



## **ELIGIBILITY WIOA TRAINING SERVICES – Adopted: 10-22-15**

Training services may be made available to unemployed and employed adults, dislocated workers and older youth (Workforce Innovation & Opportunity Act (WIOA) section 134(c)(3)(A) Eligible Applicants) who after an interview, evaluation or assessment and career planning have been determined by a one-stop operator or partner as appropriate to:

- Be unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment,
- Be in need of training services to obtain or retain employment that leads to self-sufficiency or wages comparable or higher than wages from previous employment, and
- Have the skills and qualifications to successfully participate in the selected program or training services.

Applicants who are determined to be in need of training services and have the skills and qualifications to successfully complete a training program can work with staff to select a program of training services directly linked to employment opportunities in the local area or an area to which the participant is willing to locate. The participant must be unable to obtain other grant assistance from other sources such as federal financial aid.

### **Priority of Services**

WIOA Section 134(c)(3)(E) establishes priority service with respect to funds allocated to the Dutchess County Local Workforce Development Area for adult employment and training activities. In accordance with the United States Department of Labor Employment and Training Administration’s Training and Employment Guidance Letter No. 3-15, priority will be provided in the following order:

- First, to veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient.
- Second, to, individuals who are not veterans or eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient.
- Third, to veterans and eligible spouses who are not also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient.
- Last, to non-covered persons outside the groups given priority above.

For WIOA Eligible Adult populations, adults who reside in Dutchess County will receive priority of training moneys. This priority of service rule DOES NOT apply to Dislocated Workers or TAA eligible workers.

### **Self Sufficiency Definition**

The Dutchess County Workforce Development Board has defined Self Sufficiency in Dutchess County at \$25.00 per hour per individual. This figure is based on The Self



## **Dutchess County Workforce Investment Board**

“Building Partnerships for Workforce Solutions”

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Sufficiency Standard for New York, a calculation for each county including seventy (70) family configurations. The calculations are comprehensive encompassing all the variables of self-sufficiency including ages of children, costs of food, clothing, shelter, health and child care. It is also tied to the individual rather than the family, as a response to business input stating that gathering eligibility information on the family in addition to the employee is intrusive and cumbersome. Any individual who is currently employed and requesting training funds must provide documentation which demonstrates current rate of pay.

In the event that a Dutchess County employer requests training for part-time employee(s) and the employer can demonstrate any two of the following:

- All employees (prospective trainees) of the business are classified as permanent part-time
- No full-time employee has the same job description or roles and responsibilities of the part-time employee(s)
- No full-time employee of the business is equipped with the skills or knowledge to perform the essential function

then training funds may be considered for an Adult who earns \$25 per hour or more but less than \$50,000 per year with that employer. The training must

- Introduce a new technology or procedure required of the employer or industry
- Not replace any fully time positions; and
- Receive final approval from the Dutchess One Stop Consortium

**NOTE: WHERE THESE OR ANY TRAINING POLICIES CONFLICT WITH STATE OR FEDERAL STATUTE, THOSE STATUTES WILL APPLY.**