



Central Ohio Workforce Investment Corporation

## Internet Links and Glossary

### A. Links to Reference Materials

Below are links to various internet websites that may provide information that is useful to the development of services for Adult and Dislocated Workers under WIA. The Central Ohio Workforce Investment Corporation is not responsible for the content or maintenance of these websites.

#### WORKFORCE INVESTMENT ACT

- *Workforce Investment Act of 1998*
  - <http://www.doleta.gov/usworkforce/wia/act.cfm>
- *WIA Final Regulations:*
  - <http://www.doleta.gov/usworkforce/wia/act.cfm>
- *Office of Management and Budget Circulars*
  - [http://www.whitehouse.gov/omb/circulars\\_default/](http://www.whitehouse.gov/omb/circulars_default/)
- *U.S. Department of Labor Training & Employment Guidance Letter #15-03 (Common Measures Policy—see Attachment D for assessment info)*
  - <http://www.doleta.gov/directives>
- *U.S. Department of Labor Training & Employment Guidance Letter #7-99*
  - <http://www.doleta.gov/directives>

#### LOCAL AND STATE

- *Ohio Workforce Investment Act*  
<http://jfs.ohio.gov/owd/wia>
- *SCOTI*  
<http://JFS.ohio.gov/owd>
- *City of Columbus – Mayor’s Office Page*  
<http://ci.columbus.oh.us/>
- *Franklin County Commissioners*  
<http://www.franklincountyohio.gov/commissioners/>
- *Franklin County Job and Family Services*  
<http://www.co.franklin.oh.us/jafs/>
- *State of Ohio Eligible Training Provider List*  
<http://www.ohiomeansjobs.com/etpo>
- *Governor’s Workforce Policy Board*  
<http://www.ohioworkforceboard.org>

## B. GLOSSARY

### A

#### **Administrative Costs**

All direct and indirect costs associated with the supervision and management of the program. These costs shall include the administrative costs, both direct and indirect, of recipients and sub-recipients of the grant funds. Reference 20CFR667.220.

#### **Adult**

An individual who is age 18 or older.

#### **Adult Basic Education**

For people whose skills are less than ninth-grade-level or who have limited English proficiency. These programs offer help with reading, writing, math, ESL, and other skills that can be used in the workforce.

#### **Adult Education**

Services or instruction below post-secondary level for students who (a) have attained 16 years of age; (b) are not enrolled or required to be enrolled in secondary school under State law; and (c) (1) lack sufficient mastery of basic educational skills to enable the learners to function effectively in society; (2) do not have a secondary school diploma or its recognized equivalent, and have not achieved an equivalent level of education; or (3) are unable to speak, read, or write the English language.

#### **Adult Education and Literacy Services**

Workplace literacy services, family literacy services, and English literacy programs.

#### **Advanced Training/Skills Certification**

To count as a placement for the Youth Common Measures, advanced training constitutes an organized program of study that provides specific occupational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate, or advanced levels. Such training should: (1) be outcome-oriented and focused on a long-term goal as specified in the Individual Service Strategy, (2) be long-term in nature and commence upon program exit rather than being short-term training that is part of services received while enrolled in ETA-funded youth programs, and (3) result in attainment of a certificate.

#### **AJB - America's Job Bank**

A website (<http://www.ajb.org>) where job seekers can post their resumes and search for job openings. Employers can post job listings in the nation's largest online labor exchange, create customized job orders, and search resumes.

#### **Apprenticeship Training**

A formal process by which individuals learn their jobs through a combination of classroom instruction and on-the-job training from a skilled expert in their specific job.

#### **Assessment**

Collecting and analyzing information to make judgments about the learning progress of individuals or groups; also, techniques, devices, or instruments used to collect evidence, ranging from formal and standardized (such as TABE) to criterion referenced (CRTs) to alternative (portfolios) to informal (observation checklists).

## B

### **Barriers to Employment**

Characteristics that may hinder an individual's hiring, promotion or participation in the labor force. Some examples of individuals who may face barriers to employment include: single parents, displaced homemakers, youth, public assistance recipients, older workers, substance abusers, teenage parents, veterans, ethnic minorities, and those with limited English speaking ability or a criminal record or with a lack of education, work experience, credentials, child care arrangements, transportation or alternative working patterns.

