STATE OF MONTANA

WORKFORCE INNOVATION AND OPPORTUNITY ACT

ADULT, YOUTH, DISLOCATED WORKER OPERATIONS MANUAL



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# PURPOSE OF THE WIOA OPERATIONS MANUAL

This operations manual describes and documents the applicable process and procedures for implementation of WIOA Title 1B policies. It states/describes the standard procedures for performing appropriate operations to ensure consistence and adherence to current WIOA and State Displaced Homemaker (SDH) policies.

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# MONITORING, EVALUATION AND TECHNICAL ASSISTANCE

OPERATIONAL GUIDANCE: Refer to the Monitoring, Audits, Performance and Sanctions Policy. The following is intended as guidance and clarification.

Technical Assistance:

Program Managers may provide technical assistance to State Displaced Homemaker and WIOA Adult, Youth and Dislocated Worker case managers through a variety of ways including:

One-on-one technical assistance through telephone or e-mail as appropriate for the situation.

Monthly Technical Assistance Calls: Program Managers provide technical assistance to WIOA and State Displaced Homemaker case managers on a monthly basis.

* First Thursday of Every Month at 10am
* Provides guidance on current issues or questions
* Power Point and materials are provided and posted on the WIOA website
* The TA Call is recorded and available for a limited time
* Content of the call is intended to provide technical assistance
* All case managers are required to attend or review the recording when time allows if attendance is not possible

New Case Manager Training: Program Managers provide technical assistance to all new WIOA Adult, Youth, Dislocated Worker and State Displaced Homemaker case managers.

Technical Assistance During the Monitoring Process: WIOA Program Managers schedule technical assistance and training with each service provider operating the State Displaced Homemaker Program, WIOA Adult, Youth and Dislocated Worker Programs. Technical assistance related to monitoring may be provided through virtual means.

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# SERVICE PROVIDER REPORTING and AUDIT REQUIREMENTS

OPERATIONAL GUIDANCE: Refer to the Service Provider Reporting and Audit Requirements Policy. The following is intended as guidance and clarification.

PROGRAM REPORTING

All program reports are due the 25th day of the month following the end of the quarter.

ADULT REPORTING

Include the service provider, program, and program reporting period and quarter end date. The Quarterly Status Report (QSR) form provides these in drop down fields. The participant number is cumulative and should never decrease quarter to quarter. The first quarter ending in the new program year should include previous program year’s participants that are continuing enrollment. This does not include participants that were placed in follow up in the previous program year. The remaining quarters is the number from the previous quarter plus the new participants. See the chart below as an example.

1. Participant Activity Table
	1. Planned Participants
		* The number of participants you planned to enroll for the quarter. This total should match your Project Operation Plan (POP).
	2. Actual Participants Enrolled
		* The number of participants enrolled for the quarter. This total may be higher than your planned participants.
	3. Participants Co-enrolled in Another Program
		* The number of participants co-enrolled in programs in addition to the Adult program.
		* This number should include other employment and training programs your agency or another agency operates.
			+ e.g. TANF-Pathways, Vocational Rehabilitation
		* This number should not exceed the number of Actual Participants Enrolled.
	4. Participants Who Received Training
		* The number of participants who attended training while enrolled. This number includes those who attended training funded by the Adult program, as well as those whose training was funded by another source.

This number should never exceed the number of Actual Participants Enrolled.

* 1. Participants Who Obtained a Credential
		+ The number of participants who attended training and obtained a credential.
		+ This number should never exceed the number of Participants who received training.
	2. Participants Who Obtained a Measurable Skills Gain
		+ The number of participants who attended training and obtained one of the five classifications of a measurable skills gain.
		+ This number should never exceed the number of Participants Who Received Training.
	3. Participants Closed from the Program
		+ The number of participants whose enrollment has been closed for any reason.
		+ This number should never exceed the number of Actual Participants Enrolled.
	4. Participants Closed to Employment
		+ The number of participants whose enrollment has been closed due to employment.
		+ This number should never exceed the number of Participants Closed from the Program.
	5. Participants Continuing Enrollment
		+ The number of participants whose enrollment has not been closed and continue to receive services.
	6. Participants Enrolled via RESEA (JOB SERVICE PROVIDERS ONLY)
		+ The total participants enrolled who were referred due to completing a RESEA appointment and enrolled in the program.
		+ This number should not exceed the number of Actual Participants Enrolled



1. Complete the Narrative Section of the QSR. Each question should have a thorough account of your agency’s activities during the quarter.

Success Stories: WIOA is interested in success stories that highlight participants in WIOA Adult Program. The format for adding the success stories to the quarterly narrative reports is as follows:

1. Who is the participant;
2. What type of service did they receive;
3. When did they receive the services (month and year);
4. Where did they receive the service (name of provider and city);
5. Why did they receive the services (what was their circumstances); and
6. How did the services or program impact their life for the better?

Participant success stories may be shared with the United States Department of Labor (USDOL) however the service provider must provide a signed release/permission from the participant prior to sharing their story with USDOL.

**DISLOCATED WORKER REPORTING**

Include the service provider, program, and program reporting period and quarter end date. The new QSR form provides these in drop down fields. The participant number is cumulative and should never decrease quarter to quarter. Cumulative means in the first quarter, the number of participants carried from the previous program year plus the new participants.

The remaining quarters is the number from the previous quarter plus the new participants. See the chart below as an example.

Complete the Participant Table.

1. Participants enrolled
	* The number of participants enrolled for the quarter.
2. Participants enrolled via RESEA
	* The total participants enrolled who were referred due to completing a RESEA appointment and enrolled in the program.
	* This number should not exceed the number of Participants enrolled.
3. Participants co-enrolled in another program
	* The number participants co-enrolled in programs in addition to the Dislocated Worker program.
	* This number should include other programs your agency operates, as well as programs operated by another agency.
	* This number should not exceed the number of Participants enrolled.
4. Participants who received a Rapid Response service
	* The number of participants enrolled and have received a Rapid Response

service recorded in MIS. This service may be recorded at the time of enrollment into the Dislocated Worker program or up to 6 months prior to enrollment.

* + This number should never exceed the number of Participants enrolled.
1. Participants who Received Training
	* The number of participants who attended training while enrolled. This number includes those who attended training funded by the Dislocated Worker program, as well as those whose training was funded by another source.
	* This number should never exceed the number of Participants Enrolled.
2. Participants who obtained a measurable skills gain
	* The number of participants who attended training and obtained one of the five classifications of a measurable skills gain.
	* This number should never exceed the number of Participants who received training.
3. Participants who obtained a credential
	* The number of participants who attended training and also obtained a credential.
	* This number should never exceed the number of Participants who received training.
4. Participants exited from the program
	* The number of participants whose enrollment has been closed for any reason.
	* This number should never exceed the number of Participants Enrolled.
5. Participants exited to employment
	* The number of participants whose enrollment has been closed due to employment.
	* This number should never exceed the number of Participants exited from the program.

II. Participants continuing enrollment

* The number of participants whose enrollment has not been closed and continues to receive services.
* This number should equal the number of Participants enrolled minus the number of Participants exited from the program.



2. Complete the Narrative Section of the QSR. Each question should have a thorough account of your agency’s activities during the quarter.

Success stories:

Success stories should include the participants name, background of the participant, the services received during their enrollment, any accomplishments such as licenses or degrees obtained, and the employment outcome with wage information. Success stories should NOT include the case managers opinion.

Participant success stories may be shared with USDOL however the service provider must provide a signed release/permission from the participant prior to sharing their story with USDOL.

YOUTH REPORTING

Use the most current version of the WIOA Youth Program Quarterly Narrative Report (WIOA.47) and submit the quarterly narrative reports by the twenty-fifth (25th) calendar day of the month following the end of each program quarter. Quarter end dates are September 30th, December 31st, March 31st and June 30th. Include the service provider’s name, and the reporting quarter end date.

1. a. Describe the outreach your office has done this quarter to recruit participants.

 b. How many active participants are there this quarter?

2. Briefly describe the types of services and activities that you have funded for participants in the current quarter on which you are reporting. This could include services/activities such as working toward attainment of a high school diploma or equivalency, work experiences, supportive services to name a few. This would not include staffing or case management.

3. Describe - What is working? What is not working?

4. a. Is your office attending the WIOA TA calls?

b. What would you like to have included in the training calls?

c. Are the calls helpful?

5. Do the WIOA youth staff in your office attend the monthly WIOA Youth Connect calls?

6. What new partnerships have you developed with business?

7. Participant Success Stories for this quarter using the following format.

1) Who is the participant;

2) What type of service did they received;

3) Participant success stories may be shared with USDOL however the service provider must provide a signed release/permission from the participant prior to sharing their story with USDOL.

FINANCIAL REPORTING

Report is due the 25th day of the month following the end of the Quarter.

Instructions for completing the ETA-9130:

1. Agency Which Report is Submitted: PRE\_ENTERED
2. Federal Grant or Other Identifying Number: Contract Number
3. Recipient Organization: Name and complete address of the organizations
4. A) Unique Entity Identifier: Organization’s DUNS Number

B) EIN: Organizations Employer Identification Number

1. Recipient Account Number or Identify Number: Enter account number, fund number, or other identifying number assigned by the organization. This number is for the recipient’s use only and not required by DLI.
2. Final Report: Check YES or NO. Check YES only if it is the FINAL Report
3. Basis of Accounting: ACCRUAL has been pre-entered on all reports

DOL/ETA regulations require that all recipients report expenditures and program income on an accrual basis. For accrual basis reporting, accrued expenditures are recorded when a requirement to pay is established.

Note: Recipients are not required to change their accounting systems to accommodate DOL/ETA requirements that differ from their underlying accounting practices. Instead, recipients must furnish the required accrual information based on available documentation and best estimates.

1. Project/Grant Period: The beginning date of the grant award as defined in the contract.

Project/Grant Period: The ending date of the grant award as defined in the contract. This is the final date for which accrued expenditures can be incurred under the grant.

1. Reporting Period End Date: The last date of the quarter for which the cumulative data is provided on the Financial Report

Transactions

Enter cumulative amounts in the Cumulative Column for each line item requiring data entry, as of the reporting period end date.

Cumulative data for current reporting quarter will become Previous Period Column in following quarter. Enter totals in the Previous Period Column. This Period data will be automatically calculated. Use Section 12, Remarks, to provide any information deemed necessary to support/explain data provided in this section.

Federal Cash

10a) Cash Receipts: Enter the cumulative amount of cash received from DLI as of the reporting period end date. Note: Recipients operating on a reimbursement basis will not show cash receipts until it is actually drawn.

10b) Cash Disbursements: Enter the cumulative amount of cash disbursed from the cash receipts identified on 10a, as of the reporting period end date. Disbursements are the sum of actual cash disbursements for direct charges for goods and services, the amount of indirect expenses charged to the award, and the amount of cash advances and payments made to subrecipients and subcontractors.

10c) Cash On Hand: This is an automatic calculation, which is Line 10a minus Line 10b.

The cash on hand amount should represent immediate cash needs. If any

drawdowns were made prematurely, or there are other reasons for any excess cash on hand, an explanation should be provided in Section 12, Remarks.

Federal Expenditures and Unobligated Balance

10d) Total Federal Funds Authorized: This entry should agree with the grant award amount specified in the contract.

10e) Federal Share of Expenditures: Enter the cumulative amount of accrued expenditures for allowable costs associated with the funds authorized on Line 10d.

Accrued expenditures are the sum of actual cash disbursements for direct charges for goods and services; the amount of indirect expenses charged to the award; and the amount of cash advances and payments made to subrecipients and subcontractors, MINUS any rebates, refunds, or other credits; PLUS the total costs of all goods and property received or services performed, whether or not a cash

payment has occurred. Accrued expenditures are to be recorded in the reporting quarter in which they occur, regardless of when the related cash receipts and disbursements take place.

This entry will usually be greater than Line 10b, cash disbursements, because accruals (goods and services received but not yet paid for) must be included on this line item. In addition, recipients operating on a reimbursement basis must report all accrued expenditures (including cash disbursements) in the quarter in which they occur (no matter what source initially pays the costs.)

10f) Federal Share of Unliquidated Obligations: Enter any obligations (legal commitments to expend subject grant funds authorized) that have not yet been reported as an accrued expenditure or for which a cash disbursement has not yet occurred, as of the reporting period end date. Unliquidated obligations should include amounts which will become due to subrecipients and subcontractors. On the final report, this line item should be zero.

Do not include any amount on Line 10f that has been reported on Line 10e. Do not include any amount on Line 10f for a future commitment of funds (e.g., long-term contract) for which an obligation has not been incurred.)

10g) Total Federal Obligations: This is an automatic calculation, which is the sum of Lines 10e and 10f.

10h) Unobligated Balance of Federal funds: This is an automatic calculation, which is Line 10d minus Line Item 10g.

Recipient Share

10i) Recipient Share of Expenditures: Stand-In Costs: Enter any non-Federal third- party funds expended for the purposes or activities of subject grant. Expenditures identified on this line item must be allowable costs which could otherwise be paid for out of subject grant funds.

Program Income

10j) Total Federal Program Income Earned: Enter the total amount of program income earned as the result of allowable grant activity. The addition method for recording and reporting program income is required for all ETA programs/grants.

Either gross or net program income may be reported. If gross program income is reported, the costs for generating the income should be included on Line 10e. If net program income is reported, the costs for generating the income are subtracted from the total income earned before entering the net amount on 10j.

10k) Program Income Expended: Enter the total cumulative amount of accrued expenditures incurred against the program income earned on Line 10j.

NOTE: Program income is to be expended during the same grant period in which it is earned.

10l) Unexpended Program Income: This is an automatic calculation, which is Line10j minus 10k.

Additional Expenditure Data Required For the Youth Form

11a) Other Federal Funds Expended: Enter other Federal non-DOL ETA funds expended for the same purpose for which subject grant was awarded.

11b) Real Property Proceeds Expended: Enter expenditures resulting from the sale of real property purchased with ETA (ES or UI) funds.

11c) Out of School Youth Expenditures: Enter expenditures for allowable program activities for participants meeting eligibility criteria for out of school youth.

11d) In School Youth Expenditures: Enter expenditures for allowable program activities for participants meeting eligibility criteria for in school youth.

Lines 11c Out-of-School Youth Expenditures Plus 11d (In-School Youth Expenditures) should EQUAL Line 10e (Federal Share of Expenditures).

11e) Federal Share of Unliquidated Obligations for Pay-for-Performance Contracts: Enter any obligations incurred for pay-for-performance contracts for which an expenditure has not yet been recorded, as of the reporting period end date. This amount should represent the aggregate unliquidated obligations for pay-for- performance contracts for local areas and it is a portion of the amount reported in 10f (Federal Share of Unliquidated Obligations).

11f) Pay-for-Performance Contract Expenditures: Enter the cumulative amount of expenditures charged to the Local Youth grants for pay-for-performance contract costs. This line item should represent the total accrued pay-for-performance contract expenditures for all local areas, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

11g) Work Experience Expenditures: Enter the cumulative amount of expenditures

charged to the Local Youth grants for work experience activities. This line item should represent the total accrued work experience expenditures for all local areas, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

WIOA Sec. 129 (c)(4) requires that a minimum of twenty percent of Federal funds allocated to local areas to carry out the local Youth program for a fiscal year must be expended on work experience activities.

11h) Training Expenditures: Enter the cumulative amount of expenditures for training services provided to Youth program participants. This line item should consider all costs for training, including, but not limited to tuition, books, tools, etc., as applicable. All forms of training must be accounted for, including but not limited to occupational skills training, GED/HiSET training, and on-the-job training.

This line item should represent the total accrued training activities expenditures for this Youth Grant, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

For the Adult Form

11a) Other Federal Funds Expended: Enter other Federal non-DOL ETA funds expended for the same purpose for which subject grant was awarded.

11b) Real Property Proceeds Expended: Enter expenditures resulting from the sale of real property purchased with ETA (ES or UI) funds.

11c) Expenditure of Adult Funds on the DW Program: Enter expenditures resulting from the transfer of Adult funds to the DW program. (This entry represents Adult funds expended on the DW program.)

11d) Federal Share of Unliquidated Obligations for Pay-for-Performance Contracts: Enter any obligations incurred for pay-for-performance contracts for which an expenditure has not yet been recorded, as of the reporting period end date. This amount should represent the aggregate unliquidated obligations for pay-for- performance contracts for local areas and it is a portion of the amount reported in 10g (Federal Share of Unliquidated Obligations).

11e) Pay-for-Performance Contract Expenditures: Enter the cumulative amount of expenditures charged to the Local Adult grants for pay-for-performance contract costs. This line item should represent the total accrued pay-for-performance contract expenditures for all local areas, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

11f) Transitional Jobs Expenditures: Enter the cumulative amount of expenditures charged to the Local Adult grants for transitional jobs costs. This line item should represent the total accrued transitional jobs contract expenditures for all local areas, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

11g) Incumbent Worker Training Expenditures: Enter the cumulative amount of expenditures charged to the Local Adult grants for incumbent worker training costs. This line item should represent the total accrued incumbent worker training contract

expenditures for all local areas, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

11h) Training Expenditures: Enter the cumulative amount of expenditures for training services provided to Adult program participants.

This line item should consider all costs for training, including, but not limited to tuition, books tools, etc. as applicable. All forms of training must be accounted for, including but not limited to occupational skills training, GED/HiSET/TASC training, and on-the-job training this Adult Grant, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

For the Dislocated Worker Form

11a) Other Federal Funds Expended: Enter other Federal non-DOL ETA funds expended for the same purpose for which subject grant was awarded.

11b) Real Property Proceeds Expended: Enter expenditures resulting from the sale of real property purchased with ETA (ES or UI) funds.

11c) Expenditure of DW Funds on Adult Program: Enter expenditures resulting from the transfer of DW funds to the Adult program. (This entry represents DW funds expended on the Adult program.)

11d) Federal Share of Unliquidated Obligations for Pay-for-Performance Contracts: Enter any obligations incurred for pay-for-performance contracts for which an expenditure has not yet been recorded, as of the reporting period end date. This amount should represent the aggregate unliquidated obligations for pay-for- performance contracts for local areas and it is a portion of the amount reported in 10f (Federal Share of Unliquidated Obligations).

11e) Pay-for-Performance Contract Expenditures: Enter the cumulative amount of expenditures charged to the Local Dislocated Worker grants for pay-for-performance contract costs. This line item should represent the total accrued pay-for-performance contract expenditures for all local areas, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

11f) Transitional Jobs Expenditures: Enter the cumulative amount of expenditures charged to the Local Dislocated Worker grants for transitional jobs costs. This line item should represent the total accrued transitional jobs contract expenditures for all local areas, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

11g) Incumbent Worker Training Expenditures: Enter the cumulative amount of expenditures charged to the Local Dislocated Worker grants for incumbent worker training costs. This line item should represent the total accrued incumbent worker training contract expenditures for all local areas, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

11h) Training Expenditures: Enter the cumulative amount of expenditures for training services provided to Dislocated Worker participants.

This line item should consider all costs for training, including, but not limited to tuition, books, tools, etc., as applicable. All forms of training must be accounted for, including but not limited to occupational skills training, GED/HiSET/TASC training, and on-the-job training.

This line item should represent the total accrues training activities expenditures for this Dislocated Worker Grant, and it is a portion of the amount reported in 10e (Federal Share of Expenditures).

For the Rapid Response Form

11a) Other Federal Funds Expended: Enter other Federal non-DOL ETA funds expended for the same purpose for which subject grant was awarded.

11b) Real Property Proceeds Expended: Enter expenditures resulting from the sale of real property purchased with ETA (ES or UI) funds.

11c) Rapid Response Funds Expended on Other Statewide Programs: Enter the cumulative amount of Rapid Response funds expended on other statewide programs, regardless of whether the funds were expended at the State or local level. This line item is a portion of the amount reported in 10e (Federal Share of Expenditures).

For the Basic Form

11a) Other Federal Funds Expended: Enter other Federal non-DOL ETA funds expended for the same purpose for which subject grant was awarded.’

Remarks, Certification, and Agency Use Only

12) Remarks: Enter any explanations deemed necessary or information required by DLI.

13a) Typed or Printed Name and Title of Authorized Certifying Official: Enter the name and title of the authorized certifying official.

13b) Signature of Authorized Certifying Official: The authorized certifying official must sign here.

13c) Telephone (Area Code, Number and Extension): The telephone number of certifying individuals.

13d) Email Address: The email address of the certifying individual

13e) Date Report Submitted (Month, Day, Year): The date the FR is submitted to DLI.

14) Agency Use Only: This section is reserved for DOL/ETA use.

GRANT AGREEMENT CLOSEOUT WIOA CLOSEOUT PACKAGE

The closeout forms will be sent to the service provider at the end of the grant period.

