

WIOA Adult and Dislocated Workers Program
Webinar
July 21, 2015
Questions and Answers

- 1) **Question:** Is the 20% limit for incumbent worker training per each funding area or can the two limits be combined?

Answer: The Proposed Rules states that a local area can use 20% of the "combined total of adult and dislocated worker allotments for incumbent worker training as described in §680.790" (§680.800(a)). The Local area can use any combination of Adult and Dislocated Worker funds for Incumbent worker training, as long as they do not exceed 20% of the combined total.

For example, if an area has \$500,000 for the adult and dislocated worker programs, the maximum that they may spend on incumbent workers is \$100,000. This \$100,000 can be spent in any combination between the adult and dislocated worker programs. An area could spend \$70,000 on dislocated workers and \$30,000 on adult. The combination does not matter as long as the total is at or below 20%.

- 2) **Question:** If a child in the household of a participant is receiving free/reduced lunch, is the participant considered low income?

Answer: Only the individuals who are receiving or are eligible to receive free or reduced-price lunches under the Richard B. Russell National School Act, may be considered low-income individuals.

- 3) **Question:** When a participant completes their training do they then need to transition to career services in order to receive ongoing job placement, support and follow up?

Answer: WIOA does not specify a sequence of service. The local area may place an individual into career services at any point based on the participants' need. (134(c)(3)(A)(iii), TEGLO3-15, §684.310(i))

- 4) **Question:** Would performance be affected if a participant was initially recorded in ASSET as not being skill deficient, but was later determined to be skills deficient?

Answer: It would not affect performance since skill deficiency is not a measure of performance. The primary Federal performance indicators, which go into effect on July1, 2016 as outlined in 116(b)(2)(A)(i) are:

- (I) the percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program;
- (II) the percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program;
- (III) the median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program;
- (IV) the percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent (subject to clause (iii)), during participation in or within 1 year after exit from the program;
- (V) the percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary

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- credential or employment and who are achieving measurable skill gains toward such a credential or employment; and
(VI) the indicators of effectiveness in serving employers established pursuant to clause (iv).

5) **Question:** Why does WIOA (and WIA) 'define' adult as 22-72 yet eligibility starts at 18?

Answer: An adult is defined as "not less than age 22 and not more than age 72 (132(b)(1)(B)(v)(I))," for the purposes of formula fund allocation. For eligibility, adults are defined as "an individual who is age 18 or older."

6) **Question:** How is the transitional job category different than On-the-Job Training (OJT) or work experience?

Answer: Transitional jobs differ from OJTs because there is no assumption that the individual will be retained in the transitional job at its completion. For OJT positions, the participant is "hired" by the employer and the employer is reimbursed a percentage of wages for the extraordinary training involved. There is no limit on the amount of funds the local area can use for OJTs. There is also no limit on the amount of funds the local area can use for adult and dislocated worker work experience. Transitional jobs are intended to provide experience to individuals with barriers of employment, chronic unemployment or inconsistent work history. There is a limit on the amount of funds a local area can spend on transitional jobs. (TEGL 03-15, Proposed Rules § 680.830)