### **Basic Skills**

Essential academic and personal abilities that enable a person to succeed in school and the workplace. Traditional referred to as basic education skills - reading, writing, and arithmetic. In recent years, educators and employers have expanded the definition to include a number of cognitive and interpersonal abilities, including the capability to think and solve problems, communicate information in oral, written, and electronic forms, work effectively alone and in teams, and take personal responsibility for self-development.

### **Basic Skills Deficient**

With respect to an individual, that the **individual** has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test or a comparable score on a criterion-referenced test.

### **Best Practice**

Programs, services, or processes that research or expert opinion has shown to be effective through measurable, demonstrated results.

## C

### **Carl D. Perkins Occupational and Applied Technology Education Act**

Known as the Perkins Act, this federal program supplements state secondary, postsecondary, and adult occupational education programs, with the goal of improving educational programs leading to academic, occupational, training, upgrading and retraining skill competencies needed to work in a technologically advanced society. The Perkins Act has an economic mission to make the United States more competitive in the world economy by more fully developing the academic and occupational skills of all segments of the population. In October 1998, Congress reauthorized the Perkins Act; changes included directing more resources to local agencies, increasing local flexibility, and eliminating the requirement to provide specific programs to eliminate sex bias in occupational education. Performance-based accountability measures were strengthened and targeted at successful outcomes for students in Perkins-funded programs, including those representing "special populations" (single parents, displaced homemakers, single pregnant women, and others).

### **Case Management**

A client-centered approach in the delivery of services, designed to prepare and coordinate comprehensive employment plans, such as service strategies, for participants to ensure access to necessary workforce investment activities, and supportive services, using, where feasible, computer-based technologies; and to provide job and career counseling during program participation and after job placement.



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### **Chief Elected Official**

The chief elected executive officer of a unit of general local government in a local area; and in a case in which a local area includes more than one unit of general local government, the individuals designated under the agreement described in section 117(c)(1)(B).

### **Community-Based Organization (CBO)**

A private nonprofit organization that is representative of a community or a significant segment of a community and that has demonstrated expertise and effectiveness in the field of workforce investment.

### **Continuous Improvement**

**Commitment to improving performance using a team approach to decision-making using systematic collection and analysis of performance data.**

### **Cost Allocation Plan**

**All costs for shared services are allocated to all programs that share them. The plan for distribution of the shared costs is called a cost allocation plan. This plan must be submitted and updated annually.**

### **Core Services**

Core services are services that One Stop Career Centers are responsible for providing for all youths, adults and dislocated workers under WIA. Core (including staff assisted core) services include initial assessment of skill levels, job search and placement assistance, provision of labor market information, provision of information about the performance and cost of education and training providers in the area, career counseling, information about filing unemployment compensation claims, assistance in establishing eligibility for welfare-to-work programs, information relating to the availability of supportive services such as child care and transportation, and follow-up counseling services after someone becomes employed. The WIA mandates that there be universal access to core services.

### **Credential**

Certificate or diploma that certifies that a student has met the training requirements for a particular career, job, or skill. In some instances, a credential is "portable," meaning that the credential is accepted in any geographic location that a student may chose to live; e.g., high school diploma.

### **Customized Training**

A training program designed to meet the special requirements of an employer(s) who has entered into an agreement with a Local Area to hire individuals on successful completion of the training to the employer's specifications. The training may occur at the employer's site or may be provided by a training vendor able to meet the employer's requirements. The employer pays up to 50 percent of the cost of the training.

## **D**

### **Disability**

A physical or mental impairment that substantially limits one or more of the major life activities of the individual.

### **Disabled Veteran**

A veteran who is entitled to compensation under laws administered by the Veterans Administration; or an individual who was discharged or released from active duty because of service-connected disability.

### **Dislocated Worker**

An individual who:



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(A) has been terminated or laid off, or who has received a notice of termination or layoff, from employment; is eligible for or has exhausted entitlement to unemployment compensation; or has been employed for a duration sufficient to demonstrate, to the appropriate entity at a One Stop center referred to in section 134(c), attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that were not covered under a State unemployment compensation law; and is unlikely to return to a previous industry or occupation;

(B) has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise; is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or for purposes of eligibility to receive services other than training services described in section 134(d)(4), intensive services described in section 134(d)(3), or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close;

(C) was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters; or

(D) Is a displaced homemaker.

