

Capital Region Workforce Development Board
Albany, Rensselaer, and Schenectady

ARTICLE I
GENERAL

Section 1.1

NAME: The name of this organization shall be the Capital Region Workforce Development Board, hereinafter referred to in these bylaws as the Board and WDB. The address of the principal office of the WDB is on the third floor of 175 Central Ave. Albany, NY 12206.

Section 1.2

CONFIGURATION & AREA OF SERVICE: The Capital Region Local Workforce Development Area includes Albany, Rensselaer and Schenectady counties and the City of Albany. See Appendix A- “Multi Jurisdiction Chief Elected Officials Agreement.”

Section 1.3

DEFINITIONS: See appendix B

Section 1.4

MISSION: The mission of the Workforce Development Board (WDB) is to strategically manage workforce development within the Capital Region Local Workforce Development Area by providing enhanced employment opportunities for people and a quality workforce for businesses.

The Board’s vision is a universally accessible workforce development system in the Capital Region that meets the needs of jobseekers and employers and supports economic growth.

The Board’s Strategies to achieve its mission and vision are:

- Promote collaboration of economic development, education and training resources;
- Evaluate/measure the systems performance and quality; and
- Communicate to the public.

ARTICLE II
BOARD OF DIRECTORS

Section 2.1

NUMBER AND QUALIFICATIONS: The size of the Board will not exceed 30 members.

Pursuant to Workforce Innovation Opportunity Act (WIOA) Sec. 107(b)(2), Board representation shall include at a minimum:

- a. Election of a Chairperson, who shall be a business representative;
- b. A minimum of 51% of the members must be business representatives;
- c. There shall be two organized labor representatives, including, at a minimum, one apprenticeship representative;
- d. One Title III Wagner-Peyser representative;
- e. One Title II Adult Education and Literacy representative;
- f. One Higher Education representative;
- g. One Economic and Community development representative;
- h. One Title IV Vocational Rehabilitation representative; and
- i. One community-based representative.

Section 2.2

APPOINTMENT OF MEMBERS: All Board members shall be nominated and appointed in conformance with WIOA Sec. 107(b) (1) and (2).

Business sector appointments to the Board will be made by Chief Elected/Executive Officials in accordance to the WIOA and accompanying regulations. Any vacancy or new position on the Board shall be filled in the same manner as the original appointment.

Representatives of the business sector shall constitute a majority of the membership of the Board and shall be owners of business concerns, chief executives or chief operating officers of non-governmental employers, or other executives who have substantial management or policy responsibility.

Business representatives on the Board shall reasonably represent the industrial and demographic composition of the business community.

Section 2.3

TERMS OF OFFICE: Voting Board members shall be appointed for terms of three (3) years and may serve until their successors are appointed. All terms of office shall be considered to end on June 30th of each year and terms shall be staggered. Board members who desire to be reappointed may be considered for appointment if the Executive Committee (see section 5.2) provides written endorsement. Reappointment process will go through the same protocol as identified in section 2.2.

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Section 2.4:

ATTENDANCE: Each voting Board member shall be expected to attend the regularly scheduled Board meetings and the regularly scheduled committee meetings of which s/he is a member. After a third consecutive unexcused absence from a Board meeting, the Chairperson will send a letter to the respective Chief Local Elected Official (CLEO) for business members and the Board for at-large members requesting replacement of the delinquent Board member.

Section 2.5

POWERS AND DUTIES:

- a. Provide policy guidance for and exercise oversight of activities under WIOA for the area of service in partnership with the units of local government, partner agencies and businesses.
- b. Work to increase the involvement of the local business community in workforce development and the provision of program services.
- c. Work to increase private sector employment opportunities for eligible participants.
- d. Create a system that offers universal access and customer choice for all jobseekers and employers.
- e. Review plans and make recommendations to the Governor or other state/federal agencies requiring such review.
- f. Foster cooperation and coordination between the WDB and other groups with similar employment and training goals, particularly the Capital Region's economic development agencies.
- g. Prepare such reports that may be required by New York State Department of Labor (NYSDOL) and other funding entities.
- h. Development and approval of a Regional and Local Plan consistent with WIOA SEC. 108.
- i. The Board shall have the specific authority to:
 1. Determine, in agreement with the Chief Elected/Executive Officials, allocation of funding streams after notification of funding;
 2. Monitor attainment of program goals/standards;
 3. Certify programs/providers pursuant to legislation;
 4. Set strategic objectives for the Workforce Development System and take action to remove barriers;
 5. Monitor program expenditures and determine customer priority and/or request or seek additional funding;
 6. Enter into Memorandum of Understanding (MOUs) with One Stop/Career Center partners;
 7. Review and approve the annual centralized budget presented by the Executive Director; and
 8. Determine the Employer of Record of all staff to the board.

