIPATION ²																	ETA-9172
DATA ELEMENT NO.	DATA ELEMENT NAME	DATA TYPE/ FIELD LENGTH	DATA ELEMENT DEFINITIONS/INSTRUCTIONS	CODE VALUE	Reportable Individual ¹	Wagner-Peyser	WIOA Adults	WIOA Dislocated Workers	WIOA Youth	Dislocated Worker Grants (DWG)	TAA	National Farmworker Jobs Program (NFJP)	Indian and Native American Program (INA)	Reentry Employment Opportunities (REC) (Adult)	Reentry Employment Opportunities (REC) (Youth)	YouthBuild	Jobs for Veterans' State Grants (JVSG)	HLB	Job Corps	Incumbent Worker (Adult/DW Funded)	SCSEP
					SECTION A - INDIVIDUAL INFORMATION																
SECTION A.01 - IDENTIFYING DATA																					
N/A	OBS Number	IN 9	Record a unique nine integer number for each record to support processing	000000000 (No hyphens)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
100	Unique Individual Identifier (WIOA)	AN 12	Record the unique identification number assigned to the participant. At a minimum, this identifier for a person must be the same for each program entry and exit (i.e., "period of participation") that a participant has during a program year so that a unique count of participants may be calculated for the program year. NOTE: For Titles I, II, and III, unless specifically directed in program guidance, this field cannot contain a social security number.	XXXXXXXXXXXX	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R

A Proud Partner of
americanjobcenter
Of Nevada

DETR
Nevada Department of Employment,
Training and Rehabilitation

**Nevada Department of Employment, Training and Rehabilitation
Employment Security Division
Workforce Innovation Support Services**

**Workforce Innovation and Opportunity Act (WIOA)
State Compliance Policy (SCP)**

Policy Number: 5.10

Originating Office: Department of Employment, Training and Rehabilitation (DETR);
Workforce Innovation Support Services (WISS)

Subject: WIOA Title I Paperless/Electronic Participant Records Policy

Issued: Approved Governor's Workforce Development Board (GWDB) Executive Committee
July 19, 2023; Ratified by GWDB August 16, 2023

Purpose: To provide guidance for uniform, paperless/electronic documentation of participant records and include instruction for the collection, dissemination, storage, and protection of information contained within EmployNV. This guidance includes naming conventions for participant documents uploaded into the system of record, adding and removing of participant documents to the system, standards for case note quality, and timely data entry requirements.

State Imposed Requirements: This directive may contain some state-imposed requirements. These requirements are printed in **bold, italic type**.

Authorities/References: Workforce Innovation and Opportunity Act (P.L. 113-128), Training and Employment Guidance Letter (TEGL) 10-16 Change 1, TEGL 39-11, TEGL 7-18, TEGL 23-19; [Paperwork Reduction Act of 1995](#); [Government Paperwork Elimination Act of 1998](#); [E-Government Act of 2002](#)

SCP: Documents WIOA Requirements





Resources

DOLETA Resources:

WIOA Resources

<https://www.dol.gov/agencies/eta/wioa>

ETA Performance Resources

<https://www.dol.gov/agencies/eta/Performance/resources>

ETA Advisories

<https://wdr.doleta.gov/directives/>

WIOA Performance

<https://www.dol.gov/agencies/eta/performance/reporting>

For more information contact the Workforce Innovation Support Services (WISS):

detrwioa@detr.nv.gov

or 775-684-0310

