



The Workforce Innovation and Opportunity Act (WIOA) mandates that the majority of the Local Workforce Development Board (LWDB), known as the Pima County Workforce Investment Board (WIB), must be business representatives in in-demand, target industry sectors and must have no less than 20 percent of workforce representation. WIOA also requires local representatives from:

- Labor Organizations
- Joint Labor-management, or Union Affiliated, Registered Apprenticeship Program
- WIOA Title II Adult Education and Literacy
- Higher Education
- Governmental, Economic and Community Development (GECD)
- Title III State Employment Service Office (Wagner-Peyser Act)
- Title IV Vocational Rehabilitation (Title I Rehabilitation Act of 1973)

### **Business Representatives**

1. Represent an in-demand industry or occupation in the local area as documented using State and regional business and labor market projections including labor market information;
2. Must have optimum policy-making or hiring authority as documented by job title (owner, chief executive officer, or chief operating officer) or written documentation from the company;
3. Must be appointed from among individuals nominated by local business organizations and business trade associations; and
4. At least two members must represent small business as defined by the US Small Business Administration.

### **Workforce Representatives**

1. Must include two or more representatives of labor organizations (where such organizations exist) or representatives from other employee representatives (if no labor organizations exist) - these labor organization members must be nominated by local labor federations, or other representatives of employees (where labor organizations do not exist);
2. Must include one or more representatives of a joint labor-management, or union affiliated, registered apprenticeship program within the area who must be a training director or a labor organization member. If no union affiliated program exists, a representative of a registered apprenticeship program with no union affiliation must be appointed;
3. May include one or more representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities; and
4. May include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

### **Balance of Membership**

1. At least one eligible provider administering adult education and literacy activities under WIOA title II, nominated from these entities if there is more than entity;
2. At least one representative from an institution of higher education providing workforce investment activities, including community colleges, nominated from these entities if there is more than entity;
3. At least one representative from economic and community development entities;
4. At least one representative from the state Employment Service Office under the Wagner-Peyser Act serving the LWDA; and
5. At least one representative from the programs carried out under title I of the Rehabilitation Act of 1973.