### **Displaced Homemaker**

An individual who has been providing unpaid services to family members in the home and who has been dependent on the income of another family member but is no longer supported by that income; and is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

## **E**

### **Economic Development Agencies**

Local planning and zoning commissions or boards, community development agencies, and other local agencies and institutions responsible for regulating, promoting, or assisting in local economic development.

### **Eligible Intensive Services Provider**

A provider who is identified or awarded a contract provided through the One Stop delivery system directly through One Stop operators; or through contracts with service providers, which may include contracts with public, private for-profit, and private nonprofit service providers, approved by the local board.

### **Eligible Training Provider List (ETPL)**

A statewide compilation of providers that are approved to provide training services under WIA. These lists contain consumer information, including cost and performance information for each of the providers, so that participants can make informed choices on where to use their ITAs.

### **Eligible Youth**

An individual who is not less than age 14 and not more than age 21; is a low-income individual; and is an individual who is one or more of the following:

- (i) Deficient in basic literacy skills.
- (ii) A school dropout.
- (iii) Homeless, a runaway, or a foster child.
- (iv) Pregnant or a parent.
- (v) An ex-offender.



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(vi) An individual who requires additional assistance to complete an educational program, or to secure and hold employment.

**Eligible Youth Activities Provider**

A provider who is awarded a grant or contract from funds allocated to a local area, the local board for such area shall identify eligible providers of youth activities by awarding grants or contracts on a competitive basis, based on the recommendations of the youth council and on the criteria contained in the State plan, to the providers to carry out the activities, and shall conduct oversight with respect to the providers, in the local area.

**English as a Second Language (ESL)**

Adult education for adults whose inability to understand, speak, read, or write the English language constitutes a substantial impairment of their ability to get or retain employment commensurate with their real ability or to function in society or successfully complete the citizenship application process. ESL-Citizenship classes must use ESL as a method and citizenship as content.

**E**

**Family**

As defined by the state of Arizona: (a) Husband, wife and dependent children; (b) A parent/guardian and dependent children; (c) Husband and wife, or (d) Economic unit of one or more persons who receive at least 50% of their financial support from the economic unit.

**G**

**Governor**

The chief executive of a State.

**Government Performance and Results Act (GRPA) [Public Law 103-62]**

A law that creates a long-term goal-setting process to improve federal program effectiveness and public accountability by promoting a new focus on results, service quality, and customer satisfaction. GRPA has served as a model for state and local governments as well.

**I**

**Incumbent Workers**

Individuals who are already employed; may include recent hires as well as individuals who have been employed for some length of time. Assistance to incumbent workers under WIA is generally provided using statewide (15%) funds.

**Individual Employment Plan (IEP)**

The individual employment plan is an ongoing strategy jointly developed by the participant and the case manager that identifies the participant's employment goals, the appropriate achievement objectives, and the appropriate combination of services for the participant to achieve the employment goals.

**Individual Training Account (ITA)**

An ITA is an expenditure account established on behalf of a participant to focus spending for training from grants to an individual voucher system.

**Individual with a Disability**



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An individual with any disability (as defined in section 3 of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102)).

### J

#### **Job Development**

The process of marketing a program participant to employers, including informing employers about what the participant can do and soliciting a job interview for that individual with the employer.

#### **Job Shadowing**

A participant follows an employee for one or more days to learn about a particular occupation or industry. Participants can explore a range of career objectives.

#### **Job Training Partnership Act (JTPA)**

The federal JTPA, which was replaced in 1998 by the Workforce Investment Act (WIA) authorized and funded employment and training programs, primarily economically disadvantaged adults and youth, dislocated workers and others facing significant employment barriers.

#### **Job-seeker**

Anyone who needs/seeks employment, training and/or information services related to employment. These individuals can be seeking first, new, or better jobs.

### L

#### **Labor Exchange**

Services provided to job seekers and employers by the State Employment Administration and funded through the Wagner-Peyser Act. Services to job seekers may include assessment, testing, counseling, provision of labor market information and referral to prospective employers. Employer service may include accepting job orders, screening applicants, referring qualified applicants and providing follow-up.