Please submit the following documents to the Workforce Services Division, P.O. Box 1728, Helena, MT 59624.

1. Closeout Cover Sheet
2. Program Income Report
3. Final Requisition for Cash or Refund Due
4. Assignment of Refunds, Rebates, and Credits
5. Subgrantee Release
6. Inventory Control Statement
7. Final ETA-9130 Financial Report
	* For Adult and DW include both 1st and 2nd increment FINAL report The closeout cover sheet must be signed by the by the subgrant signatory.

\*\*Remember to include both 1st increment and 2nd increment ETA-9130 Financial Reports for Adult and DW.

CLOSEOUT INSTRUCTIONS

1. CLOSEOUT COVER SHEET:
	* Check the appropriate boxes.
	* Enter the name of the subgrantee.
	* Enter the date on which the report is being submitted.
	* Enter signature of subgrant signatory.
	* Enter name and title of subgrant signatory.

\*The report must be signed and dated by an authorized signer.

1. PROGRAM INCOME REPORT:
	* Enter the name of the subgrantee as shown on your Subgrant Signature Sheet.
	* Enter the number of the subgrant for which the closeout report is being prepared.
	* Enter the ending date of the subgrant.
	* Enter the date on which the report is being submitted.

Line 1: Enter total program income earned as a result of the subgrant.

1. FINAL REQUISITION FOR CASH OR REFUND DUE:
	* Enter the name of the subgrantee as shown on your Subgrant Signature Sheet.
	* Enter the number of the subgrant for which the closeout report is being prepared.
	* Enter the date on which the report is being submitted.

Line 1: Enter total subgrant amount. Line 2: Enter total cash received to date.

Line 3: Enter total expenditures as reported on the Closeout Final Financial Report.

Line 4: Subtract Line 3 from Line 2. A positive amount is the final cash requested. A negative amount is the refund due to the Montana Department of Labor and Industry and must be submitted with closeout package.

1. SUBGRANT ASSIGNMENT OF REFUNDS, REBATES, AND CREDITS:
	* Enter subgrantee name.
	* Enter subgrant address.
	* Enter subgrant number.
	* Enter name of subgrantee organization.
	* Enter name and title of subgrant signatory.
2. SUBGRANTEE RELEASE:
	* Enter subgrant number.
	* Enter (in writing) the total of amounts paid and payable under this subgrant.
	* Enter (in figures) the total of amounts paid and payable under this subgrant.
	* Enter name and address of subgrantee organization.

Line 1: Enter any costs that have been incurred, but have not been paid, and are not specified elsewhere in this closeout package.

* + Enter the day, month, year this report was prepared.
	+ Enter name and title of signatory.
1. STATEMENT OF INVENTORY CONTROL:
	* Enter the subgrantee name
	* Enter the subgrant number.
	* List all equipment purchased with funds provided by the subgrant.
	* Enter name and title of signatory.

AUDIT REQUIREMENTS

Service Providers that expend $750,000 or more in a year in Federal awards shall have an audit conducted for that year in accordance with the requirements contained in 2 CFR

200.501. The provisions of 2 CFR Subpart F, Audit Requirements, will apply to audits of non-Federal entity fiscal years beginning on or after December 26, 2014. The revised audit requirements are not applicable to fiscal years beginning prior to that

date.

Please send a copy of the final audit report to the Program Monitoring Unit. The report is due within the earlier of 30 days after publication of the auditor’s report, or nine months after the end of the audit period.

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# GENERAL REQUIREMENTS

Remote or Virtual Documentation – All documentation during enrollment may be electronic. Electronic means by email, text, scans, digital photographs, and electronic signature platforms.

Signatures – All required signatures may be obtained via:

* Physical signature
* Electronic signing platforms
* Emailed signature
* Electronically transmitted digital photo of signed documents Case Notes – Including first case note, case notes during enrollment. PII – and MIS Confidential

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# GENERAL ELIGIBILITY DETERMINATION PROCESS

OPERATIONAL GUIDANCE: The following is intended as guidance and clarification.

For WIOA Adults and Dislocated Workers, individualized career services, training services, supportive services, and follow-up services requires formal enrollment.

In the case of WIOA youth, participation is “triggered”, and the youth becomes a participant after eligibility is determined, an objective assessment is performed, the ISS service has been provided, and the youth receives one of the youth elements. These services would all be opened on the employment plan in order to count as participation.

**Referral**

Service providers shall provide information to eligible applicants, whether enrolled in WIOA or not, of the services available through WIOA service providers, including information regarding the opportunities for nontraditional training and employment. Determination may be made prior to enrollment in WIOA to refer an eligible applicant to another service agency or training and education program deemed more suitable for the individual. Each service provider shall ensure that an eligible applicant who cannot be served by its program is referred to an appropriate agency, both within and outside the WIOA system that may be able to better serve the applicant.

**Confidentiality and Release of Information**

State and federal privacy laws safeguard an individual's privacy from the misuse of federal and state records and provide individuals access to their records. Providers must maintain participant and applicant files in a manner to safeguard confidentiality.

Funding source agencies have access to participant files. Access to files should be granted on a "need to know" basis. If other agencies, prospective employers, or other individuals or agencies request access to information in a file, an authorization of release for the information must be obtained from the participant. A "Sample Authorization of Release Form" is shown in the forms section of the WIOA Website. The sample form may be used as an Authorization form with the agency’s name inserted on the form. Participants should sign the form only after all information is complete.

Access to the records from other agencies may also require authorization for release of information.

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# ADULT ELIGIBILITY AND SERVICE PRIORITY

OPERATIONAL GUIDANCE: Refer to the Adult Policy. The following is intended as guidance and clarification.

Adult Eligibility:

* Eligibility consists of three (3) requirements: 18 years of age or older, US Citizen or qualified alien, and registration with selective service (if required). All three must be met. The adult verification worksheet also includes collection of a social security number; however, this is not mandatory to receive Adult services. It is required to request an SSN, but services can still be provided without receiving one. See SSN policy/guidance for more information.

Adult Priority of Service

* After eligibility criteria is met, the individual must meet at least one Priority of Service requirement before they are appropriate for enrollment. There are three (3) Priority of Service categories allowable:
	+ Veteran and/or eligible spouse (only individuals who meet the definitions found in policy)
	+ WIOA priority groups (recipients of public assistance, low-income, basic skills deficient. These three options apply only to individuals who meet specific qualifications found in policy.)
	+ Significant barrier to employment (individuals must meet one of the categories found in policy)
* When Adult funds are limited, the hierarchy of Priority of Service must be applied. The hierarchy

order can be found in policy. The first category (1) is highest priority, and the last category (5) is the lowest priority. For example:

* + A low-income veteran takes priority over a non-veteran who is basic skills deficient.
	+ A non-veteran receiving public assistance takes priority over a non-veteran who has a barrier to employment.
* Required Benchmarks
	+ WIOA prioritizes individuals who receive public assistance, are low-income, or are basic skills deficient (also known as WIOA priority groups).
	+ 75% of enrollments into Adult must be in a WIOA priority group (listed in the hierarchy as numbers 1-2).
	+ The other 25% of enrollments can consist of anyone with only a significant barrier to employment or veterans and eligible spouses (listed in the hierarchy as numbers 3-5).

Adult Eligibility Verification:

* Verification of eligibility is used to ensure the reliability of the participant information in the Management Information System (MIS), to guarantee services are provided to persons most in need, and to avoid potential disallowed costs. No individualized career services, training services, or supportive services may be provided until the participant has furnished proof of eligibility to the enrolling service provider. Please refer to the Adult Verification Worksheet for a complete list of acceptable documentation.
	+ When using ACA Medicaid as eligibility, staff are permitted to use the HL Eligibility Tool located on the HELP Link Dashboard in teams. Staff must enter the individuals CLI\_ID in the box labeled “Enter ID”. If the individual is eligible, a return will populate “Effective Dates”. If the individual is not eligible, there will not be a return (it will look like the query did nothing). Take full screenshot as shown below and save in the client’s file.



* If an applicant is unable to produce the necessary documents to prove eligibility, service providers have two options to determine eligibility:
	+ Verify information given via telephone contact using the Telephone Verification Form (WIOA.15) with a business or by document inspection using Verification of Documentation Form (WIOA.53); or
	+ An Applicant Statement Form (WIOA.18) may be used. However, the case manager must ensure applicant statements and staff verifications are permitted by the federal data validation requirements.

Adult Initial Assessment:

All participants must have a complete assessment to evaluate basic skills, experience, the appropriateness for service, and ability to benefit from WIOA. An assessment is part of the overall intake process and includes the initial determination of the participant’s employability, aptitudes, abilities, interests, and need for supportive services through interview and testing. When the assessment indicates that Individualized Career Services are appropriate, an Individual Employment Plan (IEP) is completed for adults.

Comprehensive Assessment Guidelines:

* A complete assessment is an independent, comprehensive evaluation of an individual designed to identify information vital to the development of a service strategy and to set goals and objectives leading to gainful employment.
* The assessment is a holistic, ongoing process and should not be viewed as a one-time event. It includes a full array of options from which the program staff and participant make informed decisions and select appropriate services that enable the participant to secure and retain long-term, self-sufficient employment.
* Providers will use the assessments and other tools that are most appropriate to

determine the needs of the individual participant.

Individual Employment Plan (IEP) Description:

* An IEP is required for Adult participants in the WIOA Individualized Career and Training services, and Supportive services. The IEP is developed in partnership with the participant. The IEP identifies where the participant is, where the participant wants to be and the appropriate mix and sequence of services and support to reach a realistic employment goal. The development of the IEP will be based upon the results of the comprehensive assessments.
* The participant has read and agrees to the responsibilities; and knows where they can file a grievance or complaint.
* Once the IEP is complete the participant is enrolled in the WIOA Adult program.
* Record on-going, IEP related services.
* Contacts, updates, and case notes will be recorded in Activity Tracking.

Basic Career Services

Orientation – all individuals entering, or re-entering services are to be oriented to the program.

Orientation topics include:

* An introduction to the program – purpose and goals;
* Rules and regulations of the program;
* Provider responsibilities;
* Participant responsibilities;
* Program resources and supportive services available;
* Job-related injury procedures; and
* Wage and pay information;

 Orientation must include:

* Information and documented acknowledgement of procedures for complaints, grievances, and discriminatory practices.
* Assessment of skill levels, aptitudes, abilities, and supportive service needs;
* Provision of performance information and program cost information on eligible providers of education, training and workforce services by program and type of providers;
* Provision of information relating to the availability of supportive services in the area and referral to such services, as appropriate;
* Provision of information regarding filing claims for unemployment compensation when appropriate;
* Assistance in establishing eligibility for programs of financial aid assistance for training and education programs that are not funded under WIOA and are available in the local area;
* One-stop resource and workshop services;
* Labor Market Information related to their employment goal.

Individualized Career Services

* Group counseling;
* Individual counseling;
* Career planning; Short-term pre-vocational services including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct services to prepare individuals for unsubsidized employment or training;
* Internships and work experiences that are linked to careers;
* Workforce preparation activities;
* Financial literacy services;
* Out-of-area job search assistance and relocation assistance; and/or
* English language acquisition and integrated education and training programs.

Training Services

* WIOA funding may be used for training that leads to a goal of self-employment.
* The service provider must verify and pay tuition and other training costs in accordance with the training provider’s documented payment policy or terms. WIOA funding may be used for any expenses considered to be part of the Cost of Attendance that cannot be funded by the Pell or other grant assistance. In situations of co-enrollment with other WIOA or non-WIOA programs, the case manager will coordinate with the training provider and other programs to ensure the participant’s training needs are met and there is no duplication of services. WIOA funding will always be a supplement to another grant assistance.

Case Management and Career Planning

Career planning offers participant-centered service delivery designed to:

* + Prepare and coordinate comprehensive IEP’s, such as service strategies to ensure participant access to necessary workforce investment activities and services, using when feasible, computer-based technologies;
	+ Provide job, education, and career counseling during program participation and after job placement.

 Case Management responsibilities include:

* + Ensuring that participants are aware of their responsibilities.
	+ Providing testing of basic skills, comprehensive assessment, and testing;
	+ Co-enrolling in all applicable programs as appropriate;
	+ Provide a countable activity at least every 90-day period to prevent the Workforce Case from exiting;
	+ Developing and updating of an IEP;
	+ Determining if participant requests for training services and supportive or other services are allowable, appropriate;
	+ Coordinating joint training plans and employment services as appropriate;
	+ Monitoring the progress of participants in their approved plan;
	+ Recording all program services and case notes (in Activity Tracking) in MIS within the required timelines and as service/contact occurs, reflecting any significant issues or changes;
		- Training service start dates must be entered on the first date of training.
		- Training service end date must be entered on the last day training services are provided.
		- Supportive service start date must be entered when service is provided.
		- Supportive service end date must be entered when service is completed.

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# DISLOCATED WORKER ELIGIBILITY

Operational Guidance: Refer to the Dislocated Worker Policy. The following is intended as guidance and clarification.

Eligibility documentation must be present in the file prior to enrollment. Case Managers should use the Dislocated Worker Verification (WIOA.11) form as a tool to ensure all eligibility documentation has been obtained.

Examples of eligibility documentation may include:

* Employer Layoff Letter with layoff date
* Employer Notice of Termination (Must be UI eligible)
* UI Benefit Record (benefit payments)
* UI RESEA Referral
* Previously Self-employed (Applicant Statement) due to general economic conditions
* Displaced Homemaker (Applicant Statement)

Job Attached – any person seeking services who is job or union attached is considered likely to return to the previous industry and therefore does not meet the eligibility for Dislocated Worker.

Basic Career Services

Orientation – all individuals entering, or re-entering services are to be oriented to the program.

Orientation topics include:

* An introduction to the program – purpose and goals;
* Rules and regulations of the program;
* Provider responsibilities;
* Participant responsibilities;
* Program resources and supportive services available;
* Job-related injury procedures; and
* Wage and pay information;

Orientation must include:

* Information and documented acknowledgement of procedures for complaints, grievances, and discriminatory practices.
* Assessment of skill levels, aptitudes, abilities, and supportive service needs;
* Provision of performance information and program cost information on eligible providers of education, training and workforce services by program and type of providers;
* Provision of information relating to the availability of supportive services in the area and referral to such services, as appropriate;
* Provision of information regarding filing claims for unemployment compensation when appropriate;
* Assistance in establishing eligibility for programs of financial aid assistance for training and education programs that are not funded under WIOA and are available in the local area;
* One-stop resource and workshop services;
* Labor Market Information related to their employment goal.

Individualized Career Services

* Group counseling;
* Individual counseling;
* Career planning;
* Short-term pre-vocational services including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct services to prepare individuals for unsubsidized employment or training;
* Internships and work experiences that are linked to careers;
* Workforce preparation activities;
* Financial literacy services;
* Out-of-area job search assistance and relocation assistance; and/or
* English language acquisition and integrated education and training programs.

Training Services

* WIOA funding may be used for training that leads to a goal of self-employment.
* The service provider must verify and pay tuition and other training costs in accordance with the training provider’s documented payment policy or terms. WIOA funding may be used for any expenses considered to be part of the Cost of Attendance that cannot be funded by the Pell or other grant assistance. In situations of co-enrollment with other WIOA or non-WIOA programs, the case manager will coordinate with the training provider and other programs to ensure the participant’s training needs are met and there is no duplication of services. WIOA funding will always be a supplement to another grant assistance.

Case Management and Career Planning

 Career planning offers participant-centered service delivery designed to:

* + Prepare and coordinate comprehensive IEP’s, such as service strategies to ensure participant access to necessary workforce investment activities and services, using when feasible, computer-based technologies;
	+ Provide job, education, and career counseling during program participation and after job placement.

 Case Management responsibilities include:

* + Ensuring that participants are aware of their responsibilities.
	+ Providing testing of basic skills, comprehensive assessment, and testing;
	+ Co-enrolling in all applicable programs as appropriate;
	+ Provide a countable activity at least every 90-day period to prevent the Workforce Case from exiting;
	+ Developing and updating of an IEP;
	+ Determining if participant requests for training services and supportive or other services are allowable, appropriate;
	+ Coordinating joint training plans and employment services as appropriate;
	+ Monitoring the progress of participants in their approved plan;
	+ Recording all program services and case notes (Activity Tracking) in MIS within the required timelines and as service/contact occurs, reflecting any significant issues or changes;
		- Training service start dates must be entered on the first date of training.
		- Training service end date must be entered on the last day training services are provided.
		- Supportive service start date must be entered when service is provided.
		- Supportive service end date must be entered when service is completed.
	+ Coordinating joint training plans and employment services as appropriate;
	+ Monitoring the progress of participants in their approved plan;
	+ Recording all program services and case notes in MIS within the required timelines and as service/contact occurs, reflecting any significant issues or changes;
		- Training service start dates must be entered on the first date of training.
		- Training service end date must be entered on the last day training services are provided.
		- Supportive service start date must be entered when service is provided.
* Supportive service end date must be entered when service is completed.
* Short-term pre-vocational services including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct services to prepare individuals for unsubsidized employment or training;
* Internships and work experiences that are linked to careers;
* Workforce preparation activities;
* Financial literacy services;
* Out-of-area job search assistance and relocation assistance; and/or
	+ - * English language acquisition and integrated education and training programs.

Training Services

* WIOA funding may be used for training that leads to a goal of self-employment.
* The service provider must verify and pay tuition and other training costs in accordance with the training provider’s documented payment policy or terms. WIOA funding may be used for any expenses considered to be part of the Cost of Attendance that cannot be funded by the Pell or other grant assistance. In situations of co-enrollment with other WIOA or non-WIOA programs, the case manager will coordinate with the training provider and other programs to ensure the participant’s training needs are met and there is no duplication of services. WIOA funding will always be a supplement to another grant assistance.

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# YOUTH ELIGIBILITY

Operational Guidance: Refer to the WIOA Youth Program Policy. The following is intended as guidance and clarification.

Eligibility documentation must be present prior to enrollment. Case Managers should use the appropriate Youth (OSY, ISY or 5% low-income exception) Verification form as a tool to ensure all eligibility documentation has been obtained.

Determining eligibility based on In-School Youth (ISY) and Out-of-school Youth (OSY) status Requirement: Seventy-five (75%) of WIOA youth expenditures must be spent on OSY youth.

The applicant’s school status is based on the status at the time the eligibility determination was made. Once the school status is determined that status remains the same throughout the youth’s participation in the WIOA youth program for purposes of reporting. If the youth is determined out-of-school at the time of enrollment and subsequently enrolls or enters any type of school qualified under the Youth program, that youth is still considered OSY throughout their participation in the program.

ISY is a youth who is at least 14 years and no older than 21 (21 years/364 days) and is attending any school, including youth attending secondary school, post-secondary school, an alternative school, or registered home school at the time of enrollment.

* Youth attending high school equivalency (HSE) programs, including those considered to be dropout re-engagement programs, funded by the public K–12 school system that are classified by the school system as still enrolled in school are considered ISY;
* If a youth is enrolled in the WIOA program between high school graduation and post- secondary education, the youth is considered an ISY if they have registered for post- secondary education, even if they have not begun postsecondary classes at the time of enrollment;
* If the youth is enrolled in any credit-bearing postsecondary education classes, including credit-bearing community college classes and credit-bearing continuing education classes, then they are considered attending postsecondary education and an ISY;
* Youth that is homeschooled and the courses of study are recognized and approved by the school superintendent of the county in which the youth resides is an ISY.

OSY is a youth who is at least 16 years and no older than 24 (24 years/364 days) and is not attending any school at the time of enrollment.

* If a youth is a high school dropout at enrollment and returns to secondary education the youth remain an OSY;
* If a youth graduates high school and registers for postsecondary education but does not ultimately follow through with attending postsecondary education, then the youth would be considered an OSY if the eligibility determination is made after the point that the youth decided not to attend postsecondary education;
* If the youth is only enrolled in non-credit-bearing postsecondary classes, they would not be considered attending postsecondary school and an OSY;
* Youth that is homeschooled, but the courses are neither recognized nor approved by the school superintendent of the county in which the youth resides is an OSY;
* Youth attending adult education are OSY;
* Youth attending YouthBuild or Job Corps programs are OSY.

Determining Eligibility Based on Income

Not all youth are required to be low-income to qualify for the WIOA youth program. To determine whether a youth must be low-income the case manager has to first determine whether the youth is an ISY or OSY.

Low Income Requirement

Youth that meet any one of the following criteria are considered low-income:

* youth’s total family income does not exceed the70% of the lower living standard income levels (LLSIL); or
* youth in any stage of the foster care system; or
* homeless or a runaway youth; or
* youth that is receiving, or is a member of a family that is receiving or in the past 6 months has received SNAP or TANF; or
* youth that is receiving Supplemental Security Income (SSI); or
* youth that is receiving State or local income-based public assistance; or
* ISY youth that is eligible to receive a free or reduced priced lunch; or
* an OSY that is a parent living in the same household as a child who receives or is eligible to receive free or reduced-price lunch based on their income level, then such an OSY would meet the low-income criteria based on his/her child’s qualification.