Section 2.6

EXECUTIVE DIRECTOR: The WDB may have an Executive Director who shall be employed on such terms and conditions as the Board determines, as its chief administrative officer who shall be responsible for the general management of affairs of the WDB and who shall see that all orders and resolutions of the WDB, are

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carried out into effect. He/she shall be responsible for insuring compliance with all applicable federal, state, and local statutes, regulations, rules and ordinances. He/she shall also be required to meet or exceed specific performance objectives to be determined by the WDB. Additional support staff may be employed on such terms and conditions as the WDB may determine and who shall also be required to meet or exceed specific performance objectives to be determined by the Executive Director. The Executive Director shall have the general charge of, subject to the overall control and direction of the WDB, oversight for the employment and discharge of staff. All starting wages and subsequent wage adjustments of any such staff shall be actioned by the Executive Director, subject to budgetary approval by the WDB.

Other benefits for the Executive Director shall be determined by his/her employee of record in accordance with their personnel policy. In accordance with WIOA sections 101(h) (3) and 107 (f) (3), the Executive Director and staff are subject to the limitations on the payment of salary and bonuses described in WIOA section 194 (15). The Executive Director shall devote his/her best efforts and all of his/her business time to the performance of his/her duties and shall perform them faithfully, diligently, competently and in a manner consistent with the policies of the Board. The Executive Director shall be subject to annual evaluation.

Section 2.7

REMOVAL OR RESIGNATION OF EXECUTIVE DIRECTOR: The Board may vote to recommend to the Employer of Record the removal of the Executive Director.

Before the Executive Director is recommended for removal, the Board Chairperson or his/her designee will communicate with the Employer of Record and attempt to resolve issues leading to the proposed removal of the Executive Director.

Resignation by the Executive Director may be tendered in writing to the Board, and in accordance of any policies set forth by their Employer of Record.

Section 2.8

REGULAR MEETINGS: The Board will meet a minimum of three (3) times during the fiscal year in an established place accessible to the public and at a time and place designated by the Chairperson. The Chairperson may cancel such meetings, if there is no business to be conducted.

Section 2.9

SPECIAL MEETINGS: Special meetings of the Board may be called at any time by the Chairperson of the Board or a majority of the Executive Committee. Public notice of the time and place of special meetings shall be given or electronically transmitted, to the extent practicable, to the news media and shall be conspicuously posted in one or more designated public locations at a reasonable time prior thereto.

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Section 2.10

QUORUM OF BOARD MEMBERS: A quorum shall be constituted for full Board meetings by having not less than a majority of the whole Board membership in attendance. A quorum shall be constituted for the Executive Committee meetings by having not less than a majority of the whole membership of that committee in attendance. The term whole number is construed to mean the total number which the Board would have were there no vacancies and where none of the persons or officers are disqualified from acting. Resolutions shall be passed by quorum of the Board members as described above

Section 2.11

PROXIES: Proxies and alternative designees are not allowed.

Section 2.12

MEETING PROCEDURE: Meetings will be conducted using Roberts Rules of Order.

Section 2.13

OPEN MEETINGS AND USE OF TECHNOLOGY: All WDB meetings of the Board will be in compliance with the Open Meetings Law (<https://www.dos.ny.gov/coog/openmeetlaw.html>). Technology shall be used to improve board functions, broker relationships with stakeholders, and any other conditions governing appointment or membership on the WDB as deemed appropriate by the Chief Elected Officials. The board will make available information about its activities through the board's website.

Section 2.14

EXECUTIVE SESSION: All Executive Sessions will be held in compliance with the Open Meeting Law.

Section 2.15

RESIGNATION OF BOARD MEMBERS: Any Board member may resign at any time by giving written notice to the Chairperson who will then notify the Executive Director and other Board members. Board members are requested to provide thirty (30) days written notice. In the event that a Board member does not provide such written notice, the Board Chairperson shall provide notice to the Board member that it is assumed that they have tendered their resignation.