#### **Labor Market Area**

A labor market area is defined by the U.S. Bureau of Labor Statistics as an economically integrated geographic area within which individuals can reside and find employment, or can readily change employment without changing their place of residence.

#### **Labor Market Information**

The body of information that deals with the functioning of labor markets and the determination of the demand for and supply of labor. It includes, but is limited to such key factors as changes in the level and/or composition of economic activity, the population, employment and unemployment, income, earnings, wage rates and fringe benefits.

#### **Literacy**

An individual's ability to (1) read, write, and speak in English, and (2) compute and solve problems, at levels of proficiency necessary to function on the job, in the family, and in society.

#### **Living Wage**

An earning level that supports self-sufficiency without reliance on public and private subsidies.

#### **Local Area**

A local workforce investment area designated under section 116 of WIA.



### **Local Board**

A local workforce investment board established under section 117 of WIA.

### **Local Performance Measure**

Local indicators of performance that include the 15 core indicators of performance and the two customer satisfaction measures as required under WIA.

### **LVER**

Local Veterans' Employment Representative

### **Local Workforce Investment Area (LWIA)**

Local Workforce Investment Area means the designated geographic area in which collaborative members will provide workforce services.

### **Lower Living Standard Income Level (LLSIL)**

The income level (adjusted for regional, metropolitan, urban, and rural differences and family size) determined annually by the Secretary of Labor based on the most recent lower living family budget issued by the Secretary.

### **Low-income Individual**

(A) receives, or is a member of a family that receives, cash payments under a Federal, State, or local income-based public assistance program;

(B) received an income, or is a member of a family that received a total family income, for the 6-month period prior to application for the program involved (exclusive of unemployment compensation, child support payments, payments described in subparagraph (A), and old-age and survivors insurance benefits received under section 202 of the Social Security Act (42 U.S.C. 402)) that, in relation to family size, does not exceed the higher of--

(i) the poverty line, for an equivalent period; or

(ii) 70 percent of the lower living standard income level, for an equivalent period;

(C) is a member of a household that receives (or has been determined within the 6-month period prior to application for the program involved to be eligible to receive) food stamps pursuant to the Food Stamp Act of 1977 (7 U.S.C. 2011 et seq.);

(D) qualifies as a homeless individual, as defined in subsections (a) and (c) of section 103 of the Stewart B. McKinney Homeless Assistance Act (42 U.S.C. 11302);

(E) is a foster child on behalf of whom State or local government payments are made; or

(F) in cases permitted by regulations promulgated by the Secretary of Labor, is an individual with a disability whose own income meets the requirements of a program described in subparagraph (A) or of subparagraph (B), but who is a member of a family whose income does not meet such requirements.

## **M**

### **Memorandum of Understanding (MOU)**

An agreement developed and executed between the local workforce investment board and all WIA-mandated *One Stop* partners relating to the operation of the *One Stop* system in the local area; may be developed as a single umbrella MOU or individual agreements with partners.



### **Mentoring**

Serving as a model for others who are inexperienced; includes both the physical modeling of a task or behavior as well as the mental (thinking) steps required to effectively perform the task or behavior.

### **N**

#### **National Association of Workforce Development Professionals (NAWDP)**

Professional association for individuals working in employment and training programs.

#### **Nontraditional Employment**

Occupations or fields of work for which individuals from one gender comprise less than 25 percent of the individuals employed in each such occupation or field of work.

#### **North American Industry Classification System (NAICS)**

A coding system that will replace the out-dated Standard Industrial Classification System (SIC). You can find the NAICS codes online at: <http://www.census.gov/epcd/www/naics.html>

### **O**

#### **Occupational Skills**

Those skills involving the technical abilities to perform required workplace tasks, including problem solving and critical thinking.

#### **Occupational Skills Training (OST)**

Training that provides occupational skills in classroom setting.