ISY: All ISY must be low income except for those youth that are eligible under the 5% low-income exception.

An ISY with a disability must provide proof of low income. If the family income exceeds the Lower Living Standard Income Levels (LLSIL), the youth may be enrolled as a family size of one if their own income level is at or below the LLSIL.

OSY: The low-income requirement applies only to the following barriers:

* youth is a recipient of a secondary school diploma or its recognized equivalent and is either basic skill deficient; or
* is an English language learner; or
* youth requires additional assistance to enter or complete an education program or to secure or hold employment.

OSY who have any of the other barriers e.g., disability, dropout, offender, pregnant/parenting, do not need to provide verification of low-income.

Five (5) percent low-income exception: WIOA allows a low-income exception for 5% of ISY and OSY who would ordinarily be required to be low-income for eligibility purposes and meet all other eligibility criteria for WIOA youth but are not low-income.

The 5% low-income exception is based on the percent of youth (ISY and OSY) enrolled in a local area and the 5% low-income exception quickly reaches the maximum enrollments allowed. Case managers need to send an email to the Youth Program Manager requesting to enroll the youth using the 5% exception **prior** to enrolling the youth.

Identifying Youth Eligibility Barriers: Case managers should be working with applicants in determining barriers during the pre-application assessment process, so they will end up with one specific barrier that makes them eligible for the WIOA youth program for which the applicant will need to provide documentation for verification.

The 5% low-income exception quickly reaches the maximum enrollments allowed which is why case managers, prior to enrolling the youth, must send an email to the Youth Program Manager requesting to enroll an ISY youth using the 5% exception.

There is no limit to the number of barriers however the participant must provide documentation to verify every barrier checked on the application and in MIS which could be place an unnecessary burden on the participant. Any other barriers identified by the participant should be addressed on the ISS and documented in case notes.

To be identified as an OSY the youth must not be attending any school at the time of enrollment. Refer to the Youth Program Policy for the complete list of barriers that apply to OSY.

To be identified as an ISY the youth must be attending school at the time of enrollment. Refer to the Youth Program Policy for the complete list of barriers that apply to OSY

Requires Additional Assistance to enter or complete an educational program or to secure and hold employment. WIOA added an additional barrier for youth ages 14-24 that require additional assistance to complete an educational program or to secure and hold employment. This barrier is generally used when the youth doesn’t meet the criteria for any other WIOA youth barrier.

ISY that requires additional assistance to complete an educational program is a youth who:

* is at risk of dropping out of high school as documented by his/her school; or
* had previously dropped out of an educational program but has returned to school (including an alternative school); or
* has below average grades; or a youth with poor attendance patterns in an educational program during the last 12 calendar months; or
* has been suspended or expelled from school within the last 12 calendar months; or
* has previously been placed in out-of- home care (foster care, group home for more than 6 months.

ISY that requires additional assistance to secure or hold employment is a youth who:

* has not held a job for more than three consecutive months; or
* has a poor work history to include no work history; or
* has been fired from a job in the last 6 calendar months; or lacks work readiness skill necessary to obtain and/or retain employment.

Five (5) Percent – Youth Requires Additional Assistance:

Service providers are encouraged to serve those ISY youth that have the more significant barriers in the WIOA Title I youth program which is why WIOA set the enrollment limit for using either of these requires additional assistance barriers to 5%.

The 5% percent low-income exception quickly reaches the maximum enrollments allowed so case managers need to send an email to the Youth Program Manager requesting to enroll the youth using the 5% exception **prior** to enrolling the youth.

OSY that requires additional assistance to complete an educational program is a youth who:

* needs a high school diploma; or
* has dropped out of a post-secondary educational program during the last 12 calendar months;
* or has a diploma but requires additional education to obtain or retain employment

OSY that requires additional assistance to secure or hold employment including a youth with diploma or equivalent and who:

* is not currently attending any school; and
* has not held a full-time job for more than three consecutive months; or
* has a poor work history, to include no work history; or
* has been fired from a job in the last six calendar months; or
* lacks work readiness skills necessary to obtain and/or retain employment.

There is no limit for enrolling OSY using either of the requires additional assistance barriers.

Case Management and Career Planning

Career planning offers participant-centered service delivery designed to:

* + Prepare and coordinate comprehensive IEP’s, such as service strategies to ensure participant access to necessary workforce investment activities and services, using when feasible, computer-based technologies;
	+ Provide job, education, and career counseling during program participation and after job placement.

Case Management responsibilities include:

* + Ensuring that participants are aware of their responsibilities.
	+ Providing testing of basic skills, comprehensive assessment, and testing;
	+ Co-enrolling in all applicable programs as appropriate;
	+ Provide a countable activity at least every 90-day period to prevent the Workforce Case from exiting;
	+ Developing and updating of an IEP;
	+ Determining if participant requests for training services and supportive or other services are allowable, appropriate;
	+ Coordinating joint training plans and employment services as appropriate;
	+ Monitoring the progress of participants in their approved plan;
	+ Recording all program services and case notes in MIS within the required timelines and as service/contact occurs, reflecting any significant issues or changes;
		- Training service start dates must be entered on the first date of training.
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# STATE DISPLACED HOMEMAKER ELIGIBILITY

OPERATIONAL GUIDANCE: Refer to the State Displaced Homemaker Policy. The following is intended as guidance and clarification.

Eligibility

1. Loss of support could mean a death or divorce within the timeline established in the State Displaced Homemaker Policy.
2. Caring for the home and family generally refers to the care of the applicant’s parents, spouse, siblings, other relatives, and children.
3. A criminal offender is eligible if they meet any one of the Eligibility Requirements for the SDH program.

Services

The needs of displaced homemakers are extensive. Besides the problems associated with economic loss – childcare, transportation, housing, and lack of basic necessities – the disruption of family life may result in emotional, medical, and legal difficulties. Displaced homemakers often lack self-confidence and self-esteem, which can be formidable barriers to employment. Meeting these needs is achieved through counseling, training, jobs, services, and health care.

Generally, any services provided to adults and dislocated workers through the WIOA Title IB program are available to State Displaced Homemaker participants, including developing an Individual Employment Plan (IEP), providing skills assessment and testing and similar activities described in the Assessment and IEP sections of this manual. ITAs and Occupational Skills training are also available to State Displaced Homemaker participants.

State Displaced Homemaker providers receive very little funding for this program therefore co- enrollment in WIOA Title IB Adult and Youth programs is encouraged. Whenever co-enrollment occurs SDH, and Adult providers should work closely to determine the best way to serve the participant and leverage funding.

Referral

Displaced homemakers often lack self-confidence and self-esteem, which can be formidable barriers to employment. Crisis intervention and counseling are often critical preliminary needs of displaced homemakers. Referral to relevant community service agencies will provide information and assistance with respect to such items as health care, financial matters, education, nutrition, and legal problems.

Follow-up

Enrollment into follow-up is not required for SDH participants. If a participant is enrolled in follow-up financial assistance may be provided.

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# SELECTIVE SERVICE REGISTRATION REQUIREMENTS

OPERATIONAL GUIDANCE: Refer to the Selective Service Registration Requirements Policy. The following is intended as guidance and clarification.

What to do if an applicant is over 25 and doesn’t remember registering:

1. Have the applicant provide a copy of the Selective Service Verification from the Selective Service website.
2. If the applicant has registered with Selective Service as required and is otherwise eligible then continue with the enrollment process.

What happens if the individual never registered with Selective Service or can’t provide documentation?

1. Service providers must require that males 26 years and over request a Status Information Letter before determining that the failure to register was knowing and willful.
2. An individual may obtain a Status Information Letter from Selective Service if he:
	1. Believes that he was not required to register; or
	2. Did register but cannot provide any of the documentation as described in the Selective Service Policy on the WSD website.
3. If the Status Information Letter indicates that the applicant was not required to register for Selective Service, he is eligible for WIOA funded programs.
4. If the Status Information Letter indicates that the applicant was required to register but can’t because he is 26 or older then case managers would not enroll him until it can be determined that his failure to register was not knowing and willful.

What happens if the Status Information Letter says that the applicant was required to register but is no longer within the age of registration?

1. Only the service provider has the responsibility of requesting and evaluating the documentation and determining whether the failure to register was knowing and willful. Considerations for determining whether the failure to register was “knowing” and “willful” are described in detail in the Selective Service Registration Requirements Policy on the WSD policy website. (Refer to Determining Knowing and Willful Failure to Register below)
2. The applicant should be encouraged to offer as much evidence and in as much detail as possible. Documentation includes a written applicant statement and supporting documentation of his circumstances at the time of the required registration and the reasons for failure to register.

Registration Requirements for Males Under 26 years of Age

1. Youth providers are reminded to establish a tickler file to remind them to assist those youth who were under 18 at enrollment in registering for selective service within the required timeline.
2. Service providers that exit a male participant who turns 18 while enrolled in WIOA and refuses to comply with Selective Service Registration requirements would not place that youth in follow up.
3. Failure to register within the required tie frame may result in disallowed costs. When a Youth participant turns 18 years of age during enrollment, the case manager shall assist

the Youth to register with selective service. Registration has to happen within 30 days of turning 18.

Transgender - Individuals who are born female and changed their gender to male are not required to register. U.S. citizens or immigrants who are born male and changed their gender to female are still required to register.

OPM notes that "transgender" refers to people whose gender identity and/or expression is different from the sex assigned to them at birth (e.g. the sex listed on an original birth certificate). The OPM Guidance further explains that the term "transgender woman" typically is used to refer to someone who was assigned the male sex at birth but who identifies as a female. Likewise, OPM provides that the term "transgender man" typically is used to refer to someone who was assigned the female sex at birth but who identifies as male.

NOTE: Transgender students are welcome to contact Selective Service regarding their registration requirements if they are unclear about how they should answer Question 21 or Question 22 on the Free Application for Federal Student Aid (FAFSA) or need a status information letter from Selective Service that clarifies whether or not they are exempt from the registration requirement. This can be done by calling the Registration Information Office at 1- 888-655-1825. Individuals who have changed their gender to male will be asked to complete a request form for a status information letter and provide a copy of their birth certificate. One exemption letter may be used in multiple school financial aid processes.

Determining Knowing and Willful Failure to Register

1. The Case manager determines if the failure was knowing and willful. As an example, if the participant was a conscientious objector and failed to register, that would be knowing and willful. In this case, the participant would not be eligible to receive services.
2. As part of the documentation of failing to register for selective service, the case manager shall gather an applicant statement explaining why the participant did not register for selective service.
3. A best practice would be for the case manager to set up a reminder on their calendar or other tickler system for when a Youth turns 18.

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# SOCIAL SECURITY NUMBER PROCEDURE

OPERATIONAL GUIDANCE: Refer to the Social Security Number Procedure Policy. The following is intended as guidance and clarification.

Participants having a Social Security card may be hesitant to have a copy of the card made by case managers. In cases like this, The Verification of Documentation (WIOA.53) form should be used.

The form states the participant’s name and SSN. The form must be signed by the case manager and maintained in the participant’s file.

Procedure for Obtaining Social Security Number

Providers should assist the applicant in obtaining an SSN from the Social Security Administration. If the applicant does not have a Social Security Number, select No on the Individual Details Tab in MIS.

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# ASSESSMENT AND PLANNING

OPERATIONAL GUIDANCE: Refer to the appropriate Program Policy. The following is intended as guidance and clarification.

Providers may use MCIS or other tools such as COPS-CAPS, eSKILLS testing, LMI site, ONET, etc. that are most appropriate to assess the needs of the individual participant. For example: If an individual has been successfully participating in a training program and needs assistance to complete the training; or they have prior training and experience in an occupation but simply need an additional certification or help with license renewal, then they may only need the Resume Builder tool to assist in their job search.

Assessing the Participant: The assessment of the participant accounts for the participant’s family situation, work history, education, occupational skills, interests, aptitudes, attitudes towards work, motivation, behavior patterns affecting employment potential, financial resources and needs, supportive service needs, and personal employment information as it relates to the local labor market. The name(s) of the assessor, name(s) of participants being assessed, and assessment results need to be identified on the IEP/ISS.

Initial assessments such as interest inventories, career assessment, and similar assessments (other than basic skills assessments) conducted by other human service programs or educational institutions within the last six months may be used where appropriate, rather than requiring the participant to undergo additional duplicative assessments, which may disrupt and discourage further participation. However, the service provider should evaluate the information provided and complete updated assessments if needed for effective WIOA program planning; and update the IEP/ISS appropriately.

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# INDIVIDUAL EMPLOYMENT PLAN (IEP)

OPERATIONAL GUIDANCE: Refer to the Adult and Dislocated Worker Program Policies. The following is intended as guidance and clarification.

An Individual Employment Plan (IEP) is required for Adult and Dislocated Worker participants in WIOA Title IB Individualized Career and Training services. The IEP is developed in partnership with the participant and is a continual process. The IEP identifies where the participant is, where the participant wants to be and the appropriate mix and sequence of services and support to reach a realistic employment goal. The development of the IEP and updates or revisions should be based upon the results of the comprehensive assessment process.

The IEP should be opened at enrollment. If the employment goal is modified during participation update the IEP by adding a new goal and goal description. Include any additional information as needed.

**WIOA.49 EmployMT Activity and Program Services Definitions**

|  |  |
| --- | --- |
| **X = Initiate Participation and/or Extend Enrollment** | **WIOA.49 EmployMT Activity Tracking and Program Services Definitions** |
| **Screening** |
|  | **Assessment**Initial assessment of skills and interests, challenges or stressors, legal issues, employment barriers or additional barriers to finding or retaining employment. **This service is for all clients** |
| **Eligibility** |
|  | **Eligibility**                                                                            Determination of eligibility to receive assistance. |
| **IEP/ISS** |
| X | **Objective Assessment/In activity tracking**Objective assessment of skills by administering/participating in skills testing, such as reading/math, aptitude, interest, work maturity tests, and medical/mental health evaluations, work history, strengths, goals. |
| x | **Comprehensive Assessment**Comprehensive and specialized assessments of the skill levels and service needs including work history, strengths and goal. Which may include diagnostic testing and use of other assessment tools, and in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals.It will trigger participation after eligibility has been determined and the client has received a Wagner Peyser service. This is the first activity that will be documented under Activity Tracking.  |