Section 2.16

REMOVAL OF BOARD MEMBERS: The Board may vote to recommend that the CLEO remove a Board member for just cause. Before any Board member is recommended for removal, the Board Chairperson or his/her designee will contact and attempt to meet with the Board member to resolve issues leading to the proposed removal of the Board member.

ARTICLE III
OFFICERS

Section 3.1

APPOINTMENT OF OFFICERS: The Board shall elect a Chairperson and Vice-Chairperson who shall be representative of the business sector. A Secretary shall be elected from the membership at large. Term of office shall be for a two (2)-year period commencing on July 1. Said officers may be reappointed to succeeding terms at the discretion of the Board.

Section 3.2

REMOVAL OF OFFICERS: Any or all of the Officers may be removed with or without just cause by a two-thirds majority vote of the full Board.

Section 3.3

CHAIRPERSON: Functions and responsibilities of said officers shall be as follows:

- a. shall preside at all meetings of the Board;
- b. shall establish agendas for each regular Board meeting;
- c. shall sign, on behalf of the Board, all necessary legal documents;
- d. shall appoint Ad Hoc committees as determined necessary;
- e. shall be the official representative of the Board, as required;
- f. shall assign responsibility to staff to the Board; and
- g. may call special meetings of the Board;
- h. shall call special meetings of the Executive Committee as deemed necessary; and
- i. other responsibilities as determined by the Board.

Section 3.4

VICE CHAIRPERSON: Functions and responsibilities of said officer shall be as follows:

- a. shall assume all responsibilities of the Chairperson, noted herein, in his/her absence.

Section 3.5

SECRETARY: shall be responsible, through the office of the Executive Director, for assuring the following be maintained:

- a. the minutes of the Board meetings;
- b. the attendance records of the general Board membership meetings;
- c. advising the Chairperson of any Board member whose absences exceed the prescribed number for removal;

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- d. notification of Board members of all meetings at least one week in advance of said meetings, and include therewith a brief agenda and a copy of the minutes of the prior meeting, so that Board members who had been absent at the last meeting may be informed of business transacted; and
- e. oversee communication of Committees to Board members.

ARTICLE IV
RECORDS

Section 4.1

RECORDS: All records of WDB actions and policies as well as minutes of all Board meetings shall be maintained at the principal office of the WDB. Additionally, information is posted on the WDB website at (<http://capreg.org>) and includes Board meeting Minutes and Agendas.

Section 4.2

TRANSPARENCY: WIOA Sec. 107(c)(13)(e) requires the Board to make available to the public, on a regular basis through the board's website information regarding the activities of the Board, including information regarding the local plan prior to submission of the plan, and regarding membership, the designation and certification of one-stop operators, and the award of grants or contracts to eligible providers of youth workforce investment activities, and on request, minutes of formal meetings of the Board.

ARTICLE V
COMMITTEES

Section 5.1

COMMITTEE FORMATION: Subject to the following, Board members shall determine how many members, if any, shall comprise such committee(s) as well as the scope and duration of such committee, if applicable.

- a. Chairs and Vice-Chairs of Committees are approved by the Executive Committee;
- b. Chairperson of standing committees shall be a member of the Board;
- c. Each Board Member is encouraged to serve on at least one committee;
- d. Each Committee Chair may be provided with a Career Center staff person for support and assistance;
- e. Each Committee may request necessary funds for the work of the committee from the Executive Committee;
- f. Committee members need not be Board members;
- g. All Committees shall report to the members at the board meetings;

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- h. All standing committees are to submit their recommendations to the Executive Committee for ratification; and
- i. All minutes and relevant documents produced by Committees must be communicated to all Board members.

Section 5.2

EXECUTIVE: The Executive Committee shall be made up of the Officers of the Board and two other members selected by the board and shall assume responsibilities as designated by the Board. The Executive Committee will have a special meeting at the end of each program year to perform the following functions for the Board:

- a. Approval of Board committee appointments;
- b. Review of Board meeting attendance; and
- c. Review of Board administration, making recommendations to the Board as appropriate.

In the event the Chairperson must call a special meeting of the full Board, the Board will be polled, and if a quorum of the Board cannot be assembled in a timely manner, the Chairperson will then call upon the Executive Committee to meet on items needing immediate attention and take interim action. Any action taken by the Executive Committee will then be brought to the full Board for ratification at the next regularly scheduled meeting.