#### **Occupational and Technical Education School**

(A) a specialized public secondary school used exclusively or principally for the provision of occupational and technical education to individuals who are available for study in preparation for entering the labor market; "(B) the department of a public secondary school exclusively or principally used for providing occupational and technical education in not fewer than 5 different occupational fields to individuals who are available for study in preparation for entering the labor market; "(C) a public or nonprofit technical institution or occupational and technical education school used exclusively or principally for the provision of occupational and technical education to individuals who have completed or left secondary school and who are available for study in preparation for entering the labor market, if the institution or school admits as regular students both individuals who have completed secondary school and individuals who have left secondary school; or "(D) the department or division of an institution of higher education, that operates under the policies of the eligible agency and that provides occupational and technical education in not fewer than five different occupational fields leading to immediate employment but not necessarily leading to a baccalaureate degree, if the department or division admits as regular students both individuals who have completed secondary school and individuals who have left secondary school.

#### **Occupational Education**

Organized educational activities that (A) offer a sequence of courses that provides individuals with the academic and technical knowledge and skills the individuals need to prepare for further education and for careers (other than careers requiring a baccalaureate, master's, or doctoral degree) in current or emerging employment sectors; and include competency-based applied learning that contributes to the academic knowledge, higher-order reasoning and



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problem-solving skills, work attitudes, general employability skills, technical skills, and occupation-specific skills, of an individual.

### **Offender**

Any adult or juvenile who has been subject to any stage of the criminal justice process for whom services under WIA may be beneficial or who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.

### **On-the-Job Training (OJT)**

Training by an employer that is provided to a paid participant while engaged in productive work in a job that-- (A) provides knowledge or skills essential to the full and adequate performance of the job; (B) provides reimbursement to the employer of up to 50 percent of the wage rate of the participant, for the extraordinary costs of providing the training and additional supervision related to the training; and (C) is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the service strategy of the participant, as appropriate. Usually in the OJT agreement, this is a promise on the part of the employer to hire the trainee upon successful completion of the training.

### **One Stop Career Centers**

One Stop Career Centers offer customer-focused services to employers and job seekers and include easy access to integrated and comprehensive employment, training, and education services. Ohio's One Stop Career Center System is designed to ensure that local partnerships are developed, and that services are customer focused, easily usable and accessible, and tailored to meet the specific needs of local labor markets. You may find additional information on Ohio's One Stop system at: <http://www.ohioworkforce.org/workforceprof/>

### **One Stop Operator**

One or more entities designated or certified under section 121(d) of WIA.

### **One Stop Partner**

An entity described in section 121(b)(1) of WIA; and an entity described in section 121(b)(2) that is participating, with the approval of the local board and chief elected official, in the operation of a One Stop delivery system.

### **Out-of-school Youth**

An eligible youth who is a school dropout; or an eligible youth who has received a secondary school diploma or its equivalent but is basic skills deficient, unemployed, or underemployed.

### **Outcome Measures**

**Includes educational training gain, entered employment, retained employment wage gain, receipt of secondary school diploma or GED and placement in postsecondary education or training.**

### **Outlying Area**

The United States Virgin Islands, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands, the Republic of the Marshall Islands, the Federated States of Micronesia, and the Republic of Palau.

## **P**

### **Participant**



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An individual who has been determined to be eligible to participate in and who is receiving services under a program authorized by WIA.

**Performance Measures (sometimes called Indicators)**

Measurable factors of extreme importance to the LWIA in achieving the strategic goals, objectives, vision, and values that if not achieved would likely result in significant decrease in customer satisfaction, employee morale, financial management, and outcome attainment.

**Post-secondary Educational Institution**

A two- or four-year school that provides formal instructional programs with a curriculum designed primarily for students who have completed the requirements for a high school diploma or equivalency certificate. Curricula include academic, occupational, and continuing professional education.

**Public Assistance**

Federal, State, or local government cash payments for which eligibility is determined by a needs or income test.

**PY**

Program Year. The 12-month period beginning July 1, and ending, on June 30, in the fiscal year for which the appropriation is made.

**R**

**Rapid Response Activity**

An activity provided by a State, or by an entity designated by a State, with funds provided by the State under section 134(a) (1) (A), in the case of a permanent closure or mass layoff at a plant, facility, or enterprise, or a natural or other disaster, that results in mass job dislocation, in order to assist dislocated workers in obtaining reemployment as soon as possible, with services including--

(A) the establishment of onsite contact with employers and employee representatives--

(i) Immediately after the State is notified of a current or projected permanent closure or mass layoff; or

(ii) in the case of a disaster, immediately after the State is made aware of mass job dislocation as a result of such disaster;

(B) the provision of information and access to available employment and training activities;

(C) assistance in establishing a labor-management committee, voluntarily agreed to by labor and management, with the ability to devise and implement a strategy for assessing the employment and training needs of dislocated workers and obtaining services to meet such needs;

(D) the provision of emergency assistance adapted to the particular closure, layoff, or disaster; and

(E) the provision of assistance to the local community in developing a coordinated response and in obtaining access to State economic development assistance.