|  |
| --- |
| **Activity Tracking** |
| **Activity Type** |
| **Basic Career Services (Information Only)** |
|  | **Benefit Programs (SNAP, Medicaid, etc.)** Provision of accurate information relating to the availability of low-income programs.  |
|  | **Community Partners/Resources** Provision of accurate information relating to the availability of supportive and follow-up services, including child care and transportation available in the local area, and referral to such services as appropriate.  |
|  | **One-Stop Resources**Provision of information regarding how the local area is fulfilling performance measures and any additional performance information with respect to the one-stop delivery system in the local area. Provide intake and orientation services (which may include worker profiling) available through the one-stop delivery system. |
|  | **UI Contact/System Access Information**Provision of information regarding filing claims for unemployment compensation. |
|  | **Workforce Information Services (Information on Performance and Program Costs Associated with Eligible Training Provider List)** Provision of performance information and program cost information on eligible providers of training services, youth activities, adult education, postsecondary vocational education, vocational education activities available to school dropouts under Carl Perkins, and vocational rehabilitation program activities. |
|  | **Labor Market Information**Provision of employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas. Labor Market Information (LMI) must be provided to clients in every program. |
|  | **Events/Workshops** Provision of assistance with workshops and events related to Workforce Development. Client attends a scheduled workshop at a local AJC. |
| **Activity Tracking** |
| **Activity Type** |
| **Basic Career Service (Staff-Assisted)** |
| x | **Career Information/Basic Guidance** Provide guidance and career counseling either one-on-one to an individual or in a group setting, including peer groups. This can include career and job search planning information and support, as well as referrals to other types of counseling services, as needed and appropriate for the client. |
| x | **Initial Assessment**Initial assessment of skills and interests, challenges or stressors, legal issues, employment barriers or additional barriers to finding or retaining employment.  |
| x | **Job Search Activities**WIOA Case Manager provides services to assist clients in job search for employment. |
| x | **UI Assistance** Provision of meaningful assistance to a job seeker in filing claims for unemployment compensation. |
| x | **Employer-Customer Connect**Connection between an employer and potential employee who has the skills the employer is seeking. This is not used for making a referral to a job posting, but rather a warm handoff between employer and job seeker. |
| x | **Rapid Response** Provide information about services available to dislocated workers. Rapid response encompasses the activities necessary to plan and deliver services to enable dislocated workers to transition to new employment as quickly as possible, following either a permanent closure or mass layoff, or a natural or other disaster resulting in a mass job dislocation. This service can be provided one-on-one or in a group setting.  |
| x | **Employer-Customer Connect**Connection between an employer and potential employee who has the skills the employer is seeking. This is not used for making a referral to a job posting, but rather a warm handoff between employer and job seeker. |
| x | **Rapid Response** Provide information about services available to dislocated workers. Rapid response encompasses the activities necessary to plan and deliver services to enable dislocated workers to transition to new employment as quickly as possible, following either a permanent closure or mass layoff, or a natural or other disaster resulting in a mass job dislocation. This service can be provided one-on-one or in a group setting.  |
| **Activity Tracking** |
| **Activity Type** |
| **Individualized Career Services (Staff Assisted)** |
| **X** | **Career Counseling and Planning** Provide comprehensive guidance and career counseling either one-on-one to an individual or in a group setting, including peer groups. This can include career and job search planning information and support, career awareness, career counseling and career exploration, labor market and employment information as well as referrals to other types of counseling services, as needed and appropriate for the participant.  |
| **X** | **Comprehensive Assessment** Objective assessment of skills by assessing skills testing results and utilizing them to help determine a customer's employment/career goals. These skills testing results may include reading/math, aptitude, interest, work maturity tests, and medical/mental health evaluations. |
| **X** | **Individual Employment Plan/ISS Update** Development/Update of an individual employment plan (IEP) to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the client to achieve the employment goals. Development/Update of an individual service strategy (ISS) to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the client to achieve the employment goals.  |
| **X** | **Interviewing & Other Pre-Vocational Skills** Provision of short term prevocational services including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills and professional conduct to prepare individuals for unsubsidized employment or training. |
| **X** | **Youth Only-Post Secondary Prep & Transition Activities**Activities that help youth prepare for and transition to post-secondary education and training |
| **X** | **Skill & Interest Assessments** Provision of services including identification of skills and areas of expertise including transferrable skills, interests, likes and dislikes among job-related activities. |
| **X** | **Youth Only-Tutoring, Study Skills Training and Dropout Prevention** Leads to a high school diploma or its equivalent. This element includes evidence-based drop-out prevention and recovery strategies. Can be provided one-on-one or in a group. Alternative Secondary School Services or Dropout Recovery Services-Provides basic education skills training, individualized academic instruction, and ESL services for youth in an alternative secondary school setting. Provided to youth who have struggled with traditional secondary education setting.  |
| **X** | **Unpaid Internship** Internship opportunity directly linked to a career |
| **X** | **DVOP Intensive Services** This includes the provision of a combination of a comprehensive assessment of education, skills and abilities, in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals, group and individual career coaching, short term pre-vocational services that may include development of learning and communication skills, interviewing skills, personal maintenance skills and professional conduct to prepare individuals for career goals and the development of a participant employment plan that identifies employment goals, interim objectives and appropriate services that will enable employment goals to be met.  |
| **$$$ Funded Services** |
| **Training/Classroom Learning Type** |
| **X** | **Customized Training $$$**Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training. |
| **X** | **Entrepreneurial Training $$$**Training designed to provide the knowledge and skills necessary to start a business.Provides the basics of starting and operating a small business. Upon completion of the training the participant must develop a business plan |
| **X** | **Occupational Skills Training $$$**Occupational skills training, including training for nontraditional employment and for training programs operated by the private sector.  |
| **X** | **Skills Upgrade & Retraining $$$**These are courses that develop professional competencies that are particularly relevant to a vocational/occupational goal. It must be demonstrated that the training will result in the workers' acquisition of transferable skills or an industry-recognized certification or credential. |
| **X** | **Apprenticeship $$$**Classroom training and on-the-job training combination that leads to skilled labor status. Programs must be approved and recorded by the ETA/Bureau of Apprenticeship and Training or by a recognized State Apprenticeship Agency.  |
| **$$$ Funded Services** |
| **Supportive Service Types** |
| **X** | **Childcare/Dependent Care $$$**  A service provided to ensure proper care of children while the parent or guardian is participating in an employment and training program. A person in the participant’s immediate or extended family may perform childcare only after all other sources of day care have been exhausted. The payment shall be made to the childcare provider, not the participant. dependent care costs may be paid at the local documented rate. The child or dependent care provider must be licensed and/or registered. If no licensed and/or registered provider of care is available or adequate, the case manager will make a note indicating the situation prior to providing payment to the non-licensed or non-registered provider. |
| **X** | **Direct Pay Travel Expenses (mileage, meals, lodging) $$$**Assistance with costs out of the area for training mileage, meals and lodging that are incurred for the client to attend training out of the area. |
| **X** | **Needs-Related Payments $$$** Provide direct financial assistance to clients for the purpose of enabling individuals to participate in training. See Supportive Service Policy for additional information.  |
| **X** | **Disability Accommodations $$** Reasonable accommodations for individuals with disabilities for participants attending training or for securing or obtaining employment |
| **X** | **Secondary Education or Related Expenses $$** Activities that help prepare for and transition to post-secondary education and training. |
| **X** | **Training-Related Materials/Supplies $$$**Payment of costs related to training programs. This service is used when paying a vendor other than the training provider for these goods/services. Training-related purchases may include books, uniforms or other clothing required for training, or supplies (e.g., tools, specialized computer software) required to start, continue, or complete a training program. This service should only be used in cases where an ITA has been established, and items are not purchased from the training facility. This is included on page 2 of the ITA. |
| **X** | **Employment Related Expenses $$$**Purchase of materials/supplies that are required to start or retain employment. This includes items such as tools and computer software, uniforms or other clothing required for work, drug testing, and background checks. |
| **X** | **Health Related Expenses $$$** Services of a one-time nature, such as a physical examination, prescription drugs, prescription eyeglasses, immediate dental care, and mental health care which are needed to enable an individual to participate in any training or re-employment activity. |
| **X** | **Housing $$$**Housing assistance includes supportive service payments for rent. Payments are **not allowed** for titled or deeded items or when recovery of the expense is anticipated. Such items include: rent deposits or housing deposits; mortgage payments; homeowners insurance; and property taxes. |
| **X** | **Other Supportive Services $$$** Services not included elsewhere which are reasonable and necessary for a WIOA client to complete their individual employment plan or individual service strategy, and/or obtain or retain employment or complete education goals. For additional information refer to the Operations Manual. |
| **X** | **Out of Area Job Search Assistance $$$** Activities related to securing job openings within the United States that are outside the customer's 50 mile one-way from place of residence. Includes travel, per-diem, and lodging if appropriate. Must be approved before the activity begins. The employment plan must document that there is no reasonable expectation of obtaining suitable employment in the commuting area and there is a reasonable expectation of employment outside the commuting area. Interviews must be verified. |
| **X** | **Relocation Assistance $$$** All costs such as moving van/truck rental, mileage, meals, and lodging that are incurred to relocate a client and the client's family out of the service area to begin employment. |
| **X** | **Technology and Communication Expenses $$$** Assistance with the purchase of internet, computers or other devices that may assist a participant in completing training. |
| **X** | **Transportation $$$** A service to ensure mobility between home and the location of employment, training and/or other supportive services. For WIOA programs, transportation assistance can include but is not limited to: intercommunity travel, automobile repair, automobile insurance, automobile registration and public transportation. Car payments and purchase of vehicles are NOT allowable. |
| **X** | **Vehicle Expenses$$$** See Supportive Service Policy for full explanation on what is allowed |
| **$$$ Funded Services** |
| **On-The-Job Training Type** |
| **X** | **NDWG Only-Disaster Relief Employment $$$** |
| **x** | **On the Job Training (OJT) $$$**Training by an employer that is provided to a paid client while engaged in productive work in a job that provides knowledge or skills essential to the full and adequate performance of the job. |
| **$$$ Funded Services** |
| **Youth Only** |
| **x** | **Adult Mentoring $$$**Adult mentoring must last at least 12 months and may take place both during the program and following exit from the program. A formal relationship between the Youth and an adult mentor that includes structured activities where the mentor offers guidance, support and encouragement to develop the competence and character of the mentee. DOL acknowledges that in a few areas of the country finding mentors may present a burden to a program. While DOL strongly prefers that case managers not serve as mentors, the final rule allows case managers to serve as mentors in areas where adult mentors and sparse. |
| **x** | **Work Experiences-WEX (Paid or Unpaid) $$$**Planned, structured learning experience that takes place in a workplace for a limited period of time. Includes: • Internship, Paid• Job Shadowing• OJT• Pre-Apprenticeship• Summer and School Year Employment Opportunities  |
| **x** | **Tutoring $$$** Leads to a high school diploma or its equivalent. This element includes evidence-based drop-out prevention and recovery strategies. Can be provided one-on-one or in a group. |
| **X** | **Youth Incentives $$$**Payments made to Youth clients as a reward for attainment of specific goals from their ISS. |
| **X** | **Leadership Development Opportunities $$$**Opportunities that encourage responsibility, confidence, employability, self-determination and other positive social behaviors. Includes: • Exposure to postsecondary education • Community and service learning projects • Peer-centered activities • Organizational and team work training • Decision making training including determining  priorities and problem solving • Citizenship training including life skills training  such as parenting and work behavior • Civic engagement activities • Other leadership activities that place a youth in a  leadership role such as serving on committees |
| **X** | **Workforce Preparation Activities $$$**Workforce preparation activities, basic academic skills, and hands on occupational skills training being taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway. This program element is to be used when all three are provided in an integrated education and training model. |
| **$$$ Funded Services** |
| **Employment/Training Support Type** |
| **X** | **ABE/or ESL in Conjunction with Other Training $$$**Adult education and literacy activities provided in combination with services described in WIOA Section 134(c)(3)(D). |
| **X** | **Financial Literacy Services $$$**Provide financial education that is age appropriate, timely and provides opportunities to put lessons into practice; provide services to help create household budgets; initiate savings plans; make informed financial decisions about education, retirement, home ownership, wealth building; other savings goals; manage spending, credit, and debt, including credit card debt, effectively; increase awareness of availability and significance of credit reports and credit scores in obtaining credit, including determining accuracy and how to correct inaccuracies in reports and scores and their effect on credit terms; support ability to understand, evaluate, and compare financial products, services and opportunities; and support activities that address particular financial literacy needs of non-English speakers, including providing the support through the development and distribution of multilingual financial literacy and education materials. Support activities that address the financial literacy needs of youth with disabilities including connecting them to benefits planning and work incentives counseling. May or may not require funding. |
| **X** | **Secondary School Completion Services $$$**Basic education for individuals (16 years or older), even if they have already earned a high school diploma or GED, to help them obtain proficiencies equivalent to ninth grade level, or to improve basic skills to a level greater than that which the individual is required to have to attend a training institute or get and keep employment. |
| **X** | **Short Term Pre-Vocational Services $$$** Short-term pre-vocational or job readiness services include: development of learning and communication skills, and Soft Skills development that includes interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals for unsubsidized employment or training; a preparatory service that provides academic and/or employment-related training to clients who are in need of a short-term service to upgrade their current skills. Examples may be short term computer classes, software training (e.g. Excel or Word), or online access to test preparation for exams such as NCLEX or First Aid/CPR. This type of training does not provide an industry recognized certificate or credential upon completion (does not require ETPL documentation in the client's file).  |
| **X** | **Work Experience (Adult and DW) $$$**Work experience is a planned, structured learning experience that takes place in an employer’s workplace (private for profit, non-profit, or public sector) for a limited period of time. |
| **X** | **Workforce Preparation Activities $$$**Workforce preparation activities, basic academic skills, and hands on occupational skills training being taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway. This program element is to be used when all three are provided in an integrated education and training model. |

The WIOA.49 is found in the Service Provider Forms in Moodle at: <https://www.dli.training/mod/resource/view.php?id=2430>

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# INDIVIDUAL SERVICE STRATEGY (ISS)

OPERATIONAL GUIDANCE: Refer to the Youth Program Policy. The following is intended as guidance and clarification.

PURPOSE OF THE INDIVIDUAL SERVICE STRATEGY (ISS)

Although WIOA youth providers are no longer required to use the WIOA.17 Individual Service Strategy it may be used as the tool by case managers and WIOA youth participants to develop the plan for providing services to the participant throughout enrollment in the WIOA youth program. Having a well-developed ISS and related documentation is a vital part of case management and is required by the USDOL regulations.

Although the ISS is now within EmployMT the purpose of having a well-developed ISS remains applicable because it:

1. represents an individual plan for each participant and includes: 1) an employment goal, 2) appropriate achievement objectives, including educational goals, and 3) appropriate services that are tied to the results of the objective assessment;
2. is a detailed, unique, individual strategy for each participant that is the basis for the overall case management strategy;
3. is considered a living document, to be reviewed and updated based on the needs of each participant;
4. can be used as a tool for ongoing conversations with participants about goals, service needs and progress; update strategies and activities as they occur and/or as life changes require; and to document referral and contact information for services obtained from partner organizations.

Document achievements in measurable and attainable short-term and long-term goals that both reflects the participant’s interests and incorporate career pathway planning. The goals should not be vague nor considered as one-size fits all, such as “Long-term employment” or “Get a degree”.

Setting personal and social goals may help with personal development; where the participant’s career and education goals should drive service delivery.

Document the participant’s progress, activities completed, benchmarks reached, and any other accomplishments. The ISS can be revised, as needed, at any time during the participant’s participation in the WIOA youth program to help the participant achieve their goal(s).

The ISS should be opened at enrollment. If the employment goal is modified during participation update the ISS by adding a new goal and goal description. Include any additional information as needed.

The ISS may be opened and closed numerous times during the participant’s participation in the WIOA youth program to reflect changes in the employment or education goals.

Provide a copy of the ISS to the participant and maintain a hardcopy and any changes pertinent to the participant’s goals, services and/or activities needed to attain their goals in the participant file.

DEVELOPMENT OF THE ISS

The ISS should be customized to fit the needs of the participant. Complete each section as it applies to the participant at the time. Enter N/A in sections that are not applicable. The case manager and participant can go back at any time and complete or revise sections as appropriate.

1. Enter the participant’s name;
2. Enter the date the case manager and participant began working on the ISS;
3. Enter the school status at enrollment; and
4. Enter the participant’s goal(s). The participant’s goals in this section can be general or more detailed at this point depending on the participant. Additionally, the goal(s) in this section may look different than the goals entered in the MAIN GOALS section of the ISS after the participant has gone through the Assessments and Potential Career Paths.

# OBJECTIVE ASSESSMENT

ACADEMIC SECTION

Highest Grade Completed: Enter the highest grade completed for all OSY regardless of whether they’ve been determined to be basic skills Deficient

Basic Skills Deficiency determined prior to enrollment:

Complete this section for OSY that have dropped out of school and have been determined, prior to enrollment, to be Basic Skills Deficient (BSD) by an approved Adult Ed provider and has provided a copy of the basic skills test results;

1. Enter the highest grade completed at the time of enrollment:
2. Enter the test Results for Reading; Math; Language:
3. Check BSD yes or no; and
4. If BSD describe the plan for improvement.

Basic Skills Deficiency determined after enrollment:

Complete this section for OSY that have dropped out of school and have been determined, after enrollment, to be BSD by an approved Adult Ed provider and provides a copy of the test results;

1. Enter the highest grade completed at the time of enrollment;
2. Enter the test results for Reading; Math; Language:
3. Check BSD yes or no; and
4. If BSD describe the plan for improvement.

Please note:

* 1. Basic Skills Deficient is not a barrier for OSY that have dropped out of school; and
	2. OSY are no longer required to test within 10 days of enrollment.

Check the appropriate box for OSY or ISY that are BSD at the time of enrollment.

OSY with high school diploma or HiSET that are using the basic skills deficient barrier must provide at least one piece of documentation from the following list of acceptable documents as verification that their basic skills levels are at 8.9 grade level or below prior to enrollment;

1. Assessment test results; or
2. Applicable records such as transcripts/grades, academic assessments, or other school documentation from an educational institution (must be secondary education). NOTE: OSY with a diploma and use this barrier must also provide proof of low-income.

ISY that are using Basic Skills Deficient as a barrier and provide proof that they are Basic Skills Deficient at enrollment. Refer to the ISY Verification Worksheet for appropriate documentation.

1. Enter the current grade; and
2. Describe the plan for improvement.

Please Note:

Basic Skills Deficient is not an allowable barrier for OSY that have dropped out of school;

WORK HISTORY – Document the work history for all ISY and OSY. Enter no work history or N/A for those youth having none.

PERSONAL AND BASIC RESOURCE NEEDS, INTERESTS AND HOBBIES – Get to Know the

Participant!

1. Help them identify strengths, challenges and/or barriers and services/resources or referrals. This includes assisting the participant in identifying any personal and basic resource needs;
2. Ask about their interests and hobbies, what they like to do for fun; and
3. Their interests in work or life.

ASSESSMENTS

1. Document the assessments completed by the participant e.g., if using MCIS assessment and the participant completed the Reality Check assessment, document that in Assessments Completed note:
2. Identify and document potential careers identified through assessment;
3. Only one assessment is required for the objective assessment at enrollment, however the participant may go through additional assessments as needed. Document additional assessments on the ISS.

# MAIN GOALS

There are three goal types:

1. Educational;
2. Occupational/Employment; and
3. Personal/Social Goal

Work with the participant on developing short-term and long-term goals; and

document the performance indicator that is linked to the educational, occupational or employment

goal(s). Refer to the Performance Measures Policy on the WSD policy website for performance indicators.

# DETERMINING THE PROGRAM ELEMENTS NEEDED TO ACHIEVE GOAL

Selecting a Category or Categories:

PREPARING FOR AND SUCCEEDING IN EMPLOYMENT

Labor market & employment information including career awareness, career counseling, and career exploration services. This youth element is often the first youth element opened on the MIS Employment Plan for labor market and employment information exploration. This element would also be checked on the ISS when developing WEX worksites and appropriate job duties that are in line with participants’ potential employment opportunities;

* 1. Projected Start Date:
		+ This date may be the same date as the ISS development and planning start date.
	2. Projected End Date:
		+ There are no restrictions on how far out to project the end date if it’s reasonable for the period of time the participant will be receiving this element. This element could potentially stay open throughout the participant’s program enrollment.
	3. Actual End Date:
		+ Enter the actual end date that the participant stopped receiving this element.
	4. Document the participant’s completion, whether it was successful or not and provide an explanation.

Paid and Unpaid Work Experiences. When the plan is for the participant to receive work experience during their enrollment in the youth program the paid and unpaid work experiences youth element is opened on the ISS and stays open throughout the entire period the youth is receiving this service. The element is not opened and closed on the ISS each time the participant is placed at a different worksite. This is documented in case notes and may also be documented in the WEX tasks feature on the MIS.

1. Date Opened:
	* This date pertains to opening the program element on the ISS and not the date the service is opened in MIS.
2. Projected End Date:
	* There are no restrictions on how far out to project the end if it’s reasonable for the period of time the participant will be receiving this element. This element could potentially stay open throughout the participant’s program enrollment.
3. Actual End Date:
	* Enter the actual end date that the participant stopped receiving this element. This date could potentially be the date the participant’s youth program enrollment is closed.
4. Document the participant’s completion, whether it was successful or not and provide an explanation.

MIS Employment Plan and Case Notes:

1. Another element that might be good to open for all youth is Career Awareness/Counseling of Exploration Services under Youth Services on the MIS Employment Plan. This service may be opened the same day as the ISS is developed. Since this service also provides information on career awareness, career counseling and exploration services, it can remain open on the employment plan for as long as the participant is enrolled in the WIOA program.

2. Open the paid and unpaid work experience service on the MIS employment plan after the worksite has been determined and the participant has been placed at the worksite. NOTE: The WEX start date on the MIS employment plan does not have to match the date the element was opened on the ISS. Close the service on the employment plan after all timesheets have been collected and all payments have been obligated, authorized, and showing as paid in MIS. NOTE: Document WEX information including the worksite information in case notes and in the task feature if case manager chooses to use that feature in the MIS employment plan.

IMPROVING EDUCATIONAL ACHIEVEMENT

Example: ISY attending public school at enrollment but determined at a later date that it would be better to leave the mainstream school and attend an alternative school.

NOTE: Refer to the Youth Training, Elements, And Services table in this section for assistance in determining which youth elements and services should be provided together, documented on the ISS and opened in MIS.

1. Identify the youth elements that will be provided to the participant:
	1. Tutoring: study skills training, and instruction leading to secondary school completion, include dropout prevention strategies;
		* Identify actions, referrals, and comments as appropriate.
	2. Alternative secondary school offerings.
		* Identify actions, referrals, and comments as appropriate.
2. Dates
	1. Projected Start Date:
		* This date may but is not required to be the same date as program enrollment and ISS development.
	2. Projected End Date:
		* There are no restrictions on how far out to project the end if it’s reasonable for the period of time the participant will be receiving this element.
	3. Actual End Date:
		* Enter the actual end date that the participant stopped receiving this element.
3. Document the participant’s completion, whether it was successful or not and provide an explanation.

DEVELOPING THE POTENTIAL OF YOUNG PEOPLE AS CITIZENS

Example: The participant wants to be placed on a WEX but is lacking skills in several areas and

needs help improving those skills before they can be placed at a worksite with that before placing them at a worksite.

Check leadership development opportunities/opportunities to develop social behaviors, other soft skills, and leadership opportunities.

Open this service in MIS and leave it open until while the participant is receiving this service.

PROVIDING INCENTIVES AND STIPENDS

The decision to provide an incentive should not be an afterthought but an agreement between the participant and the case manager when developing the ISS. (Refer to the WIOA Youth Program Policy on the WSD website for requirements for providing incentives and stipends)

1. Incentive

Example: The plan is to give the participant an incentive for attaining a certificate

* + Check incentive on the ISS and document the plan to provide an incentive in a case note.
	+ Open this service in MIS when the participant has provided the appropriate documentation. Make the payment and close the service.

2, Stipend

Example: The plan is to give the participant a stipend for the time spent in Leadership Development classes.

* + Check stipend on the ISS and document the plan for providing the stipend(s) in a case note.
	+ Open this service in MIS when the participant has provided the appropriate documentation. Make the payment and close the service.

WIOA Participant Agreement and the Equal Opportunity and Grievance Notice

Review each item of the Participant Agreement and the EO and Grievance Notice with the participant;

Case manager and participant sign and date the agreement; and

When using the WIOA.17 ISS place the signed original in the participant’s file and provide a copy to the participant.

MIS Employment Plan and Case Notes:

When providing any youth element that will remain open on the MIS employment plan for an

extended period, document the status or any actions taken in case notes at least once a month.

YOUTH ELEMENTS PARTICIPANT FILE and MIS DOCUMENTATION

Providers only need one piece of documentation to verify that participants received one more WIOA youth element. Maintain the documentation used to verify the Youth Element(s) provided to the participants in their files.