The Executive Committee acts on behalf of the Board with regard to resources and decision making in the absence of the Board's ability to meet. The Executive Committee shall have primary responsibility for the oversight of activities under WIOA. The Executive Committee interacts with the Standing Committees to insure alignment to the Board's strategic goals and plans.

Section 5.3

NOMINATING COMMITTEE:

- a. Recruit and recommend new Board and Committee Members;
- b. With the Executive Director, provide orientation for new Board members;
- c. Present annual Slate of Officers to the Board; and
- d. Other duties determined to be appropriate by the Board Chairperson.

Section 5.4

POLICY & OVERSIGHT COMMITTEE:

- a. Review bylaws for appropriate changes;
- b. Review policy and procedures;
- c. Develop, implement, and update new policies and procedures;
- d. Negotiate WIOA Title 1 performance measures;
- e. Developing, Reviewing, and Recommending a yearly Career Center certification; and
- f. Other duties determined to be appropriate by the Board Chairperson.

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Section 5.5

YOUTH & EMERGING WORKER COMMITTEE: This committee shall include representatives with a special interest or expertise in youth policy. Duties shall include:

- a. Create a community-wide youth strategy;
- b. Recommend youth activities/programs to be considered for grants or contracts on a competitive basis;
- c. Conduct oversight with respect to eligible providers of youth activities;
- d. Coordinate youth activities that are authorized by WIOA; and
- e. Other duties determined to be appropriate by the Board Chairperson.

ARTICLE VI
CONFLICTS OF INTEREST

Section 6.1

VOTING: Section 111(f) of the WIOA prohibits a Board member from voting on a matter under consideration by the WDB when:

- a. The matter concerns the provision of services by or to the Board member or by or to an entity that the Board member represents; or
- b. The matter would provide direct financial benefit to the Board member or the immediate family of the Board member; or
- c. The matter concerns any other activity determined by the WDB to constitute a conflict of interest as specified in the Regional and Local Plan.

Section 6.2

ETHICS: Board members are expected to avoid unethical behavior in the course of performing their official duties. The WDB expects its Board members to avoid impropriety, but also avoid the appearance of impropriety whether or not any actually exists. Board members must avoid:

- a. Using their position for private gain;
- b. Giving preferential treatment to any person or entity;
- c. Losing their independence or impartiality in making decisions; or
- d. Acting in any way that might erode public confidence in the integrity of the WDB.

Section 6.3

DECLARATION OF CONFLICT: Board members should individually abstain from voting on issues and matters that will result in a direct or indirect conflict of interest. Abstentions, and the general reasons therefore, should be duly recorded in the minutes of the Board meeting. Board members shall declare any anticipated conflict at the time the Agenda is adopted.

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Section 6.4

ANNUAL STATEMENTS: Each Board member and officer shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy;
- b. Has read and understands the policy; and
- c. Has agreed to comply with the policy.

**ARTICLE VII
MISCELLANEOUS**

Section 7.1

CONFIDENTIALITY: All information, whether transmitted orally or in writing, that is of such a nature that it is not, at that time, a matter of public record or public knowledge is deemed confidential by the WDB. Board members shall not disclose confidential information obtained in the course of or by reason of his or her membership on the WDB to any person or entity not directly involved with the business of the WDB. Further:

(a) No Board Member shall use confidential information obtained in the course of or by reason of his or her membership on the WDB in any matter with intent to obtain financial gain for the Board member, the Board member's immediate family or any business with which the Board member is associated.

(b) No Board member shall disclose confidential information obtained in the course of or by reason of his or her membership on the WDB in any manner with the intent to obtain financial gain for any other person.

Section 7.2

FISCAL YEAR: The fiscal year is July 1 to June 30.

Section 7.3

GENDER AND NUMBER: All nouns and pronouns herein, and any variations thereof, shall be deemed to refer to the masculine, feminine, non-binary, singular or plural as the identity of the person or persons may require.

Section 7.4

AMENDMENTS TO BYLAWS: These Bylaws may be altered, amended or repealed by the affirmative vote of the majority voting Board members, at any Regular or Special Meeting of the Board.

