



SOUTHEAST LABOR DEVELOPMENT LOCAL BOARD

AMENDMENT TO THE POLICY FOR THE DEVELOPMENT OF THE TRANSITIONAL EMPLOYMENT PROGRAMMATIC ACTIVITY ADULT AND DISLOCATED WORKERS PROGRAM

I. INTRODUCTION

The Workforce Innovation and Opportunity Act (WIOA, for its English acronym) is aimed at helping those persons that are searching for a job to have access to activities and/or job services, education, training, and assistance or support services to succeed in the labor market and match the employers with the specialized workers (skilled workers) they need to compete in the global economy. The Adult and Dislocated Workers Programs, in conjunction with the Career Service (Wagner Peyser Act) are fundamental in the One-stop-Career Center System, which is the base of the workforce development. The System must be accessible, client-centered, and one that provides trainings aimed at employment (job-driven).

Through the Transitional Employment activity a limited employment experience will be provided to individuals that face employment barriers due to chronic unemployment or an inconsistent work history.

II. LEGAL BASE

Sections 134 (d) (5) of the Workforce Innovation and Opportunity Act (WIOA, for its English acronym)

Sections 680.190 and 681.595 of the Federal Regulation of the Workforce Innovation and Opportunity Act (WIOA)

“Training and Employment Guidance Letter” (TEGL) 19-16 Guidance on Services provided through the Adult and Dislocated Workers Program, under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner Peyser Act Employment Services (ES), as amended by WIOA Title III of WIOA, and for Implementation of the WIOA Final Rules, issued on March 1, 2017

III. TRANSITIONAL EMPLOYMENT

A transitional employment is considered one that provides a limited job experience to individuals that present employment barriers due to chronic unemployment or an inconsistent work history. It can be an effective solution for individuals that need to obtain job experience, who by other means would not be able to obtain through a training activity to develop occupational skills or On-the-job Training (OJT). Its purpose is to allow the participant to establish a work history, demonstrate being a successful worker, and develop the skills that allow them to obtain and retain an unfunded employment.

Up to a **10%** of the combined funds of the allocations to the Adult and Dislocated Workers Program can be used for this activity. The transitional employments can be combined with comprehensive career services and assistance services.

IV. POLICY FOR THE ACTIVITY DEVELOPMENT

The following parameters are established to the effects of developing the activity:

1. Chronic unemployment is a term used to define an employee that has been unemployed during the last two years.
2. An employee with an inconsistent work history is defined as an individual that has been employed in diverse employments, but for periods of time that do not bring significant experience to their work history, which adversely affects their possibilities to reintegrate themselves to the workforce. Factors such as: the date of last employment, types of skills gained and salaries earned in their previous jobs, the number of jobs they have had during the last two (2) years, and the work history (contract job, temporary or permanent job).
3. The Career Planner will be responsible for certifying the service eligibility.
4. The activity will imply a salary payment and the contribution to the Social Security. It will be included in the Worker Compensation Insurance Policy.
5. Payment will be made directly to the participant by the Title I-B Funds Administrator.

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6. To the ends of obtaining a significant employment experience, the activity can last up to nine hundred and sixty hours (960) or six (6) months, what occurs first. If a particular need or emergency that affects adversely the participation occurs, and thus the participant does not obtain the skills, this will be documented, and the Executive Director of the Local Board will be requested in writing to adjust the activity duration be it in terms of hours or months. If approved, the change must be documented in the Participant's Case Management.
7. The law establishes that the activity can be developed in the public and private sector (for profit or non-for-profit). In the Planning Guidelines corresponding to the Program Year 2019, it was stipulated that activity will be limited to a maximum of 20% of the funds allocated to the job experiences activities in the public sector, that is to say, the municipal, state and/or federal government.
8. The participants will be located with employers that can provide quality experience so that eventually they can obtain an unfunded employment.
9. The activity will be combined with comprehensive career services.
10. The corresponding support services will be approved so that we can assure the participant obtains the corresponding skills.
11. There is no obligation for the employer to keep the individual in their transition job after the activity has been completed, irrespective of the success and performance of the individual as a worker.

V. APPROVAL AND VALIDITY

This Policy was approved by the Southeast Local Board on March 4, 2020. The Executive Director will be responsible for informing the personnel within five (5) days as of its approval.

For the record, I sign the present Policy in Humacao, Puerto Rico, on the 22nd days of the month of June of the year 2020. It will take effect on its approval date.

[Signed] _____
Jesús E. Delgado Morales
President
Local Labor Development Board

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