


## **Policy for the Provision of Training Services Dislocated Adult and Dislocated Worker Program**

### **I. INTRODUCTION**

The Local Workforce Development Area, following the purpose of the Workforce Innovation and Opportunity Act (WIOA), establishes its Public Policy to provide training services under the Adult and Dislocated Worker Programs. These services can be critical to the success of workforce participants. Individuals participating in training, they may be unlikely or unable to obtain or retain employment that will lead to economic self-sufficiency or wages comparable to or greater than those they were receiving, with only the offer of career services.

### **II. LEGAL BASIS**

Section 134(c)(3) - Workforce Innovation and Opportunity Act (WIOA);

Section 680.210 of the Workforce Innovation and Opportunity Act (WIOA) Regulations;

TEGL 3-15 issued by the Employment and Training Program attached to the United States Department of Labor on July 1, 2015.

### **III. TRAINING SERVICES**

- A. Training services will be available for employed or unemployed adults and dislocated workers who:
  - a. After an interview, assessment, and career planning:
    - i. They are unlikely, or unable, to obtain or retain employment that will lead them to become financially self-sufficient or to receive wages comparable to or greater than those they received through the career services offer.
    - ii. Need training services to obtain or retain employment that will lead them to become financially self-sufficient or to receive wages comparable to or

greater than those received in their previous jobs and;


- iii. They have the skills and qualifications to participate in training services successfully.
- b. Select a training program directly linked to employment opportunities in the local area, economic region, or another location to which the participant is willing to relocate.
- c. They have not been able to obtain financial assistance from other sources to pay for the cost of training.
- d. If training services are provided with Adult Program funds, the priorities as outlined in Section 134(c)(3)(E) of WIOA will be met.
- B. A determination of the need for training shall be made in the participant's file.
- C. Offering career services is not a requirement for offering the training service. If career services are not provided, the circumstances justifying that determination shall be documented.
- D. There is no minimum period to participate in career services before receiving training services.
- E. Eligible training providers will offer training services.
- F. Training services may include:
  - a. Occupational skills training, including non-traditional job training;
  - b. On-the-Job Training (OJT);
  - c. Incumbent Worker Training;
  - d. Programs that combine on-the-job training with related instruction;
  - e. Training Programs operated by the Private Sector;
  - f. Skills Enhancement and Retraining;
  - g. Training in Entrepreneurship Initiatives;
  - h. Transitional Employment;
  - i. Employment Readiness Training;
  - j. Adult Education and Literacy Activities;
  - k. Customized Training;
- G. The Participant shall select service providers from the authorized Registries for such purposes.
- H. Training services will be offered through Individual Training Accounts (ITA'S) except for:
  - a. Training services such as:
    - i. On-the-Job Training (OJT);
    - ii. Incumbent Worker Training;
    - iii. Customized Training; and
    - iv. Transitional Jobs.
  - b. When there is an insufficient number of eligible training providers in the local area to achieve the purpose of the individual training account system.
  - c. When a demonstrably effective training program is offered by a community-based or private organization serving individuals with barriers to employment.

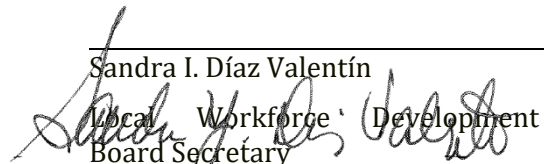


- d. When it is more appropriate to contract with an institution of higher education or other eligible training provider to facilitate the training of multiple individuals in in-demand occupations or sectors, this contract will not limit the participant's power of selection.
- e. When it is a "pay for performance" contract.

**IV. APPROVAL AND EFFECTIVENESS**

This policy shall become effective immediately upon approval. The Executive Director shall inform the staff within five (5) days of its approval.

  
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 Angel San Miguel Hernández  
 Local Workforce Development Board  
 President

  
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 Sandra I. Díaz Valentín  
 Local Workforce Development  
 Board Secretary

*27 - octubre - 2016*

October 27<sup>th</sup>, 2016

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 Date

**CERTIFICATE OF TRANSLATOR**

*Smile Again Learning Center, Corp., certifies that a fluent translator in English and Spanish translated this document, that the above is a true and correct translation of the original document provided, in our best judgment, the translated text truly reflects the content, meaning, and style of the original text and constitutes in every aspect a complete and accurate translation of the original document. This is to certify the correctness of the translation only. We do not make any claims or guarantees about the authenticity or content of the original document. Further, Smile Again Learning Center assumes no liability for the way in which the translation is used by the customer or any third party, including end-users of the translation. Any translation into another language shall be deemed as reference and the original version shall prevail in any case. A copy of the translation is attached to this certification.*

*In Isabela, Puerto Rico, June 30, 2024*

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