IDAHO
DEPARTMENT OF LABOR
C.L. "BUTCH" OTTER, GOVERNOR
KENNETH D. EDMUNDS, DIRECTOR

WIOA TRANSMITTAL #12

WIOA PROGRAM POLICY

October 26, 2016

TO: Workforce Development Council

FROM: Rogelio (Roy) Valdez, Deputy Director

SUBJECT: Revising Participant Expenditure Requirement Policy

ACTION REQUESTED: Recommend approval of the proposed policy.

HISTORY: Former Workforce Development Council policy

BACKGROUND:

In 2005, Governor Kempthorne consolidated the six local workforce investment areas into two workforce investment areas. The rationale was to reduce administrative costs so that more money could be spent directly on participants.

At that time, the council created a policy for the local areas (regions) to spend 50% of their allocated funds for staff and 50% for participants. This policy has been written into contracts with the services providers such as Magic Valley Youth and Adult, North Idaho College and the Idaho Department of Labor regional offices.

Local staff time spent on administrative activities, staff development activities, community outreach activities, or providing direct service delivery to WIOA participants is all counted toward the 50% staff time. Participant expenditures are those funds spent on providing training services (e.g., payments to schools for classroom training and supplies or payments to employers for on-the-job training) and supportive services (e.g., transportation costs, clothing, rent, and childcare).

WIOA requires states to increase their focus on serving those individuals with the greatest barriers to employment. This focus necessitates a greater investment of staff time to prepare these individuals for the workforce and conduct job development on their behalf. The current policy incentivizes staff to spend more money on training and supportive services and less time in career planning and job development.

Staff Recommendation

Governor Kempthorne's intention is already met by the significant reduction in administrative spending. Staff recommend rescinding the 50% staff and 50% participant spending policy for local area service providers in order to ensure that WIOA priorities for serving those with barriers to employment are met.

The new IdahoWorks case management system allows the career planners to document the services they provide and managers to track the time-intensive services staff deliver to ensure their time is directed toward participants.

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