APPENDIX A

Capital Region Workforce Development Board
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Multi Jurisdictional Chief Elected Officials Agreement

Local Workforce Development Area: **Capital Region**

The Executive of Albany County, the Mayor of the City of Albany, the Executive of Rensselaer County and the Chair of the Legislature of Schenectady County, acting on their authority as the Chief Elected Officials, enter into this agreement in accordance with the Workforce Innovation and Opportunity Act (herein referred to as WIOA) § 107 [c] [1] [B]. The Executive of Albany County, the Mayor of the City of Albany, the Executive of Rensselaer County and the Chair of the Legislature of Schenectady County are Chief Elected Officials, as defined in WIOA § 3 [9], and enter into this agreement to organize and implement activities pursuant to WIOA and as proposed by the Governor of the State of New York for the purpose of administering WIOA in Albany County, City of Albany, Rensselaer County, and Schenectady County.

Part 1- Designation of the Chief Elected Officials

1. For purposes of administering WIOA and for entering into and implementing agreements in accordance with that Act, the Chief Elected Officials shall be designated from the respective counties in the following manner: The Executive of Albany County, the Mayor of the City of Albany, the Executive of Rensselaer County and the Chair of the Legislature of Schenectady County.
2. Non-concurrence between the Counties and the City shall be resolved as expeditiously as possible. Representatives of the three Counties and the City shall meet and confer with one another to resolve issues of non-concurrence. If concurrence cannot be reached within a reasonable amount of time, steps shall be taken towards resolution through the State.

Part 2- Designation of Grant Recipient and Local Governmental Grant Subrecipient / Incorporated Fiscal Agent

1. The Chief Elected Officials recognize they are jointly responsible for WIOA funds and are fiscally liable for funds expended within his/her jurisdiction, in the accordance with the Act, along with program and service delivery, management, and oversight responsibilities as defined in the Act.
2. The Chief Elected Officials agree to the appointment of Rensselaer County as the Grant recipient/fiscal agent who bears the fiduciary responsibility for these funds with the New York State Department of Labor.
3. The local grant subrecipient/fiscal agent shall disburse such funds for grant activities at the direction of the local board.
4. The Chief Elected Officials agree that the designated local governmental grant subrecipient/fiscal agent has reliable internal controls for financial management and disbursement of funds.
5. The name of the area is the "Capital Region Workforce Development Area."
6. This Agreement becomes effective upon the concurrent acceptance by the Counties and the City of Albany and subsequent signature by the Chief Elected Officials of Albany County, the

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City of Albany, Rensselaer County and Schenectady County. This Agreement (including any subsequent amendments) shall stay in effect until such time as: 1) both parties act to rescind the Agreement; or 2) federal or state authority ceases for the Capital Region Workforce Development Area to serve as the local implementation means for job-training programs. Should either party wish to rescind this Agreement, formal action seeking a rescission must be taken at least six months prior to the conclusion of the program year. The effective date of the rescission would then be the close of that program year.

7. No unilateral alteration of this agreement shall be made. Modification to the agreement by Albany County, the City of Albany, Rensselaer County or Schenectady County must be mutually negotiated and all requests to modify the agreement must be presented in writing to the Chief Elected Officials.

Part 3- Composition of and Designation of Workforce Development Board

1. The Chief Elected Officials, as set forth in Part 1.1 above, will establish and appoint a Workforce Development Board (WDB) to assist and carry out provisions of WIOA §§107 [a] & [b] .
2. Every effort will be made to balance the selection geographically throughout the Capital Region Workforce Development Area as well as balance the selection of large and small business, and other related factors to as accurately as possible reflect the landscape of the Capital Region Workforce Investment Area.

Modification of membership may be completed at any time by the WIB once established subject to the confirmation and concurrence of the Chief Elected Officials, as set forth in Part 1.1 above.

Part 4 – Designation of One Stop Services and other responsibilities

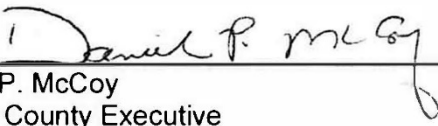
1. As required by Section 121 (a) of WIOA, the Chief Elected Officials in cooperation with the Workforce Development Board, shall develop, administer, and approve the appropriate Memoranda of Understanding in establishing no less than one facility known as One Stop Center in the Capital Region Workforce Investment Area.
2. The Chief Elected Officials shall also:
 - Review and approve the 4-year local plan developed by the local board, as required by WIOA § 108(a);
 - Review and approve actions taken by the board to designate One Stop Operators as required by WIOA § 121 (d) (1);
 - Review and approve monitoring activities by the local board as required by WIOA § 121 (a)(3);
 - Review and approve the budget of the local board, as required by WIOA § 107(d)(12)(A); and
 - Negotiate and reach agreement on local performance accountability measures with the local board and the Governor as required under WIOA § 107(d)(9).