Acceptable documentation for each Youth Element

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| ACCEPTABLE DOCUMENTATION | YOUTH ELEMENT |
| Improving Educational Achievement |
| Activity sheets Sign-in sheetsAttendance Records Vendor Contract | Tutoring, study skills training, instruction leading to secondary school completion (including dropout prevention strategies)Alternative secondary school services |
| Case notes MIS documenting justification for providing services (required - not an option) | Activities that help youth prepare for transition to postsecondary education and training |
|  |
| Verification from AE Center Activity Sheets Attendance Records | Applies only to OSYEnsuring WIOA Title IB youth providers are coordinating with WIOA Title II Adult Education and Literacy Providers (OPI’s program) – NOT A REQUIRED YOUTH ELEMENT |
| Case notes MIS documenting coordination with OPI’s Adult Ed providers (required - not an option) | Adult Education and Literacy Activities such as basic academic skills training, thinking skills, or digital literacy skills |
| Preparing for and Succeeding in Employment |
| Activity sheets (Time Sheets) \* Training Summary \*Worksite Agreement \* | Paid and unpaid Work Experiences* Internships and Job Shadowing
* Pre-Apprenticeship Programs
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| ACCEPTABLE DOCUMENTATION | YOUTH ELEMENT |
| \* This documentation is not optional and must be in the filePrint-out from the LMI information websiteCase notes in MIS documenting justification for providing services - (required - not an option) | * Summer employment opportunities directly linked to academic and occupational learning
* On-the-Job Training opportunities

Labor market & employment information including career awareness, career counseling and career exploration services |
| Individual Training Account (ITA) when providing Occupational Skills Training and/or other training that requires the provider to be on the ETPLActivity sheets Sign-in sheets Employment PlanAttendance RecordsVendor Training DocumentationCase notes in MIS documenting justification for providing services - (required - not an option) | Occupational Skills Training (You)Education offered concurrently with workforce preparation activities and training for a specific occupations or clusterEntrepreneurial skills training |
| Received Additional Support |
| Vendor Contract Sign in sheets Activity sheetsAttendance Record or RosterCase notes in MIS documenting justification for providing services - (required - not an option) | Adult mentoring (at least 12 months may be both during and after program participation)Comprehensive Guidance and Counseling |
| Receipts for supportive services\*Signed & dated supportive service requests\*\* This documentation is not optional and must be in the fileCase notes in MIS documenting justification for providing services - (required - not an option) | Supportive Services |
| Receipts for supportive services\*Signed & dated supportive service requests\*\* This documentation is not optional and must be in the file | Youth Follow-up Services 12 or more months after Completion of Program Participation. May include:* Supportive Services;
* Incentives;
* Adult Mentoring;
* LMI (including career awareness, career counseling and career exploration; and
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| ACCEPTABLE DOCUMENTATION | YOUTH ELEMENT |
| Case notes in MIS documenting justificationfor providing services - (required - not an option) | - Transition to postsecondary education and training |
|  |
| ISS documentationAppropriate Documentation as noted in the Incentives section of the WIOA Youth Program PolicySign in sheets Activity sheetsAttendance Record or RosterCase notes in MIS documenting justification for providing services - (required - not an option) | IncentivesStipends |
| Developing the Potential of Young People as Citizens and Leaders |
| Activity sheets Sign in sheetsAttendance Records or Roster Vendor ContractCase notes in MIS documenting justification for providing services - (required - not an option) | Leadership Development opportunities, opportunities to develop social behaviors, other soft skills, and leadership opportunities (Includes Life Skills activities)Financial Literacy |
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YOUTH TRAINING, ELEMENTS, AND SERVICES

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| SCENARIO | YOUTH ELEMENT | SERVICE(S) |
| Student attending High School earning HS Diploma | Tutoring, Study Skills, and Instruction | HS Diploma/HS Equivalency |
| Student attending alternative High School earning HS Diploma | Tutoring, Study Skills and Instructionand Alternative secondary school services | HS Diploma/HS Equivalency |
| Student attending High School AND earning dual credits at a local college. | Tutoring Study Skills and Instructionand Occupational Skills Training (YOU) | HS Diploma/HS Equivalency and Appropriate Training Service |
| HS Dropout earning HiSET at Adult Education | Tutoring, Study Skills, and Instruction | HS Diploma/HS Equivalency and Adult Basic/Literacy Services/Tutoring |
| HS Dropout - trying to get them back into a High School Program |  |  |
| HS Dropout - started to attend alternative HS | Tutoring, Study Skills and Instruction and Alternative secondary school services | HS Diploma/HS Equivalency |
| HS Graduate going to Adult Ed to bring up their basic skills | None | Adult Basic/Literacy Services/Tutoring |
| HS Graduate going to post-secondary | Occupational Skills Training (YOU) |  |
| Youth participant who is receiving services to help prepare for and transition to postsecondary education and training: exploring postsecondary schools, exploring registered apprenticeships, assisting youth prepare for SAT/ACT, assisting with college admission applications, researching, andapplying for scholarships, completing Financial Aid applications | Postsecondary preparation and transition activities |  |
| In-School Youth (attending High School)receiving Occupational Skills Training (not paid by WIOA Youth) | Tutoring Study Skills and Instruction, Occupational Skills Training (YOU) | Appropriate Training Service |
| In-School Youth (attending Alternative High School) receiving Occupational Skills Training (not paid by WIOA Youth) | Tutoring Study Skills and Instruction, Alternative High School, and Occupational Skills Training (YOU) | HS Diploma/HS Equivalency and Appropriate Training Service |
| In-School Youth (attending Post-Secondary) | Occupational Skills Training (YOU) |  |
| In-School Youth (attending alternative school), is doing WEX in the occupation they are receiving training for (example: Attending alternative school, has a WEX at a nursing home, and is taking C.N.A classes) | Alternative High School, WEX, Tutoring Study Skills and Instruction, Occupational Skills Training (YOU), and Education offered concurrently with workforce preparation and training for a specific occupation. | HS Diploma/HS Equivalency, Appropriate Training Service |
| Youth Participant attending a Pre- Apprenticeship class | Work Experience (Paid or Unpaid) |  |

The following provides EmployMT Activity Tracking and Program Services, their definitions and whether the initiate participant and/or extend Enrollment.

|  |  |
| --- | --- |
| **X = Initiate Participation and/or Extend Enrollment** | **WIOA.49 EmployMT Activity Tracking and Program Services Definitions** |
| **Screening** |
|  | **Assessment**Initial assessment of skills and interests, challenges or stressors, legal issues, employment barriers or additional barriers to finding or retaining employment. **This service is for all clients** |
| **Eligibility** |
|  | **Eligibility**                                                                            Determination of eligibility to receive assistance. |
| **IEP/ISS** |
| X | **Objective Assessment/In activity tracking**Objective assessment of skills by administering/participating in skills testing, such as reading/math, aptitude, interest, work maturity tests, and medical/mental health evaluations, work history, strengths, goals. |
| x | **Comprehensive Assessment**Comprehensive and specialized assessments of the skill levels and service needs including work history, strengths and goal. Which may include diagnostic testing and use of other assessment tools, and in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals.It will trigger participation after eligibility has been determined and the client has received a Wagner Peyser service. This is the first activity that will be documented under Activity Tracking.  |

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| **Activity Tracking** |
| **Activity Type** |
| **Basic Career Services (Information Only)** |
|  | **Benefit Programs (SNAP, Medicaid, etc.)** Provision of accurate information relating to the availability of low-income programs.  |
|  | **Community Partners/Resources** Provision of accurate information relating to the availability of supportive and follow-up services, including child care and transportation available in the local area, and referral to such services as appropriate.  |
|  | **One-Stop Resources**Provision of information regarding how the local area is fulfilling performance measures and any additional performance information with respect to the one-stop delivery system in the local area. Provide intake and orientation services (which may include worker profiling) available through the one-stop delivery system. |
|  | **UI Contact/System Access Information**Provision of information regarding filing claims for unemployment compensation. |
|  | **Workforce Information Services (Information on Performance and Program Costs Associated with Eligible Training Provider List)** Provision of performance information and program cost information on eligible providers of training services, youth activities, adult education, postsecondary vocational education, vocational education activities available to school dropouts under Carl Perkins, and vocational rehabilitation program activities. |
|  | **Labor Market Information**Provision of employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas. Labor Market Information (LMI) must be provided to clients in every program. |
|  | **Events/Workshops** Provision of assistance with workshops and events related to Workforce Development. Client attends a scheduled workshop at a local AJC. |
| **Activity Tracking** |
| **Activity Type** |
| **Basic Career Service (Staff-Assisted)** |
| x | **Career Information/Basic Guidance** Provide guidance and career counseling either one-on-one to an individual or in a group setting, including peer groups. This can include career and job search planning information and support, as well as referrals to other types of counseling services, as needed and appropriate for the client. |
| x | **Initial Assessment**Initial assessment of skills and interests, challenges or stressors, legal issues, employment barriers or additional barriers to finding or retaining employment.  |
| x | **Job Search Activities**WIOA Case Manager provides services to assist clients in job search for employment. |
| x | **UI Assistance** Provision of meaningful assistance to a job seeker in filing claims for unemployment compensation. |
| x | **Employer-Customer Connect**Connection between an employer and potential employee who has the skills the employer is seeking. This is not used for making a referral to a job posting, but rather a warm handoff between employer and job seeker. |
| x | **Rapid Response** Provide information about services available to dislocated workers. Rapid response encompasses the activities necessary to plan and deliver services to enable dislocated workers to transition to new employment as quickly as possible, following either a permanent closure or mass layoff, or a natural or other disaster resulting in a mass job dislocation. This service can be provided one-on-one or in a group setting.   |
| x | **Employer-Customer Connect**Connection between an employer and potential employee who has the skills the employer is seeking. This is not used for making a referral to a job posting, but rather a warm handoff between employer and job seeker. |
| x | **Rapid Response** Provide information about services available to dislocated workers. Rapid response encompasses the activities necessary to plan and deliver services to enable dislocated workers to transition to new employment as quickly as possible, following either a permanent closure or mass layoff, or a natural or other disaster resulting in a mass job dislocation. This service can be provided one-on-one or in a group setting.  |
| **Activity Tracking** |
| **Activity Type** |
| **Individualized Career Services (Staff Assisted)** |
| **X** | **Career Counseling and Planning** Provide comprehensive guidance and career counseling either one-on-one to an individual or in a group setting, including peer groups. This can include career and job search planning information and support, career awareness, career counseling and career exploration, labor market and employment information as well as referrals to other types of counseling services, as needed and appropriate for the participant.  |
| **X** | **Comprehensive Assessment** Objective assessment of skills by assessing skills testing results and utlizing them to help determine a customer's employment/career goals. These skills testing results may include reading/math, aptitude, interest, work maturity tests, and medical/mental health evaluations. |
| **X** | **Individual Employment Plan/ISS Update** Development/Update of an individual employment plan (IEP) to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the client to achieve the employment goals. Development/Update of an individual service strategy (ISS) to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the client to achieve the employment goals.  |
| **X** | **Interviewing & Other Pre-Vocational Skills** Provision of short term prevocational services including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills and professional conduct to prepare individuals for unsubsidized employment or training. |
| **X** | **Youth Only-Post Secondary Prep & Transition Activities**Activities that help youth prepare for and transition to post-secondary education and training |
| **X** | **Skill & Interest Assessments** Provision of services including identification of skills and areas of expertise including transferrable skills, interests, likes and dislikes among job-related activities. |
| **X** | **Youth Only-Tutoring, Study Skills Training and Dropout Prevention** Leads to a high school diploma or its equivalent. This element includes evidence-based drop-out prevention and recovery strategies. Can be provided one-on-one or in a group. Alternative Secondary School Services or Dropout Recovery Services-Provides basic education skills training, individualized academic instruction, and ESL services for youth in an alternative secondary school setting. Provided to youth who have struggled with traditional secondary education setting.  |
| **X** | **Unpaid Internship** Internship opportunity directly linked to a career |
| **X** | **DVOP Intensive Services** This includes the provision of a combination of a comprehensive assessment of education, skills and abilities, in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals, group and individual career coaching, short term pre-vocational services that may include development of learning and communication skills, interviewing skills, personal maintenance skills and professional conduct to prepare individuals for career goals and the development of a participant employment plan that identifies employment goals, interim objectives and appropriate services that will enable employment goals to be met.  |
| **$$$ Funded Services** |
| **Training/Classroom Learning Type** |
| **X** | **Customized Training $$$**Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training. |
| **X** | **Entrepreneurial Training $$$**Training designed to provide the knowledge and skills necessary to start a business.Provides the basics of starting and operating a small business. Upon completion of the training the participant must develop a business plan |
| **X** | **Occupational Skills Training $$$**Occupational skills training, including training for nontraditional employment and for training programs operated by the private sector.  |
| **X** | **Skills Upgrade & Retraining $$$**These are courses that develop professional competencies that are particularly relevant to a vocational/occupational goal. It must be demonstrated that the training will result in the workers' acquisition of transferable skills or an industry-recognized certification or credential. |
| **X** | **Apprenticeship $$$**Classroom training and on-the-job training combination that leads to skilled labor status. Programs must be approved and recorded by the ETA/Bureau of Apprenticeship and Training or by a recognized State Apprenticeship Agency.  |
| **$$$ Funded Services** |
| **Supportive Service Types** |
| **X** | **Childcare/Dependent Care $$$**  A service provided to ensure proper care of children while the parent or guardian is participating in an employment and training program. A person in the participant’s immediate or extended family may perform childcare only after all other sources of day care have been exhausted. The payment shall be made to the childcare provider, not the participant. dependent care costs may be paid at the local documented rate. The child or dependent care provider must be licensed and/or registered. If no licensed and/or registered provider of care is available or adequate, the case manager will make a note indicating the situation prior to providing payment to the non-licensed or non-registered provider. |
| **X** | **Direct Pay Travel Expenses (mileage, meals, lodging) $$$**Assistance with costs out of the area for training mileage, meals and lodging that are incurred for the client to attend training out of the area. |
| **X** | **Needs-Related Payments $$$** Provide direct financial assistance to clients for the purpose of enabling individuals to participate in training. See Supportive Service Policy for additional information.  |
| **X** | **Disability Accommodations $$** Reasonable accommodations for individuals with disabilities for participants attending training or for securing or obtaining employment |
| **X** | **Secondary Education or Related Expenses $$** Activities that help prepare for and transition to post-secondary education and training. |
| **X** | **Training-Related Materials/Supplies $$$**Payment of costs related to training programs. This service is used when paying a vendor other than the training provider for these goods/services. Training-related purchases may include books, uniforms or other clothing required for training, or supplies (e.g., tools, specialized computer software) required to start, continue, or complete a training program. This service should only be used in cases where an ITA has been established, and items are not purchased from the training facility. This is included on page 2 of the ITA. |
| **X** | **Employment Related Expenses $$$**Purchase of materials/supplies that are required to start or retain employment. This includes items such as tools and computer software, uniforms or other clothing required for work, drug testing, and background checks. |
| **X** | **Health Related Expenses $$$** Services of a one-time nature, such as a physical examination, prescription drugs, prescription eyeglasses, immediate dental care, and mental health care which are needed to enable an individual to participate in any training or re-employment activity. |
| **X** | **Housing $$$**Housing assistance includes supportive service payments for rent. Payments are **not allowed** for titled or deeded items or when recovery of the expense is anticipated. Such items include: rent deposits or housing deposits; mortgage payments; homeowners insurance; and property taxes. |
| **X** | **Other Supportive Services $$$** Services not included elsewhere which are reasonable and necessary for a WIOA client to complete their individual employment plan or individual service strategy, and/or obtain or retain employment or complete education goals. For additional information refer to the Operations Manual. |
| **X** | **Out of Area Job Search Assistance $$$** Activities related to securing job openings within the United States that are outside the customer's 50 mile one-way from place of residence. Includes travel, per-diem, and lodging if appropriate. Must be approved before the activity begins. The employment plan must document that there is no reasonable expectation of obtaining suitable employment in the commuting area and there is a reasonable expectation of employment outside the commuting area. Interviews must be verified. |
| **X** | **Relocation Assistance $$$** All costs such as moving van/truck rental, mileage, meals, and lodging that are incurred to relocate a client and the client's family out of the service area to begin employment. |
| **X** | **Technology and Communication Expenses $$$** Assistance with the purchase of internet, computers or other devices that may assist a participant in completing training. |
| **X** | **Transportation $$$** A service to ensure mobility between home and the location of employment, training and/or other supportive services. For WIOA programs, transportation assistance can include but is not limited to: intercommunity travel, automobile repair, automobile insurance, automobile registration and public transportation. Car payments and purchase of vehicles are NOT allowable. |
| **X** | **Vehicle Expenses$$$** See Supportive Service Policy for full explanation on what is allowed |
| **$$$ Funded Services** |
| **On-The-Job Training Type** |
| **X** | **NDWG Only-Disaster Relief Employment $$$** |
| **x** | **On the Job Training (OJT) $$$**Training by an employer that is provided to a paid client while engaged in productive work in a job that provides knowledge or skills essential to the full and adequate performance of the job. |
| **$$$ Funded Services** |
| **Youth Only** |
| **x** | **Adult Mentoring $$$**Adult mentoring must last at least 12 months and may take place both during the program and following exit from the program. A formal relationship between the Youth and an adult mentor that includes structured activities where the mentor offers guidance, support and encouragement to develop the competence and character of the mentee. DOL acknowledges that in a few areas of the country finding mentors may present a burden to a program. While DOL strongly prefers that case managers not serve as mentors, the final rule allows case managers to serve as mentors in areas where adult mentors and sparse. |
| **x** | **Work Experiences-WEX (Paid or Unpaid) $$$**Planned, structured learning experience that takes place in a workplace for a limited period of time. Includes: • Internship, Paid• Job Shadowing• OJT• Pre-Apprenticeship• Summer and School Year Employment Opportunities |
| **x** | **Tutoring $$$** Leads to a high school diploma or its equivalent. This element includes evidence-based drop-out prevention and recovery strategies. Can be provided one-on-one or in a group. |
| **X** | **Youth Incentives $$$**Payments made to Youth clients as a reward for attainment of specific goals from their ISS. |
| **X** | **Leadership Development Opportunities $$$**Opportunities that encourage responsibility, confidence, employability, self-determination and other positive social behaviors. Includes: • Exposure to postsecondary education • Community and service learning projects • Peer-centered activities • Organizational and team work training • Decision making training including determining  priorities and problem solving • Citizenship training including life skills training  such as parenting and work behavior • Civic engagement activities • Other leadership activities that place a youth in a  leadership role such as serving on committees |
| **X** | **Workforce Preparation Activities $$$**Workforce preparation activities, basic academic skills, and hands on occupational skills training being taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway. This program element is to be used when all three are provided in an integrated education and training model. |
| **$$$ Funded Services** |
| **Employment/Training Support Type** |
| **X** | **ABE/or ESL in Conjunction with Other Training $$$**Adult education and literacy activities provided in combination with services described in WIOA Section 134(c)(3)(D). |
| **X** | **Financial Literacy Services $$$**Provide financial education that is age appropriate, timely and provides opportunities to put lessons into practice; provide services to help create household budgets; initiate savings plans; make informed financial decisions about education, retirement, home ownership, wealth building; other savings goals; manage spending, credit, and debt, including credit card debt, effectively; increase awareness of availability and significance of credit reports and credit scores in obtaining credit, including determining accuracy and how to correct inaccuracies in reports and scores and their effect on credit terms; support ability to understand, evaluate, and compare financial products, services and opportunities; and support activities that address particular financial literacy needs of non-English speakers, including providing the support through the development and distribution of multilingual financial literacy and education materials. Support activities that address the financial literacy needs of youth with disabilities including connecting them to benefits planning and work incentives counseling. May or may not require funding. |
| **X** | **Secondary School Completion Services $$$**Basic education for individuals (16 years or older), even if they have already earned a high school diploma or GED, to help them obtain proficiencies equivalent to ninth grade level, or to improve basic skills to a level greater than that which the individual is required to have to attend a training institute or get and keep employment. |
| **X** | **Short Term Pre-Vocational Services $$$** Short-term pre-vocational or job readiness services include: development of learning and communication skills, and Soft Skills development that includes interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals for unsubsidized employment or training; a preparatory service that provides academic and/or employment-related training to clients who are in need of a short-term service to upgrade their current skills. Examples may be short term computer classes, software training (e.g. Excel or Word), or online access to test preparation for exams such as NCLEX or First Aid/CPR. This type of training does not provide an industry recognized certificate or credential upon completion (does not require ETPL documentation in the client's file).  |
| **X** | **Work Experience (Adult and DW) $$$**Work experience is a planned, structured learning experience that takes place in an employer’s workplace (private for profit, non-profit, or public sector) for a limited period of time. |
| **X** | **Workforce Preparation Activities $$$**Workforce preparation activities, basic academic skills, and hands on occupational skills training being taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway. This program element is to be used when all three are provided in an integrated education and training model. |

The WIOA.49 may also be found in the Service Provider Forms in Moodle at: <https://www.dli.training/mod/resource/view.php?id=2430>

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# CASE MANAGEMENT

OPERATIONAL GUIDANCE: Refer to the appropriate Program Policies. The following is intended as guidance and clarification.

Case management is successful with frequent contact with the participant. Assisting participants with problem solving issues that could prevent them from participating in their employment plan is a large part of case management. Collecting necessary documentation from the participant, providing information on community resources, and assisting with barriers that are identified at and during enrollment.

MIS autogenerates a 60-day inactivity reminder task for case managers to contact their participants prior to the 90-day auto exit.

Case notes should be made in MIS each time the case manager has contact with the participant; they should be detailed and document who, what, when and where; and they should flow from one note to the other providing information about the progress of the participant towards employment.

The participant’s responsibilities during their participation include:

1. Participating in the development and planning of their IEP or ISS;
2. Taking an active role in working toward attainment of the goals developed on the IEP or ISS;
3. Obtaining prior approval for any type of service or assistance from the WIOA Program;
4. Informing Case Manager of progress;
5. Informing Case Manager of changes (address, phone number, classes or training, personal situations, etc.) in a timely manner (as it is happening, not weeks/months later).
6. Informing Case Manager of problems in any area (training, personal, financial, etc.) that could impact successful completion of their approved plan;
7. Informing Case Manager of work status; and
8. Timely submitting copies of grades, certifications, diplomas, registration schedule, bills, receipts, etc. when requested by their case manager.

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# YOUTH SERVICES AND ACTIVITIES

Operational Guidance: Refer to the WIOA Youth Program Policy. The following is intended as guidance and clarifications.

