

Policy for the Provision of Training Services Adult and Dislocated Worker Programs

I. INTRODUCTION

The Local Workforce Development Area, in accordance with the purpose of the Workforce Innovation and Opportunity Act (WIOA), establishes its Public Policy to offer Training Services under the Adult and Dislocated Worker Programs. These services can be critical to participants' success in the labor force. For individuals participating in training, it must be unlikely or impossible for them to obtain or retain employment leading to economic self-sufficiency, or to earn wages comparable to or higher than previous earnings, solely through the provision of career services.

II. LEGAL BASIS

- Section 134(c)(3) of the 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 Administration of the U.S. Department of Labor on July 1, 2015.

III. TRAINING SERVICES

A. Training services shall be available to employed or unemployed adults and dislocated workers who:

1. Following an interview, evaluation, and career planning assessment:
 - Are unlikely or unable to obtain or retain employment leading to economic self-sufficiency, or to earn wages comparable to or higher than previous earnings, solely through career services;
 - Need training services to obtain or retain employment leading to economic self-sufficiency or to earn wages comparable to or higher than previous employment; and
 - Possess the skills and qualifications to successfully participate in training services.
2. Select a training program directly linked to employment opportunities in the local area or economic region, or in another area to which the participant is willing to relocate.
3. Have been unable to obtain financial assistance from other sources to pay for the cost of training.
4. Meet priority requirements established in Section 134(c)(3)(E) of WIOA, if training services are funded through the Adult Program.

B. The determination of training need shall be documented in the participant's official file.

C. The provision of career services is not a prerequisite for receiving training services. If career services are not provided, the justifying circumstances must be documented.

D. There is no minimum period required for participating in career services prior to receiving training services.

E. Training services shall be provided by Eligible Training Providers.

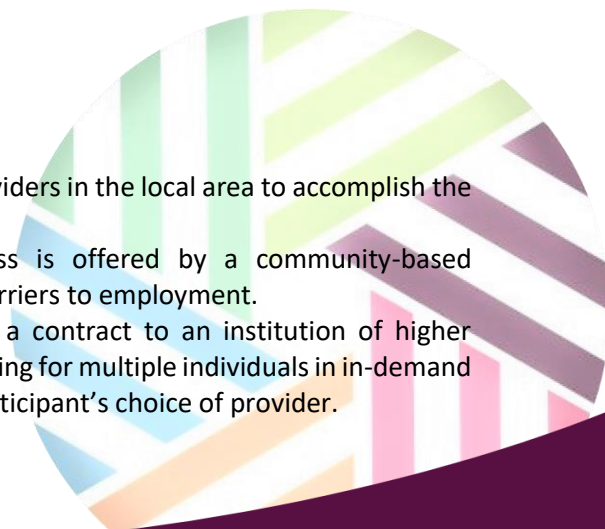
F. Training services may include:

1. Occupational skills training, including training for non-traditional employment;
2. On-the-Job Training (OJT);
3. Incumbent Worker Training;
4. Programs that combine workplace training with related instruction;
5. Training programs operated by the private sector;
6. Skill upgrading and retraining;
7. Entrepreneurial training;
8. Transitional Jobs;
9. Job readiness training;
10. Adult education and literacy activities;
11. Customized Training.

G. Participants shall select service providers from the Eligible Training Provider List (ETPL) authorized for such purposes.

H. Training services shall be provided through Individual Training Accounts (ITAs), with the following exceptions:

1. Specific training services, including:
 - On-the-Job Training (OJT);
 - Incumbent Worker Training;
 - Customized Training; and
 - Transitional Jobs.
2. When there is an insufficient number of eligible training providers in the local area to accomplish the purpose of the Individual Training Account system.
3. When a training program of demonstrated effectiveness is offered by a community-based organization or private entity that serves individuals with barriers to employment.
4. When it is determined to be most appropriate to award a contract to an institution of higher education or other eligible training provider to facilitate training for multiple individuals in in-demand occupations or sectors. Such contracts shall not limit the participant's choice of provider.
5. When operating under a pay-for-performance contract.



IV. APPROVAL AND EFFECTIVE DATE

This policy shall take effect immediately upon approval. The Executive Director shall be responsible for informing staff within five (5) days following its approval.


JOSE A. JUSTINIANO RODRÍGUEZ
Chair, Local Workforce Development Board

August 7th, 2024
DATE

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