



Women Work! The National Network for Women's Employment is a membership organization dedicated to empowering women from diverse backgrounds and assisting them in achieving economic self-sufficiency through job readiness, education, training, and employment. Over the past 25 years, our Network of over 1,000 programs located in every state across the country has served an estimated 10 million women in transition.

Workforce Investment Act of 1998 Summary of Key Provisions Affecting Women

Displaced Homemakers

- The dislocated worker definition now includes displaced homemakers without restriction. This is a dramatic change from JTPA, and means that displaced homemakers now have equal access to services available to dislocated workers.
- The displaced homemaker definition is different from the one used in JTPA and in the Perkins Act. Public assistance recipients nearing the end of their eligibility due to the aging of their youngest child are no longer included in the definition.
- The state plan must include a description of how the state will serve dislocated workers, including displaced homemakers.
- Funds for statewide employment and training activities may be used for implementation of innovative programs for displaced homemakers, including displaced homemakers receiving public assistance and within two years of exhausting lifetime eligibility for TANF.
- The local area may fund one-stop sites that specialize in addressing special needs, such as the needs of dislocated workers, which of course, includes displaced homemakers.
- The State report must contain information on core indicators of performance for displaced homemakers.
- The Displaced Homemaker Self-Sufficiency Assistance Act is repealed by WIA (effective immediately).
- The adult education and literacy state plan must include a description of how the state will develop program strategies for displaced homemakers.

Single Parents

- The definition of "eligible youth" includes low-income individuals aged 14-21 who are pregnant or parenting
- Up to 5% of youth services participants may be above the low-income threshold, if they are pregnant or parenting (one among several categories).
- The adult education and literacy state plan must include a description of how the state will develop program strategies for single parents.

Nontraditional Training and Employment

- Non-traditional employment is defined as occupations or fields of work for which individuals from one gender comprise less than 25% of the individuals employed in each such occupation or field of work.
- The state plan must include a description of how the state will serve individuals training for non-traditional employment.
- Local areas' are required to provide youth services programs that provide an objective assessment of the service needs of each participant, including interests and aptitudes for nontraditional jobs.
- Funds for statewide employment and training activities may be used for implementation of innovative programs to increase the number of individuals training for and placed in nontraditional employment.
- Training services may include occupational skills training, including training for nontraditional employment.
- Reports at all levels must include the relevant demographic characteristics (including race, ethnicity, sex and age) and other related information regarding participants. The reports must also include the outcomes of the programs and activities for the participants, including information about the occupations in which participants were placed, and whether participants were placed in nontraditional employment.
- It is an overall requirement that efforts be made to develop programs which contribute to opportunities for nontraditional employment.
- The repeal of JTPA means that the Nontraditional Employment for Women (NEW) Act is also repealed, as it was an amendment to JTPA. (JTPA repeal effective July 1, 2000)

Supportive Services

- Supportive services are defined as services such as transportation, child care, dependent care, housing and deeds-related payments that are necessary to enable an individual to participate in [workforce investment activities].
- Local areas are required to provide youth services programs that both assess participants' supportive service needs, and that provide support services.
- Initial assessments provided as part of adult and dislocated worker core services must include an assessment of the participant's support service needs.
- Core services include information on and referral to supportive services.
- Local areas are permitted (but not required) to provide supportive services for participants who are participating in core services, intensive services or training services, but only if the participant is unable to obtain supportive services through other programs.