USDOL is committed to providing high quality services for youth and young adults by providing them one or more of the 14 youth elements including career exploration and guidance, continued support for educational attainment, opportunities for skill training in in-demand industries and occupations and culminating with a good job along a career pathway or enrollment in post- secondary education.

Required Youth Elements: Each of the 14 youth elements are designed to meet USDOL’s commitment of providing quality services. WIOA doesn’t require that youth receive every one of the 14 elements, but they must receive the elements that are essential in achieving their employment, educational and personal/social goals as described on the ISS.

Refer to section 2.70 for the list of youth elements and services that should be opened concurrently in MIS.

Element 1 - Tutoring, study skills training, instruction, and dropout prevention services: This is the element to open for youth working toward their secondary school diploma or recognized equivalent and intended to help the youth remain in school.

Element 2 – Alternative secondary school services or dropout recovery services:

Alternative secondary school services: This piece of element 2 is used to assist ISY youth who have struggled in traditional secondary education and are now in an alternative school setting. The alternative school must be a part of the school district for the youth to counts as an ISY. Dropout recovery services, including credit recovery, counseling, and educational plan development. This part of element 2 is used to assist youth that have dropped out of school.

Element 2 can be open for both the ISY and OSY and although activities may overlap, the goal is to help youth to re-engage and persist in education that leads to the completion of a recognized high school equivalent.

Element 3 – Paid and unpaid work experience: Service providers must spend twenty percent of WIOA youth expenditures (ISY and OSY) for any one of the work experience categories including (1) summer employment opportunities and other employment opportunities available throughout the school year; (2) pre-apprenticeship programs; (3) internships and job shadowing; and (4) OJT opportunities. Refer to the Youth Program Policy for the full list of allowable work experience expenditures.

Element 4 - Occupational Skills Training (OST): This element may be provided to older youth ages 16-24. Youth providers should consider the following when making the determination to provide this service. Priority consideration should be given to training programs that lead to recognized postsecondary credentials that align with in-demand industry sectors or occupations in the local area. Such training must be:

* outcome-oriented and focused on an occupational goal specified in the individual service strategy;
* of sufficient duration to impart the skills needed to meet the occupational goal; and
* lead to the attainment of a recognized postsecondary credential.

Youth Providers should consider the following when making the determination to provide this service and complete the Appropriateness Tab in MIS based on the participant’s responses.

1. Was the participant unable to obtain or retain employment through basic career services including Work Experience;
2. Was it determined that the participant, after an interview, evaluation, or assessment, and case management, would benefit from training services and to have the skills and qualifications to participate successfully in the selected program of training;
3. Was the training program selected directly linked to the employment opportunities in the local area involved or in another area in which individuals receiving such services are willing to relocate;
4. Was the participant unable to obtain other grant assistance for such services, including Federal Pell Grants therefore requiring assistance beyond that made available under other grant assistance programs, including Federal Pell Grants; and
5. Was the service provider’s determination of providing training based on funds available to provide the service?

Note: These questions were suggested in youth guidance documents and may appear similar to questions on the MIS Appropriateness Tab however they are not the actual questions from the Appropriateness tab.

Service providers must complete an Individual Training Account (ITA) on behalf of youth ages 16- 24.

The Occupational Skills Training (You) service must be used when placing youth in occupational skills training.

Program Element 5 - Education offered concurrently with workforce preparation and training for a specific occupation: Workforce preparation activities, basic academic skills, and hands-on occupational skills training are to be taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway.

This program element refers to concurrent delivery of other services and may be included with program element 2; element 3; and elements 4, or they can all occur separately and at different times. *This is the most confusing youth element of all so please let’s not be using it.*

Program Element 6 – Leadership Development Opportunities: This element provides opportunities that encourage responsibility, confidence, employability, teamwork, life skills, positive work behavior, self-determination, and other positive social behaviors.

This is the service used most often for both ISY and OSY because of the many opportunities available to youth when preparing youth to successfully complete a work experience and/or secondary education.

Program Element 7 – Youth supportive services: This element provides supportive services to enable the participant to participate in WIOA activities. In addition to the allowable supportive services listed in the Supportive Service Policy participants may also receive assistance with items such as eyeglasses and protective eye gear.

Although there is no money attached to this service, it must be opened each time a supportive service payment is made to the participant. The following three services should be opened for every supportive service payment made on behalf of youth participants.

* Supportive Service Assessment
* Youth Supportive Service
* Other Supportive Services

Program Element 8 - Adult mentoring: Adult mentoring is encouraged but not required, however if adult mentoring is part of the ISS, it must last at least 12 months. Adult mentoring may take place both during the program and follow-up exit from the program. Case managers may service as mentors in areas where adult mentors are sparse.

Program Element 9 - Follow-up services: USDOL considers follow-up services as critical services provided following a youth’s exit to ensure they are successful in employment and/or postsecondary education and training. Youth must be offered an opportunity to receive follow-up services that align with their ISS.

These are the follow-up services available to youth:

* supportive services;
* adult mentoring;
* financial literacy education;
* services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
* activities that help youth prepare for and transition to postsecondary education and training.

Follow-up services must be provided for a minimum of 12 months unless the participant says that they don’t want or need follow-up services and do not want to be contacted; or the participant cannot be located or contacted. MIS is programmed to automatically enroll WIOA ISY or OSY in follow up when the WIOA ISY or OSY youth enrollment is closed. In those instances where there is no plan to provide follow-up services, close the follow-up enrollment as of the date the enrollment open and select Enrollment in Error as the outcome.

Refer to the Follow-up Services section of this manual for detailed youth follow-up contact requirements.

Program Element 10 - Comprehensive guidance and counseling: This element provides for individualized counseling, including drug and alcohol abuse counseling, mental health counseling and referral to partner programs as appropriate to eliminate any of these as a barrier to the participant’s success in completing an education or obtaining and retaining employment.

If counseling resources exist within the service provider’s organization, then that agency may provide counseling services directly to participants rather than refer the participant to partner programs.

When referring participants to counseling that cannot be provided through their office the service provider should coordinate with that agency to ensure the participant is receiving the appropriate continuity of service.

Supportive service funds may be used to pay for comprehensive guidance and counseling services. Program Element 11 - Financial literacy education: The intent of this youth element is to:

1. support the ability of participants to create budgets, initiate checking, and savings accounts at

banks, and make informed financial decisions; and

1. enhance the participant’s financial capability by partnering financial institutions with youth employment programs. At a minimum financial education must:
	* be age appropriate and timely;
	* support participants in learning how to effectively manage spending, credit, and debt, including student loans, consumer credit and credit cards;
	* support a participant’s ability to understand, evaluate, and compare financial products, services, and opportunities and to make informed financial decisions

Refer to the WIOA Youth Glossary for the complete list of allowable financial literacy education activities.

Program Element 12 - Entrepreneurial skills training: This element provides the basics of starting and operating a small business. Such training must develop the skills associated with entrepreneurship. Such skills may include, but are not limited to, the ability to:

* + take initiative;
	+ creatively seek out and identify business opportunities;
	+ develop budgets and forecast resource needs;
	+ understand various options for acquiring capital and the trade-offs associated with each option; and
	+ communicate effectively and market oneself and one’s ideas.

There are several different approaches to teaching entrepreneurial skills including but not limited to:

1. Entrepreneurship education that introduces the values and basics of starting and running a business. Entrepreneurship education programs often guide youth through the development of a business plan and may include simulations of business start-up and operation.
2. Enterprise development which provides supports and services that help youth develop their own businesses. Enterprise development programs go beyond entrepreneurship education by helping youth access small loans or grants that are needed to begin business operation and by providing more individualized attention to the development of viable business ideas.
3. Experiential programs that provide youth with experience in the day-to-day operation of a business. These programs may involve the development of a youth-run business that young people participating in the program work in and manage. Or they may facilitate placement in apprentice or internship positions with adult entrepreneurs in the community.

Program Element 13 - Services that provide Labor Market Information (LMI): This element includes “services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services.”

LMI tools can be used to help youth and young adults to make appropriate decisions about education and careers. LMI is used to:

* + identify in-demand industries and occupations and employment opportunities;
	+ provide knowledge of job market expectations including education and skills requirements and potential earnings; and
	+ aid in facilitating youth awareness of the career fields that are likely to provide long-term employment and earnings in local labor markets.

Career awareness begins the process of developing knowledge of the variety of careers and occupations available, their skill requirements, working conditions and training prerequisites, and job opportunities across a wide range of industry sectors.

Career exploration is the process in which youth choose an educational path and training or a job which fits their interests, skills, and abilities.

Career counseling or guidance provides advice and support in making decisions about what career paths to take. Career counseling services may include providing information about resume preparation, interview skills, potential opportunities for job shadowing, and the long-term benefits of postsecondary education and training (e.g., increased earning power and career mobility).

This should be one of the first youth elements opened in the development of the ISS and on the MIS Employment Plan.

Program Element 14: Postsecondary preparation and transition activities: Postsecondary preparation and transition activities and services prepare ISY and OSY for advancement to postsecondary education after attaining a high school diploma or its recognized equivalent.

These services include exploring postsecondary education options including technical training schools, community colleges, 4-year colleges and universities, and registered apprenticeship.

Additional services include, but are not limited to:

* + assisting youth to prepare for SAT/ACT testing;
	+ assisting with college admission applications;
	+ searching and applying for scholarships and grants;
	+ filling out the proper Financial Aid applications and adhering to changing guidelines; and
	+ connecting youth to postsecondary education programs.

Refer to the ISS section for a list of services that can be paid for using WIOA Youth funds.

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# ADULT AND DISLOCATED WORKER WORK EXPERIENCE (WEX)

OPERATIONAL GUIDANCE: Refer to the Adult Work Experience Policy or the Dislocated Worker Work Experience Policy. The following is intended as guidance and clarification.

WEX provides participants the opportunity to explore different work interests and try out their skills and abilities in a work setting; and allows program staff and participants to jointly determine the social aspects, work culture, and physical and communication requirements of the worksite. This determination provides valuable information on the job supports needed by the participant to achieve a successful job match.

Worksites can benefit when they participate in the WEX activity as it allows the employer to invest in developing the workforce and engage with workforce development programs.

## Choosing a Worksite

Matching the participant with the right worksite/employer is essential to making a work experience successful and beneficial to all parties. Service providers should encourage worksites to interview potential participants as part of the work experience process.

Service providers should consider the following when selecting a worksite:

1. selecting a worksite based on the interests and abilities of the participant;
2. selecting a worksite that has adequate work and workspace;
3. identification of the demands of the worksite, workplace safety, and realistic expectations;
4. identifying the “value added” contributions an employer is willing to make such as integration of work and learning; provision of on-site educational services; and exposure to skill training, mentoring, exploration, career guidance, and/or possible future employment; and
5. being aware of any criminal background the participant may have that may impact placement at a worksite or the type of work being performed.

## Worksite Supervisors

Attributes of a good worksite supervisor include:

1. a clear understanding and expectation of the attitudes and habits that a participant may exhibit;
2. being prepared to spend adequate, quality time with the participant and provide appropriate supervision that allows for skill development in a safe environment;
3. the ability to provide guidance, work assignments, and skill development; and
4. understanding the importance of evaluating the participant’s progress; reviewing and approving timesheets; and keeping program staff informed of any issues and/or exceptional performance.

## Identifying a worksite mentor

While this is not a requirement, identifying a worksite mentor that the participant can meet with on a structured basis with questions or concerns may be very helpful to the participant. The mentor should be someone comfortable offering guidance, support, and encouragement to develop the competence and character of the participant.

## Identify the Memorandum of Agreements (MOA) type

There are two types of WEX Memorandum of Agreements.

1. A Standard Work Experience is when the service provider is the employer. Generally, this type of WEX is used by non-state service providers. These forms must be used:
	* Memorandum of Agreement WIOA.21
	* Training Summary WIOA.21F
2. An Alternative Work Experience is when the WEX worksite is the employer. State service providers should only use Alternative WEX. Non-state providers have the option to utilize either Standard WEX or Alternative WEX agreements. These forms must be used:
	* Agreement Work Experience Wage Subsidy Agreement WIOA.21D
	* Training Summary WIOA.21F
	* WEX Wage Subsidy Invoice WIOA.21C (Reimbursement form)

## Memorandum of Agreement (MOA)

The MOA must be completed prior to placing participants at a worksite. That includes entering the number training summaries that are attached to the MOA under Article VI Attachments on page 3 number 2 of the MOA. This section is often overlooked in the development of the MOA.

Any time worked prior to the signature and date of MOA will be considered disallowed.

The MOA can be established at any time during the program year if there is not an established MOA at the worksite where they are placing the participant. However, the MOA end date is still June 30th of that program year.

A new WIOA MOA is developed each program year and cannot be extended beyond June 30th. Service providers that have participants placed on a WEX that runs across program years will need to have the new agreement in place by July 1st so that participants can continue at the worksite.

## Duration of WEX Assignment

1. Cannot exceed 600 hours per participant.
2. Factors such as prior work experience and occupational interests should be taken into consideration.

3, Part-time work experience is encouraged, when appropriate, for participants that are attending school, or disabled, or single parents with small children.

## Overtime Pay

1. Overtime pay is not an allowable expense; however, it is allowable for the worksite to pay overtime out of their own funds;
2. Overtime hours must be tracked separately by the worksite and are not entered on the WEX timesheet.

## Training Summary

1. A Training Summary must be completed for each work assignment at the worksite.

All participants on the same work assignment at the same worksite can be listed on one training summary attached to the MOA.

1. Service providers and the worksite supervisor will work together to develop the Training Summary. The instructions for completing the Training Summary are on the form.
2. The Training Summary must be completed by identifying the:
	1. participant(s) and business (worksite);
	2. supervisor(s) that are authorized to sign timesheets and a phone number;
	3. occupation and the O-NET Code;
	4. wage per hour and hours of work per week;
	5. WEX start and end dates (not estimated but actual end date);
	6. the actual training hours is entered on the training summary;
		* The supervisor must submit a request to increase the approved hours on the training summary. The hours cannot exceed 600.
	7. list of skills, duties, and tasks for which the participant will receive training; and
	8. initial skills by checking ‘yes’ or ‘no’.
3. Each participant must have a copy of the Training Summary and copies of their timesheets in their program file.

## Timesheets

The timesheets must be signed and dated on or after the last day worked. Timesheets signed prior to the last day worked may be questioned. If time is reported after the supervisor approval date, those days must include the supervisor’s initials and date.

Provide Instructions to participants on how to complete the timesheet, including:

1. ensuring the timesheet is complete with the participant’s name, the name of the worksite, and the pay period start and end dates;
2. where and how to enter the dates and hours worked;
3. how to provide enough detail in the job duties/tasks performed daily section to clearly describe what the participant worked on each day;
	1. neither the word ditto nor ditto marks are acceptable (or any other variation of not answering the question);
	2. the job duties listed for the day should be more than just writing in a word such as ‘cleaned’ or ‘answered phones’. The service provider must be able to tie the job duties back to the WEX Training Summary and the participant’s skills or lack of skills and whether they’re enhancing the skills they already have or are learning new skills.
4. making sure the participant understands timesheets must be signed and dated before submitting for payment.

Provide instructions to worksite supervisors on how to ensure they and the participant have completed timesheets, including:

1. ensuring the participant has completed the timesheet appropriately by checking the dates, hours worked, and job duties for accuracy and initialing any changes made to the timesheet;
2. completing the evaluation at the end of each pay period by giving the participant a rating of Exemplary, Good, Fair or Poor for their: communication skills, initiative, appearance, dependability, productivity, participation as a team player, attitude, punctuality, and conduct; and
3. certifying that the hours are correct by signing and dating the time sheet.

The service provider and the worksite supervisor have the responsibility of comparing the time sheet to the training summary to ensure that:

1. the total number of hours worked each week don’t exceed the number of hours per week on the Training Summary; and
2. the job duties/tasks on the time sheet are adequate and can be tied back to the job duties/tasks on the training summary.

The worksite supervisor has the responsibility to document the name of the individual authorized to sign timesheets in their absence.

## Bi-weekly visits to worksites

Bi-weekly worksite visits allows program staff the opportunity to collect timesheets, observe work skills, address concerns, provide guidance, and address employer needs. Program staff will complete the WEX Bi-Weekly Contact form (WIOA.21E) with the participant and the worksite supervisor. Preferably interviews are done separately to not stifle conversation from either the participant or the worksite supervisor. However, when appropriate, interviews may be conducted with both the participant and supervisor present.

Bi-weekly visits benefits the worksite, the participant, and program staff. Program staff can monitor the performance and progress of the participant on a regular basis to determine:

1. if there is adequate, supervised work, or the work is inappropriate and doesn’t match the training summary;
2. if the participant should continue participation at this worksite, transfer to another activity at that worksite or to another worksite;
3. if the participant is ready for placement in unsubsidized employment; or
4. if another appropriate action should be taken.

More frequent contact could take place if it’s believed to be necessary and of benefit to the participant and worksite supervisor. For example, if the participant displays disciplinary problems, staff and the worksite supervisor should address the participant accordingly to correct the behavior as soon as possible.

Addressing behavior concerns could include:

1. Verbal warning provided by the worksite supervisor and the service provider to the participant;
2. Written documentation on the time sheet evaluation and a meeting between all parties to discuss behavior/performance concerns; and/or
3. Termination if determined necessary after verbal and written warning has not corrected behavior.

Ongoing problems or signs of no improvement may result in termination of the work experience. Illegal activity such as theft, use of drugs or alcohol, can be reason for immediate termination. The worksite supervisor must contact the case manager immediately if the participant should be terminated.

When time sheets are not submitted in a timely manner and the individual cannot receive payment for the time sheet until the end of the next pay period, then pay periods may be combined on a single program service type. In those instances, document this clearly in case notes.

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# YOUTH WORK EXPERIENCE (WEX)

OPERATIONAL GUIDANCE: Refer to the Youth Work Experience Policy. The following is intended as guidance and clarification.

WEX provides participants the opportunity to explore different work interests and try out their skills and abilities in a work setting; and allows program staff and participants to jointly determine the social aspects, work culture, and physical and communication requirements of the worksite. This determination provides valuable information on the job supports needed by the participant to achieve a successful job match.

Worksites can benefit when they participate in the WEX activity as it allows the employer to invest in developing the workforce and engage with workforce development programs.

*Allowable work experience expenditures* include the following:

* 1. Wages/stipends paid for participation in a work experience;
	2. Staff time working to identify and develop a work experience opportunity, including staff time spent working with employers to identify and develop the work experience;
	3. Staff time working with employers to ensure a successful work experience, including staff time spent managing the work experience;
	4. Staff time spent evaluating the work experience;
	5. Participant work experience orientation sessions;
	6. Employer work experience orientation sessions;
	7. Classroom training or the required academic education component directly related to the work experience;
	8. Incentive payments directly tied to the completion of work experience; and
	9. Employability skills/job readiness training to prepare participant for a work experience.

Other supportive services are a separate program element and cannot be counted toward the work experience expenditure requirement even if supportive services assist the participant in participating in the work experience.

*Choosing a Worksite* - Matching the participant with the right worksite/employer is essential to making a work experience successful and beneficial to all parties. Service providers should encourage worksites to interview potential participants as part of the work experience process.

Service providers should consider the following when selecting a worksite:

1. selecting a worksite based on the interests and abilities of the individual identified in the development of the ISS;

2, selecting a worksite that has adequate work and workspace;

1. identification of the demands of the worksite, workplace safety, and realistic expectations;
2. using their best professional judgement regarding placing participant in a situation that might make them feel vulnerable, unsafe, or threatened;
3. identifying the “value added” contributions an employer is willing to make such as

refinement of work maturity skills; integration of work and learning; provision of on- site educational services; and exposure to skill training, mentoring, exploration, career guidance, and/or possible future employment; and

1. being aware of any criminal background the customer may have that may impact placement at a worksite or the type of work being performed.

The work experience is an opportunity for career exploration and hands on learning so it’s okay to move a participant from one worksite to another when appropriate.

## Worksite Supervisors

Attributes of a good worksite supervisor include:

1. a clear understanding and expectation of the attitudes and habits that a participant may exhibit;
2. being prepared to spend adequate, quality time with the participant and provide appropriate supervision that allows for skill development in a safe environment;
3. the ability to provide guidance, work assignments, and skill development; and
4. understanding the importance of evaluating the participant’s progress; reviewing and approving timesheets; and keeping program staff informed of any issues and/or exceptional performance.

*Identifying a worksite mentor:* While this is not a requirement of the WEX, identifying a worksite mentor that the participant can meet with on a structured basis with questions or concerns may be very helpful to the participant. The mentor should be someone comfortable offering guidance, support, and encouragement to develop the competence and character of the participant. Ideally, this relationship could develop into adult mentoring lasting one year or longer.