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Albany, Rensselaer, and Schenectady

Multi-Jurisdictional Chief Elected Officials Agreement

Local Workforce Development Area: **Capital Region**

Signature Page



Daniel P. McCoy
Albany County Executive
15 Apr. 19
Date

Kathy M. Sheehan
Mayor, City of Albany
Date

Steven F. McLaughlin
Rensselaer County Executive
Date

Anthony Jasenski, Sr.
Chair, Schenectady County Legislature
Date

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Albany, Rensselaer, and Schenectady

Multi-Jurisdictional Chief Elected Officials Agreement

Local Workforce Development Area: Capital Region

Signature Page

Daniel P. McCoy
Albany County Executive

Date



3/20/19

Kathy M. Sheehan
Mayor, City of Albany

Date

Steven F. McLaughlin
Rensselaer County Executive

Date

Anthony Jasenski, Sr.
Chair, Schenectady County Legislature

Date

Capital Region Workforce Development Board
Albany, Rensselaer, and Schenectady

Multi Jurisdictional Chief Elected Officials Agreement

Request for Initial Designation of
Local Workforce Development Area: **Capital Region**

Signature Page

Daniel P. McCoy
Albany County Executive

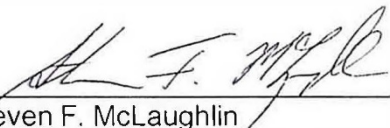
Date

Kathy M. Sheehan
Mayor, City of Albany

Date

Approved by the
Rensselaer County Bureau of Budget


James A. Breig 4/2/19
Deputy Director of Budget




Steven F. McLaughlin
Rensselaer County Executive



Date

APPROVED AS TO FORM



Carl J. Kempf III
Rensselaer County Attorney
Date 03/28 20 19

Anthony Jasenski, Sr.
Chair, Schenectady County Legislature

Date

Capital Region Workforce Development Board
Albany, Rensselaer, and Schenectady

Multi-Jurisdictional Chief Elected Officials Agreement

Local Workforce Development Area: **Capital Region**

Signature Page

Daniel P. McCoy
Albany County Executive

Date

Kathy M. Sheehan
Mayor, City of Albany

Date

Steven F. McLaughlin
Rensselaer County Executive

Date

 4-30-19
Anthony Jasenski, Sr.
Chair, Schenectady County Legislature

Date

Capital Region Workforce Development Board
Albany, Rensselaer, and Schenectady

Appendix B

DEFINITIONS AND ACRONYMS

Chief Local Elected Official (CLEO)

Appoints the Local Workforce Development Board.

Local Workforce Development Board (WDB)

Established under WIOA Section 107 to set policy for the local workforce development system.

New York State Department of Labor (NYSDOL)

Designated as the State Workforce Agency. Administrator of WIOA and Wagner-Peyser Funds.

State Workforce Development Board (State WDB)

The governance body for the workforce development, one-stop services delivery system as designated under the Workforce Innovation and Opportunity Act (WIOA) of 2014.

Wagner-Peyser Act

United States federal law that established a nationwide system of public employment offices.

Workforce Investment Opportunity Act (WIOA)

Public law effective July 1, 2015 designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Replaced the previous Workforce Investment Act of 1998 as the primary federal workforce development legislation to bring about increased coordination among federal workforce development and related programs.

Title I - Workforce Development Activities - authorizes job training and related services to unemployed or underemployed individuals and establishes the governance and performance accountability system for WIOA.

Title II - Adult Education and Literacy—authorizes education services to assist adults in improving their basic skills, completing secondary education, and transitioning to postsecondary education.

Title III—Amendments to the Wagner-Peyser Act—amends the Wagner-Peyser Act of 1933 to integrate the U.S. Employment Service (ES) into the One-Stop system authorized by WIOA.

Title IV—Amendments to the Rehabilitation Act of 1973—authorizes employment-related vocational rehabilitation services to individuals with disabilities, to integrate vocational rehabilitation into the One-Stop system.

WIOA Regulations

Regulations in [20 CFR parts 675](#) through 687, the Wagner-Peyser Act regulations in [20 CFR part 652](#), subpart C, and the regulations implementing WIOA sec. 188 in [29 CFR part 37](#).

Youth

Individuals aged 14-24 who face barriers to education, training, and employment.