**S**

**Secondary School**

As defined in section 14101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 8801).



**Secretary**

The Secretary of Labor and the term means such Secretary for purposes of section 503.

**SIC**

Standard Industrial Classification coding system.

**Soft Skills**

Workplace standards of behavior needed to interact and cooperate effectively with co-workers and the general public.

**State Board**

A State workforce investment board established under section 111.

**State Performance Measure**

Any additional indicators of performance (if any) identified by the State above the core indicators of performance and customer satisfaction as described in subsection 136(b).

**Strategic Planning**

The continuous and systematic process whereby guiding members of an organization make decisions about its future, develop the necessary procedures and operations to achieve that future state, and determine how success is to be measured.

**Substance Abuser**

An individual dependent on alcohol or drugs, especially narcotics, whose dependency constitutes or results in a substantial barrier to employment.

**Supportive Services**

Services such as transportation, child care, dependent care, housing, and needs-related payments, that are necessary to enable an individual to participate in activities authorized under WIA, consistent with the provisions of this title.

**I**

**TEGL**

Training and Employment Guidance Letter – Letters providing guidance by the U.S. Department of Labor, Employment and Training Administration on WIA program administration for agencies and entities participating in the WIA program.

**U**

**Underemployed**

Having less than full-time, regular, or adequate employment.

**Unemployed Individual**

An individual who is without a job and who wants and is available for work. The determination of whether an individual is without a job shall be made in accordance with the criteria used by the Bureau of Labor Statistics of the Department of Labor in defining individuals as unemployed.



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**Unit of General Local Government**

Any general purpose political subdivision of a State that has the power to levy taxes and spend funds, as well as general corporate and police powers.

**Unsubsidized Employment**

Employment not financed from funds provided under the grant. In the grant program the term "adequate" or "suitable" employment is also used to mean placement in unsubsidized employment which pays an income adequate to accommodate the participant's minimum economic needs.

**USDOL**

United States Department of Labor

**V**

**Vendor**

Vendor means an entity responsible for providing generally required goods or services to be used in the WIA program. These goods or services may be for the recipient's or sub-recipient's own use or for the use of participants in the program.

**Veteran**

An individual who served in the active military, naval, or air service, and who was discharged or released from such service under conditions other than dishonorable.

**Veteran (Recently Separated)**

Any veteran who applies for participation under this title within 48 months after the discharge or release from active military, naval, or air service.

**Voucher (ITA)**

A voucher is a document that is exchangeable for training services.

**W**

**Workforce Investment Act (WIA) of 1998**

Federal legislation designed to coordinate and streamline all components of the nation's workforce development system, including employment, job training, education, and occupational rehabilitation services for youth (ages 14-21), adults, and dislocated workers.

The purpose of this Act is to establish programs to prepare youth and unskilled adults for entry into the labor force and to afford job training to those economically disadvantaged individuals and other individuals, including veterans, who face serious barriers to employment and who are in need of such training to obtain prospective employment. The Act requires the ASVET to consult with the Secretary of the DVA to ensure that programs funded under VWIP of this Act meet the employment and training needs of service-connected disabled, Campaign and recently separated veterans and are coordinated, to the maximum extent feasible, with-related programs and activities.

**Workforce Investment Activity**

An employment and training activity, and a youth activity.



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**Workforce Development**

The entirety of the systems by which people are educated, trained, upgraded and retrained for employment and participation in the workforce. Included in the process are all segments of the system - from K-12 education and postsecondary institutions to public and private training programs to economic development and employment expansion programs.

**Y**

**Youth Activity**

An activity described in section 129 that is carried out for eligible youth (or as described in section 129(c) (5)) of WIA.

**Youth Council**

A council established under section 117(h) of WIA.