## Identify the Memorandum of Agreement (MOA) type

There are two types of WEX Memorandum of Agreements.

1. A Standard Work Experience is when the service provider is the employer. Generally, this type of WEX is used by non-state service providers. These forms must be used:
	* Memorandum of Agreement WIOA.22
	* Training Summary WIOA.22.c
2. An Alternative Work Experience is when the WEX worksite is the employer. State service providers should only use Alternative WEX. Non-state providers have the option to utilize either Standard WEX or Alternative WEX agreements. These forms must be used:
	* Youth WEX Alternative Memorandum of Agreement WIOA.22.1
	* WEX Wage Subsidy Invoice WIOA.22.1a (Reimbursement form)
	* Training Summary WIOA.22.c

## Memorandum of Agreement (MOA)

The MOA must be completed prior to placing participants at a worksite. That includes entering the number training summaries that are attached to the MOA under Article VI Attachments on page 3 number 2 of the MOA. This section is often overlooked in the development of the MOA.

Participant may participate at more than one WEX worksite at a time if there is a signed WEX MOA and a training summary in place at each worksite.

A new WIOA MOA is developed each program year and cannot be extended beyond June 30th. Service providers that have participants placed on a WEX that runs across program years will need to have the new agreement in place by July 1st so that participants can continue at the worksite.

The MOA can be established at any time during the program year if there is not an established MOA at the worksite where they are placing the participant. However, the MOA end date is still June 30th of that program year.

## Duration of WEX Assignment

1. There is no set time limit for youth work experience however the duration should be determined by the type of work experience and continued evaluation of the participant’s progress. Refer to the O’NET Code for the specific type of occupation to determine the generally required number of training hours for that occupation.
2. Factors such as prior work experience and occupational interests should be taken into consideration.

3, Part-time work experience is encouraged, when appropriate, for participants that are attending school, or disabled, or single parents with small children.

## Overtime Pay

1. Overtime pay isn’t an allowable expense; however, it is allowable for the worksite to pay overtime out of their own funds;
2. overtime hours would be tracked separately by the worksite and are not entered on the WEX timesheet.

## Training Summary

1. A Training Summary must be completed for each work assignment at the worksite. All participants on the same work assignment with the same rate of pay, at the same worksite can be listed on one training summary attached to the MOA.

Separate Training Summaries should be completed for participants with the same occupation and O’NET Code but there are differences in the number of hours worked, in pay, work elements, skills, duties and tasks.

1. Service providers and the worksite supervisor will work together to develop the Training Summary. The instructions for completing the Training Summary are on the form.
2. The Training Summary must be completed by identifying the:
	1. participant(s) and business (worksite);
	2. supervisor(s) that are authorized to sign timesheets and a phone number;
	3. occupation and the O-NET Code;
	4. wage per hour and hours of work per week;
	5. the start and end dates should be actual start and end dates and not an estimation. These dates may or may not match the dates on contract;
		* the start date on the training summary cannot be earlier than the contract start date of July 1st nor extend beyond the contract end date of June 30th.
	6. list the skills, duties, and tasks for which the participant will receive training; and
	7. note the initial skills of the participant by checking yes or no to each skill.
3. Wage changes e.g., increase in pay should be documented on the Training Summary

## Timesheets

Timesheets may be submitted for payment weekly or every two weeks. In either instance the timesheets must be signed and dated on or after the last day worked. Timesheets signed prior to the last day worked may be questioned. If time is reported after the supervisor approval date, those dates must include the supervisor’s initials and date.

Provide Instructions to participants on how to complete the timesheet including:

1. ensuring the timesheet is complete with the participant’s name, the name of the worksite, and the pay period start and end dates;
2. where and how to enter the dates and hours worked;
3. how to provide enough detail in the job duties/tasks performed daily section to clearly describe what the participant worked on each day;
	1. neither the word ditto nor ditto marks or any other variation of not answering the questions are acceptable;
	2. the job duties listed for the day should be more than just writing in a word such as “cleaned” or “answered phones”. The service provider must be able to tie the job duties back to the WEX Training Summary and the participant’s skills or lack of skills and whether they’re enhancing the skills they already have or are learning new skills.
4. making sure the participant understands timesheets must be signed and dated before submitting for payment.

Provide instructions to worksite supervisors on how to ensure they and the participant have completed timesheets including:

1. ensuring the participant has completed the timesheet appropriately by checking the dates, hours worked and job duties for accuracy and initialing any changes made to the timesheet;
2. completing the evaluation at the end of each pay period by giving the participant a rating of Exemplary, Good, Fair or Poor for their: communication skills; initiative; appearance; dependability; productivity; participation as a team player; attitude; punctuality; and conduct; and
3. certifying that the hours are correct by signing and dating the time sheet.

The service provider and the worksite supervisor have the responsibility of comparing the time sheet to the training summary to ensure that:

1. the total number of hours worked each week don’t exceed the number of hours per week on the Training Summary; and
2. the job duties/tasks on the time sheet are adequate and can be tied back to the job duties/tasks on the training summary.

The worksite supervisor has the responsibility to document the name of the individual authorized to sign timesheets in their absence.

## Bi-weekly visits to worksites

Bi-weekly worksite visits allows program staff the opportunity to collect timesheets, observe work skills, address concerns, provide guidance, and address employer needs. Program staff will complete the WEX Bi-Weekly Contact Form (WIOA.22.e) with the participant and the worksite supervisor. Preferably interviews are done separately to not stifle conversation from either the participant or the worksite supervisor. However, when appropriate, interviews may be conducted with both the participant and supervisor present.

Bi-weekly visits benefits the worksite, the participant and program staff. Program staff can monitor the performance and progress of the participant on a regular basis to determine:

1. if there is adequate, supervised work, or the work is inappropriate and doesn’t match the training summary;
2. if the participant should continue participation at this worksite, transfer to another activity at that worksite. or to another worksite;
3. if the participant is ready for placement in unsubsidized employment; or
4. if other appropriate action should be taken.

More frequent contact could take place if it’s believed to be necessary and of benefit to the participant and worksite supervisor. For example, if the participant displays disciplinary problems, staff and the worksite supervisor should address the participant accordingly to correct the behavior as soon as possible.

Addressing behavior concerns could include:

1. Verbal warning provided by the worksite supervisor and the service provider to the participant;
2. Written documentation regarding the time sheet evaluation and a meeting between all parties to discuss behavior/performance concerns; and/or
3. Termination if determined necessary after verbal and written warning has not corrected behavior.

Ongoing problems or signs of no improvement may result in termination of the work experience. Illegal activity such as theft, use of drugs or alcohol, can be reason for immediate termination.

*Uploading Documents*

A copy of the Training Summary and participant timesheets must be uploaded in MIS.

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# ON-THE-JOB TRAINING (OJT)

OPERATIONAL GUIDANCE: Refer to the On-The-Job Training Policy. The following is intended as guidance and clarification.

Types of OJT Training

* Upgrading skills.
* Registered Apprenticeships – OJT is a core component of every Registered Apprenticeship program. Registered Apprenticeships provide an individual with an opportunity to participate in a structures training program that extends beyond the limits of an OJT and offers and incremental increase in wages. An OJT in conjunction with an apprenticeship must be written with the knowledge and approval of the business. The service provider must consult with the appropriate apprenticeship representative regarding the coupling of training with a registered apprenticeship.

Training Plan

* Employers providing training may use O\*Net or a job description as a basis for developing skills or tasks, all of which should be measurable and observable

Contract

* Service providers will complete an orientation with each employer and/or their representative to discuss contract provision and training plans.
* Contracts may be written with private or public sector businesses or contractors.
* To determine the maximum number of reimbursable weeks of training for an occupation locate the title of the occupation at [http://www.onetonline.org](http://www.onetonline.org/) and identify the 5- or 6-digit occupation code. Use the code to find the Job Zone level in the occupation summary report. The table below will provide the maximum training hours allowed based on the Job Zone.

|  |  |
| --- | --- |
| Job Zone Level | Maximum Training |
| 1 | 400 hours |
| 2 | 800 hours |
| 3 | 1200 hours |
| 4 | 1600 hours |
| 5 | 2080 hours |

Contract Modification

* The employer or the service provider may initiate a contract modification.

Progress Report and Monthly Invoice

* This document should reflect the skills training provided to the participant and the progress made toward competencies and skill gains
* The service providers will review the business and payroll records to ensure all information entered on the monthly report is accurate
* Wage rate calculations:
	+ In cases where the OJT is for a salaried position, an hourly rate of pay should be calculated for reimbursement purposes by taking the gross monthly salary multiplied by 12 then divided by 2080 hours ($2600x12=$31,200/2080=$15).
	+ In cases where the participant may receive two different rates of pay such as regular rate and shift differential, calculate the maximum contract amount based on the best estimation of the participants schedule during the contract.

Reverse Referrals may be accepted for OJT only if the participant’s assessment and IEP/ISS document that an OJT as an appropriate training activity. The employer must be aware that an individual not currently in their employ may or may not be referred back for employment consideration. OJT contracts written for eligible employed workers do not constitute a reverse referral.

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# INDIVIDUAL TRAINING ACCOUNTS (ITA)

OPERATIONAL GUIDANCE: Refer to the ITA Policy. The following is intended as guidance and clarification.

Individual Training Accounts are established on behalf of WIOA participants and things to consider when determining the amount of need for training include:

* Total cost of the semester or program the participant intends to take;
* Training costs such as books and supplies, or other tools/materials required to complete training;
	+ - * This does not include computer purchases;
* The dollar amount of other resources available such as other workforce programs, Pell Grant, GI Bill, and scholarships;
* The full amount of these resources must be applied to the cost of training which includes tuition and fees before considering WIOA dollars.
* The amount of assistance through the WIOA programs will be determined after all other resources are applied first;
* Case managers should estimate high on the ITA to ensure the cost of the training is covered. Case managers cannot exceed the amount entered on the ITA;
* The ITA cannot be amended or changed;
* Case managers should document in a case note the amount of the ITA and what resources have been considered in determining this amount;
* Any assistance provided to the participant after the ITA has been completed is considered a supportive service and should be paid out of the appropriate supportive service type.

Completing the ITA (2-page form)

* Page 1:
	+ Identifies the maximum amount approved for payment to the training provider on behalf of the student;
	+ Paid out of the training service opened on the employment plan in MIS
	+ Requires the signature of the case manager;
	+ Page 1, showing the amount for tuition and fees, goes to the training provider to make them aware of the amount that is approved to assist the participant.
* Page 2:
	+ Identifies the estimated amount that will be used for items associated with training that will be purchased from a vendor that is not the training provider;
	+ The total amount approved on this page may be used regardless of the vendor;
	+ Paid out of the Training Related Materials service;
	+ Once payments have been made this service should be closed on the employment plan;
	+ Requires signature of the case manager and the participant.

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# ELIGIBLE TRAINING PROVIDERS

OPERATIONAL GUIDANCE: Refer to the ETPL Policy. The following is intended as guidance and clarification.

1. VENDORS

New Vendor

To set up new vendors for payment a State of Montana supplemental W-9 needs filled out, signed, and dated. This document is located here: [Form WIOA 41 MT W-9](http://wsd.dli.mt.gov/wioa/wioa-forms). Send the completed document, indicating required objectives and services, to the following address: DLIWSDW9INPUT@mt.gov.

Current Vendor

Current vendors do not require a new State of Montana Supplemental W-9 provided their information is current and up to date. Verify vendor information in the database, if there are any changes a new W-9 may be needed.

1. ELIGIBLE TRAINING PROVIDERS

New Training Provider

To establish a new potential Eligible Training Provider the following action needs to be taken:

The potential training provider should directed to the [ETPL Policy](http://wsd.dli.mt.gov/Portals/56/Documents/WSDPolicy/Eligible%20Training%20Provider%20List%20Policy.pdf?ver=2020-05-27-111020-927) to have general questions answered. If the training provider wishes to pursue application, the following forms must be filled out and submitted to MTETPL@MT.GOV

* + Eligible Training Provider Initial Application (WIOA.34)
	+ Eligible Training Provider Sharing Agreement MOU (WIOA.35)
	+ MT/IRS Standard W-9 Vendor ID (WIOA.41)
		- NOTE: the name in line 1 will be their ETPL display name unless they list a dba name in line 2 of the W-9

If the training provider has questions you may direct them to send an email to MTETPL@MT.GOV with the potential training providers contact information; full name, email, and phone number. The ETPL program manager will contact the potential training provider.

If the program of study is approved, it will be displayed on our website under the [Eligible](https://montanaworks.gov/training) [Training Provider List](https://montanaworks.gov/training). Interested parties will be notified of the course approval.

If a program of study is denied, the provider will be sent a denial letter, and the program will not be listed. The provider has the right to appeal the denial. Interested parties will be notified of the denial.

Current Training Provider

Montana’s University System (Universities and Colleges) do not need to have a data sharing agreement sent to the ETPL Program Manager. The Montana Department of Labor and Industry has a MOA already in place with the Montana University System and performance data is already being captured to satisfy performance data and ETPL PIRL reporting. Tribal Colleges are not part of the MOA with the Department and must sign individual ETPL MOU’s and provide the required data as outlined in the MOU.

Any training provider that was on the historic ETPL must follow the New Training Provider steps.

Registered Apprenticeships

Registered apprenticeship programs are automatically qualified for placement on the ETPL but must indicate they want placement on the list. They will remain on the list if the program is registered or until the program sponsor notifies the state that it no longer wants to be included on the list.

Registered Apprenticeship programs are not subject to the same application procedures and performance information requirements as other providers, nor do they require a period of initial eligibility; as they go through a detailed application and vetting procedure to become a Registered Apprenticeship program.

Registered Apprenticeship employer sponsors that are not the provider of the related technical instruction and utilize a third-party training provider; that third-party training provider must apply for the ETPL and meet all requirements before the apprenticeship may be placed on the ETPL.

Any Registered Apprenticeship program sponsor accepting application(s) for open positions are an in-demand occupation by default. Minimal information may be required from an apprenticeship to execute payment of WIOA funding.

* + The standard IRS W-9 for FEIN declaration and payment information must be provided by the apprenticeship employer sponsor if they are receiving the WIOA funds.
	+ Pre-apprenticeship programs do not have the same automatic ETPL status and must apply using the New Training Provider application process.

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SUPPORTIVE SERVICES

OPERATIONAL GUIDANCE: Refer to the Supportive Services Policy. The following is intended as guidance and clarification.

Supportive Services are not intended to meet every need of the participant, it provides temporary assistance.

A financial assessment should take place for new supportive services. Review and document the client’s budget including income and expenses to help determine the amount of assistance needed. The financial assessment should take place at enrollment and as needed throughout enrollment.

A case note should be entered to support that the assessment has taken place and that no other resources are available if a payment is being made.

\*\*There are no advanced payments allowable under supportive services unless specified in policy or guidance. Exceptions may include:

* + auto insurance maximum three months paid;
	+ for the following month’s rent and paying only one month at a time.

Housing – A participant in need of temporary housing may stay in a hotel when no other options are available.

Hotel costs are allowable only for a limited period of time and must be reasonable and necessary. Airbnb or/Vrbo are allowable lodging options however the total amount paid cannot exceed the GSA lodging rates per night. Any additional costs such as cleaning fees will need to be included in the calculation of the rate per night. Deposits are not allowed.

Relocation Assistance – Per diem amounts must not exceed the service provider travel policy.

* Must have documentation of job offer
* Must have hotel receipts if applicable
* Must have mileage documentation

Funded service must be recorded under Relocation Assistance sub-type in MIS. Do not use Direct Pay Travel Expenses or Transportation sub-types.

Health Care and Medical Services - These services are of a one-time nature, such as a physical examination, prescription drugs, prescription eyeglasses, immediate dental care, and mental health care which are needed to enable an individual to participate.

Internet Services - There is no maximum number of internet payments that may be made on behalf of the participant while they are actively participating in distance learning or job search activities, however internet payments shall only be made on a month-to-month basis.

Subscription Services - Some services may be an appropriate expense based on the participant’s training plan. Payments are only allowable for the minimum necessary duration needed to complete training. For example: Microsoft Word, Canva, etc.

Transportation – Verification and documentation that gas was utilized for the intended purpose is required. For example: assisting a participant with mileage while attending training or on a WEX. Each time you pay for the transportation you need to document they used the funding for attending. Prove it, document it happened. Documentation could include attendance records, timesheets, verifying with the school, case note, interview letter, or other examples that the case manager finds appropriate.

Fuel cards may be used to provide mileage assistance as well as paying the participant directly.

Documentation of the distance such as using map quest must be maintained in the participant’s file.

Auto Repairs - Auto repairs and maintenance costs are only for immediate needs.

Computer Purchases – Computer purchases are allowed for participants in training (this includes youth taking high school courses online). Prior to purchasing a computer service providers should record the justification in MIS and obtain supervisor approval. Questions to ask as justification of the need for the computer may include:

* How will this supportive service help customer achieve goal?
* Why do you need computer?
* Is training on-line or in person or both?
* Are there any other resources available?
* Does the school have a computer lab?  Do you have access to a computer?
* Do you have another source of funding?
* Describe the barrier/need that is being addressed?
* What training course is it required for? Do you need specialized software?

\*Computer purchases should not be included in the ITA.

Business start-up costs are not allowed.

However, you may assist the participant with items to help obtain employment. A few examples of employment related supportive services are computers, tools, work clothing for employment; current monthly bonding and liability insurance for employment must be requested, approved, and paid prior to exit; business licenses; and auxiliary aides for individuals with a disability and other such items.

No capitalization items are allowed. Items that are counted as capitalization are things such as building costs or inventory items. For example: scissors that a cosmetologist uses to cut hair is a tool, just like a hammer is used by a construction worker. The shampoo supply that the cosmetologist has is considered inventory and is not allowed.

\*Booth Rental for the cosmetologist is not allowed either.

Tools - Become the property of the participant.

Pro-Rated Costs - Costs that are incurred prior to enrollment are not allowed; therefore, you may need to pro-rate. Pro-rating the costs is calculated by dividing the number of days during the billing cycle by the total amount of the bill. This rate per day is then multiplied by the number of allowable days. This figure will be the amount allowable.

Total bill = $500

30 days in the billing cycle

Participant is enrolled on the 5th of the month; this means 4 days are not allowable.

$500/30=$16.67

30 days - 4 days = 26 days allowable

26 days x $16.67 = $433.42 is the allowable amount

**NOTE:** Short-term training is **not** a supportive service and should be recorded under Employment/Training Support.

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# FOLLOW-UP SERVICES AND ACTIVITIES

OPERATIONAL GUIDANCE: Refer to Program Policies for detailed policy. The following is intended as guidance and clarification.

1. Adult and Dislocated Worker Follow-up Services

Appropriate follow-up Services, that may include counseling regarding the workplace, *must be made available to Adult and Dislocated Worker participants who exit to self-employment, agricultural, railroad or federal government employment* for a minimum of 12 months.

Case managers should contact the participant at least once a quarter to check in with participants who have obtained unsubsidized employment to see if they need assistance in job retention, obtain wage information and career progress.

Appropriate follow-up services may vary among different participants, for example participants with multiple employment barriers and limited work histories may need significant follow-up services to ensure long-term success in the labor market. Others may identify an area of weakness in training that may affect their ability to progress further in their occupation or to retain employment.

Follow-up services could include:

* 1. Additional career planning and counseling
	2. Contact with the participant’s employer, including assistance with work related problems that may arise;
	3. Peer support groups;
	4. Information about additional educational opportunities; and
	5. Referral to supportive services available in the community

Note: Financial assistance payments are not an allowable follow-up service for Adults and Dislocated Workers and NDWG participants.

1. Youth Follow-up Services

All WIOA Youth participants, except for those closed to an exclusion, by request, or due to non- participation must receive some form of follow-up services for a minimum duration of 12 months. Follow-up services may be provided beyond 12 months if it’s beneficial to the youth to continue to receive follow-up services. Follow-up services are critical services that are provided following a youth’s exit from the program to help ensure the youth is successful in employment and/or post-secondary education and training. Case manager should make contact at least quarterly with the youth to ascertain their status and to determine if they need additional service or support. This must be documented in case notes. The types of services provided, and the intensity of follow-up services may differ for each participant however follow-up services

must include more than only a contact attempted or made for securing documentation to report a performance outcome.

Follow-up services may include:

* 1. The leadership development and supportive service activities;
	2. Regular contact with youth participant’s employer, including assistance in addressing work-related problems that arise;
	3. Assistance in securing better paying jobs, career pathway development and further education or training;
	4. Supportive Services;
	5. Adult mentoring; and/or
	6. Providing services as necessary to ensure the success of youth participants in employment and/or post-secondary education.

Although WIOA regulations mandate the provision of follow-up services to all youth there will be times when it might not be possible to provide follow-up services or to provide these services for a minimum of twelve (12) months. Some youth may have relocated to another state, or cannot be located or contacted after several attempts, or have clearly communicated that they are not interested in receiving further services or additional assistance. While there is no doubt of the value of providing follow-up services that service provision may not be possible in every instance and cannot be “forced.” In these instances, it is critical to exercise due diligence with respect to the mandatory provisions of follow-up services for a minimum duration of 12 months after exit. Case managers must document thoroughly in MIS case notes the justification for not providing follow-up services.

Youth that might not receive follow-up services include:

1. Youth that have not been in contact with the case manager for a period of at least 90 days (3 quarters). NOTE: Case managers should document at least six attempts to contact the youth in that time period;
2. Youth that have moved from the area;
3. Youth that refuse to participate;
4. Youth that have requested closure from the program and no further contact;
5. Youth that are institutionalized;
6. Youth receiving medical treatment or providing care for a family member with a health/medical condition that precludes continued participation in the program;
7. Youth who have relocated to a mandated program

i.e., youth in foster care and have moved from the area because of such program. Note: This does not include relocation to Job Corps

Youth that are in follow-up but cannot be contacted. Attempt to contact the youth at least once a quarter and document this in a case note.

Timelines for Quarterly Follow-up

The first quarter follow-up should be done during the calendar quarter after the participant’s enrollment has been closed.

Calendar quarters:

January – March April – June

July – September October – December

Example:

If a participant’s enrollment closed September 30, 2025, follow-up would be done according to the following calendar quarters:

1st Quarter: October – December 2025 2nd Quarter: January – March 2026

3rd Quarter: April – June 2026

4th Quarter: July – September 2026

In the absence of Unemployment Insurance wage data, follow-up results can be used to enhance performance for three performance measures. Results count positively toward the measures if participants are found to be in unsubsidized employment in the quarters after exit. Supplemental follow-up results can be used for the following performance measures.

Supplemental Data Requirements

Supplemental Data refers to information collected in lieu of Unemployment Insurance (UI) wage records in order to demonstrate an employment-related outcome.

State UI wage records are the preferred data source for any performance measure pertaining to employment, including ETA’s Adult Common Measures. These records are owned by individual State Workforce Agencies and are governed by confidentiality and privacy statutes; most entities, including community colleges and private organizations, do not have access to wage records, which contain personally identifiable information including Social Security Numbers (SSNs). This is the reason that ETA has assumed the burden of tracking Common Measures for grantees that provide the four (4) data elements as detailed in the High Growth and Community-Based Job Training Grants: General Quarterly Reporting Forms and Instructions.

There are several allowable sources of Supplemental Data. In the absence of UI wage records, there are several sources of supplemental data that can be used to demonstrate employment- related outcomes. These include copies of pay stubs covering the period called for by the performance measure, employer documentation (including written affidavit or telephone conversation) indicating the individual was employed sometime during the period called for by the performance measure, documentation from the former participant, case management notes and proprietary websites that offer employer fee-based information.

*1 Information from Employers*: In general, this pertains to a written affidavit or documented telephone conversation with an employer indicating the individual was employed at some time during the period called for by the performance measure. At a minimum, grantees should obtain a signed release from participants prior to exit allowing such contact. The employer verification, whether written affidavit, letter on official letterhead or telephone conversation, should contain the employer’s name, dates of employment for the individual in question and earnings for the period, in addition to the name, title, address, and telephone number of the employer representative providing the information.

1. *Information from Former Participant*: In general, this pertains to a written attestation form or documented telephone contact with the former participant that they were employed during the period called for by the performance measure. At a minimum, this should include updated contact information for the former participant, dates of employment and total earnings for the period, the employer’s name, address, and telephone number and, in the case of a written attestation, the signature and date signed by the former participant. (If a documented telephone conversation is utilized, then the information should include the name/signature and date signed by the grantee’s staff member.)

All Supplemental Data sources must be documented and are subject to audit.

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# YOUTH INCENTIVES AND STIPENDS

OPERATIONAL GUIDANCE: Refer to the Youth Program Policy. The following is intended as guidance and clarification.

Incentives and stipends are two separate forms of payment that can be made to youth for participation in an approved activity as described in the Incentives and Stipend section of the Youth Program Policy.

Case managers must ensure that the participant is aware of the potential for receiving stipend and incentive payments up front during the initial development of the ISS and not as an afterthought.

INCENTIVES

An incentive is a type of compensation for youth participants permitted for recognition and achievement directly tied to training activities and work experience.

Incentives can be provided to youth during participation and follow-up if the provision of incentives is identified on the youth’s Individual Service Strategy. Incentives are offered to induce the youth to work toward achievement of a specific goal or goals.

Youth Program Policy allows for the provision of cash or non-cash incentives to youth for successful participation and achievement of expected outcomes, as defined in the ISS, upon completion of an established benchmark or final program completion. Incentives can be used as encouragement for the youth to continue participating in program activities including training, education, or work readiness activities such as work experience.

The incentive is only effective when the participants are made aware of the existence of an incentive and understands the terms and standards of its award to improve the likelihood of success and lead to a successful outcome and achievement of performance measures.

DOCUMENTATION:

Cash Incentives: Refer to the Youth Program Policy for the documentation that must be provided in order to receive an incentive in the form of cash or a gift certificate.

Non-cash Incentives: Participants must provide appropriate documentation that verifies that the participant is attending school, receiving passing grades and plans to graduate to be eligible to receive any of the following non-cash incentives:

Plaques;

Cap and Gown; Class picture; or Class ring.

STIPENDS:

A stipend is described as payment for “seat time”, as defined in the ISS, and is an allowable monetary payment that may only be paid to the participant for participation in an approved activity as documented on the ISS.

DOCUMENTATION:

The documentation used to verify activities for which the participants are eligible to receive stipends may include, but is not limited to:

1. Time and attendance records used when participants are participating in “seat time” activities and is not considered part of the work experience.
	* Document the dates, hours, time, and activity on the attendance sheet; and
	* The attendance sheet must be signed and dated by the participant and the instructor prior to making the stipend payment to the participant

A copy of the attendance sheet must be maintained in the participant’s file.

Incentives and Stipends are NOT Supportive Services therefore the Supportive Service Assessment is not required, supportive services for youth nor other supportive services do not apply and stipends are not tracked on the Direct to Participant tracking sheet.

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# PERFORMANCE MEASURES

OPERATIONAL GUIDANCE: Refer to the Performance Measures policy for detailed policy. The following is intended as guidance and clarification.

1. Adult, Youth and Dislocated Worker Performance Measures

To document that the participant has earned a Measurable Skill Gain, collect the following:

* 1. Achieving at least one education functioning level:
		+ Compare the participant’s pre-test with the participant’s post-test. Keep copies of all tests.

States may report EFL gains for people who exit a program below the postsecondary level and enroll in postsecondary education and training during the program year. A program below the postsecondary level applies to participants enrolled in a basic education program. (They exit and do not have a HS diploma or its equivalent and enroll in Postsecondary during the program year) Keep documentation showing they have enrolled in Postsecondary education including basic education programs.

* 1. Attainment of secondary school diploma or equivalent:
		+ Obtain copy of the High School diploma or equivalent.
	2. Secondary or Postsecondary transcript/report card:
		+ Secondary – keep a copy of the transcript or report card for one semester showing the participant is passing.
		+ Postsecondary – keep copies of the appropriate transcript or report card.
	3. Established milestones such as successful completion of OJT or one year of an apprenticeship program.

*Must document substantive skill development that the participant has achieved*

* + - Can use satisfactory or better progress report from an employer or training provider.
		- Progress reports may include training reports on milestones completed as the individual masters the required job skills, or steps to complete an OJT or apprenticeship program.
		- Increases in pay resulting from newly acquired skills or increased performance – documentation from the employer.
	1. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skill as evidenced by trade-related benchmarks, such as knowledge-based exams.
		+ Obtain copy of the exam that was passed.

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# CREDENTIALS

OPERATIONAL GUIDANCE: Refer to the Credentials Policy. The following is intended as guidance and clarification.

What counts as a Credential for WIOA reporting purposes?

The following is a list of questions to consider when reviewing a program of instruction for certificate eligibility. The resources cited for each question are examples of the types of requirements or program policies to look for when attempting to answer the questions. The resources identified are not comprehensive; you may find other resources locally that also support your decision to define a program of instruction as "certificate-eligible". College course catalogues and degree/certificate requirements typically answer many of these questions to the extent necessary to make your determination. Employers who will hire certificate holders can also answer questions when a training catalogue does not provide the necessary information.

Question 1: Is the program more than one course of instruction? If it is one course only, what are the expectations of the participant after successfully completing the course?

What to look for:

* Program descriptions in college or training provider catalogues.
* Occupational licensing and certification requirements by the certifying agency.

Question 2: Does the training program have structure? Is there a standardized mechanism of delivery?

What to look for:

* Lesson plan(s)
* Curriculum
* Class syllabus
* Prerequisites - i.e., the program is completed through a series of training activities that build upon each other to expand the student's breadth and depth of knowledge and skills.
* Evidence based on lesson plans, curricula, etc. that instructors typically teach the course in the same sequence, according to the same schedule, each time the course is offered.

Question 3: Does the program fulfill a specific set of occupational requirements with clear and measurable goals and objectives? Can the certificate holder function effectively on the first day of employment with minimal supervision?

What to look for:

* Job qualifications or pre-requisites (e.g., licensure, certification, or any other evidence the prospective employee must provide as evidence of competency in order to be hired).
* Once all training and testing is completed, what does the student obtain for his/her effort? (e.g., license to practice or credentials of competency).
* The individual can perform the work required by the occupation without additional training immediately after hiring. For example, an emergency medical technician (EMT) can perform Cardiopulmonary Resuscitation (CPR) on a patient at the time of hiring by an ambulance service.

Question 4: Is the certificate and knowledge/skills transferable from one employer to another within the industry that recognizes the certificate?

What to look for:

* Employer hiring standards within the industry.
* Evidence of reciprocity across state or regional borders (i.e., no further training is required to secure the same job in another location, or minimal training requirements to account for regulatory differences associated with State licensing and certification laws/regulations.) For example, an EMT certified by the National Registry of EMTs in the State of Wyoming would be immediately eligible for EMT licensure and hiring in the State of Montana.

Question 5: Who issues the certificate or license? What to look for:

* Licensing or certification requirements identified by the training program provider.
* State, county, tribal or municipal licensing or certification regulations or requirements.
* Professional or industry endorsements and standards.
* Apprenticeship programs.

Question 6: Can the participant secure a job in the occupation without obtaining the certificate or license?

What to look for:

* Eligibility requirements for certificates, licenses, or credentials.
* Continuing education requirements to renew certificates, licenses, or credentials.
* Certificate, license, or credential expiration dates.
* Length of time a certificate, license or credential is valid.
* Recertification requirements after a certificate, license or credential has expired.
* Employer requirements for maintaining current certification, licensure, or credentials.
* Employer prerequisites to employment that state a preference for applicants with the certificate/license/credential.

Question 7: How is successful program completion determined? What to look for:

* A passing score on a written test is required to qualify for a license, certificate, or credential.
* A passing score on a practical skills test (if applicable) is required to qualify for a license, certificate, or credential.
* The training program and courses have clearly stated pass-fail criteria that apply to all students.
* All students are tested according to the same sets of standards and criteria determined by the occupation to be minimally acceptable.
* Reasonable testing accommodations for individuals with disabilities measure the same standards and competencies as any other student who has participated in the program.

Educational Functioning Levels

We recommend specifying, on page 2, where youth providers can locate acceptable NRS-approved assessments that can be used for pre- and post-tests to measure EFL gains

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# QUALITY CONTROL

OPERATIONAL GUIDANCE: The following is intended as guidance and clarification. Technical Assistance and Continuous Improvement

There are several options to improve quality of program requirements. These options include but are not limited to the following:

* A peer review to improve quality for all areas of WIOA requirements. This provides the ability to correct data and can serve as a learning tool for providers.
* Mini-Technical Assistance and Training (TAT) sessions are available to any service provider who wants or needs technical assistance.
* Taking part in the Program Manager technical assistance training.
* New Case Manager training is provided periodically by WIOA staff to acquaint case managers with program, fiscal and data requirements related to the above functions.
* Requests for technical assistance can be made to program managers or fiscal staff.
* Data Entry Requirements
	+ Timely entry of information into the MIS system is imperative for accurate federal reporting. All data must be entered into the MIS system within seven (7) working days from the date the vendor is paid, the date that a service is provided, or the date that an MSG or credential information is received. This also includes start and end dates for program services in the MIS system.

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# COST PRINCIPLES, ALLOWABLE COSTS AND UNALLOWABLE COSTS

OPERATIONAL GUIDANCE: Refer to the Cost Principles, Allowable Costs and Unallowable Costs policy. The following is intended as guidance and clarification.

All costs must comply to Uniform Guidance 2 CFR Part 200 and 2 CFR Part 2900; DOL Exceptions to 2 CFR Part 200.

Applicable OMB cost principles, ETA grant regulations, and the terms of the subgrant agreements must be followed in determining the reasonableness, allowability, and allocability of costs. Only allowable costs may be charged to the grant, and no grant may pay for more than its fair share of the costs (allocability). The service provider must determine what costs incurred by the organization are allowable.

Costs can be either direct or indirect; however, they must be treated consistently. The service provider should have either a written Cost Allocation Plan or an approved Indirect Cost Rate.

Accounting records must be supported by source documentation such as invoices, purchase orders, paid bills, time and attendance records, contract documents, agendas for travel, etc. Source documentation is the proof that costs charged to WIOA are, in fact, allowable and allocable to the grant. This source documentation must be attached and available for review.

Disallowed costs must be repaid with non-Federal funds. However, if the organization reported stand-in costs during the program year of the disallowed cost, they may be able to substitute stand- in costs for the disallowed cost.

Stand-in costs are non-Federal costs that may be substituted for disallowed grant costs. To be considered and accepted as stand-in costs they must come from the same year as the costs that they are proposed to replace; must be allowable costs that were actually incurred for the benefit of the WIOA funded program and paid by a non-ETA fund source; and must be recorded and documented in the organizations account system.

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# CASH MANAGEMENT

OPERATIONAL GUIDANCE: Refer to the Cash Management Policy. The following is intended for guidance and clarification.

1. Cash Requisitions

The form templates can be found on the WIOA website at [http://wsd.dli.mt.gov/wioa/wioa-](http://wsd.dli.mt.gov/wioa/wioa-forms) [forms](http://wsd.dli.mt.gov/wioa/wioa-forms)

There is a separate form for each of the following programs WIOA Adult, WIOA Youth and State Displaced Homemaker.

Complete the form by using your Agency’s Financial Reports. The financial report back-up documentation must be kept with copies of the submitted cash request forms and be available for review during monitoring.

The cash request may be a reimbursement amount or an estimated amount. Reimbursement is the preferred method of payment. If you are requesting additional funds for your immediate cash needs, the time between receipt and disbursement of funds should be minimal. In both cases, if the agency has earned program income those funds should be used immediately before requesting funds from the State.

The cash request forms must be signed or emailed by an authorized signature.

1. Authorized Signature Forms

The WIOA Fiscal Officer will send out the authorized signature form to the Service Providers yearly for the current year contract. If your Agency’s staff has changed during the contract period – please notify the State and complete a new form with the new updated signatures.

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# RECORD RETENTION

OPERATIONAL GUIDANCE: Refer to the Record Retention policy under Data and Operations Bureau. The following is intended as guidance and clarification.

The Performance and Reporting Manager will contact the service provider directly when participant paper records may be destroyed.

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# LOST OR STOLEN/FORGED CHECKS

OPERATIONAL GUIDANCE: Refer to the Stolen-Forged Check Policy. The following is intended as guidance and clarification.

1. For State Service Providers:

Follow the steps outlined in the Lost, Stolen or Forged Check Policy.

1. For Non-State Service Providers:

Non-state service providers must have a policy in place that addresses lost, stolen or forged checks. If the service provider has a situation where they have a stolen or forged check that is funded with WIOA, the agency must contact Workforce Services Division immediately.

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# MIS ACTIVATION AND INACTIVATION

Requesting MIS Access:

Non-state service providers operating a contracted program should contact their program manager to request MIS access for their employees. Service provider management should provide the following information:

* + Employee’s full name, phone number, email.
		- This information will be used in multiple ways, including but not limited to:
			* Team meeting invitation for technical assistance calls;
			* WIOA Directory and contact listing.
			* MIS access.

MIS Access

Upon receipt of the employee information the program manager will start the process of requesting MIS access. All non-state employees are required to sign the MIS Confidentiality Agreement and send the signed agreement to their program manager who then submits a Contingent Worker Form. When the program manager receives notice that the non-state employee has an Active Directory they then submit a computer access request to the State Information Technology Services Division (SITSD) to set up an MIS account on behalf of the new employee. Non-state providers having access to MIS are considered as contingent workers.

Accessing MIS

When the program manager is notified by the DLI TSD that the account has been created they then provide instructions for the contingent worker to call the SITSD helpdesk to get their password.

MIS Passwords:

MIS system only allows one password change in a 24-hour period. The contingent worker will need to create a password within these parameters:

* + Must be a minimum of 12 characters long
	+ Must contain 1 capitalized letter
	+ Must contain 1 number or special character

If a password expires, or the account is locked contact the State Information Technology Services Division (SITSD) at 406-444-2000. Non-state providers will need to indicate they are (1) a WIOA Contracted Contingent Worker, and (2) that they need password assistance. Program Managers cannot assist with password resets.

Terminating MIS Access:

When a non-state case manager is no longer working with the WIOA program the service provider must notify their Program Manager and request to remove the case manager’s MIS access.

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# DATA ENTRY

MIS is the data entry system used to maintain and track all services provided through WIOA-funded programs.

1. Upon determination of eligibility, service providers may enroll the participant into the WIOA program or place them in an applicant pool that is good for 45 days.
2. Youth, Adult, and Dislocated Worker Program enrollment is based on appropriate eligibility, participant needs, and program-specific considerations.
3. Adult and Dislocated Worker Program enrollment occurs when participant can benefit from a service(s) beyond self-service and informational activities. Participation: WIOA registration or formal enrollment indicates eligibility is verified and for adults, priority of service, is verified as well. Priority of service is distinguished from priority for covered persons in the following way:
* Priority for Individualized career and training services, in instances of limited funding, applies to adults only, while priority of covered persons applies to all populations.
1. Timely Data Entry:

Timely entry of information into the MIS system is imperative for accurate federal reporting. All data must be entered into the MIS system within **seven (7) business days** from the date:

* 1. the vendor is paid; or
	2. the date that a service is provided; or
	3. the date that an MSG or credential information is received. This also includes entering start and end dates on the program services in the MIS system.

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# RECORDING ACTIVITIES

OPERATIONAL GUIDANCE: Refer to EmployMT Case Management Document in Moodle for guidance at <https://www.dli.training/mod/resource/view.php?id=2467>

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# MIS WIOA HELP DESK

**WIOA HELP DESK**

Specific program questions should be sent to the appropriate program manager.

The WIOA Help Desk assists providers solve data issues/corrections in MIS as appropriate.

Case managers can submit the Bug/Data Issue Reporting Form for data corrections such as:

Date Errors

Enrollment Date

Actual Start Date

Actual End Date

Monitoring Findings

Forms are located in TEAMS:

DLI Non-State Providers - [Bug/Data Issue reporting form for Non-State Providers](https://forms.office.com/Pages/ResponsePage.aspx?id=mEypBw_zu0q9ftY_hyDcAlfRiP7A4kdMiVwbma5mVyZUOVROVjNIWkJFTDFQT0ZaSUY5RENKRDBMTiQlQCN0PWcu)

DLI WSD – All Staff - [Bug/Data Issue Reporting Form](https://forms.office.com/Pages/ResponsePage.aspx?id=mEypBw_zu0q9ftY_hyDcAlfRiP7A4kdMiVwbma5mVyZUQkMyRVo5WEFITEszSEVQQ1U2NjlGVkU5MCQlQCN0PWcu)

Case managers should document that the WIOA Help Desk was unable to make changes in MIS and include the correct dates or amounts in the case note.

**VENDORS**

New Vendor

To set up new vendors for payment a State of Montana W-9 and W-9 Service Form needs be submitted. This document is located in Moodle. Forms should be sent to the following address: DLIWSDW9INPUT@mt.gov.

Current Vendor

Current vendors do not require a new State of Montana W-9 provided their information is current and up to date. Verify vendor information in the database, if there are any changes a new W-9 and the W-9 Service Form may be needed.

Requests to add vendors for payments should be sent to the W-9 group at DLIWSDW9INPUT@mt.gov and not to the WIOA Help Desk.

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