

## **Training and Employment Services**

*Total: \$3.95 billion*

### State Formula Grants

- *Adult: \$500 million*
- *Youth: \$1.2 billion*
- *Dislocated Worker: \$1.25 billion*

### Secretary of Labor Discretionary Grants

- *Dislocated Worker Assistance National Reserve: \$200 million*
- *YouthBuild Activities: \$50 million*
- *Competitive Grants for Worker Training and Placement in High Growth and Emerging Industry Sectors: \$750 million*

*Total Wyoming: \$4,736,222*

- *Adult: \$1,234,406*
- *Youth: \$2,918,025*
- *Dislocated Worker: \$583,791*

*Purpose and Principles:* In accordance with the intent of the Recovery Act, funds must be spent expeditiously and effectively, with full transparency and accountability in the expenditure of funds. The Recovery Act provides more than an injection of workforce development resources into communities in need across the country. The significant investment of stimulus funds presents an extraordinary and unique opportunity for the workforce system to accelerate its transformational efforts and demonstrate its full capacity to innovate and implement effective One-Stop service delivery strategies. In this system, the needs of workers and employers are equally important in developing thriving communities where all citizens succeed and prosper. Successful implementation of the Recovery Act includes not only quick and effective provision of services and training for workers in need, but also leveraging changes in the system's basic operations to emerge as a strong, invigorated, innovative public workforce system capable of helping enable future economic growth and advancing shared prosperity for all Americans. Grantees have been advised that Recovery Act funds are intended to supplement, not supplant existing Workforce Investment Act funds.

*Grant Expenditure Period:* Workforce Investment Act funding for Adult, Dislocated Workers, and Youth are considered to be PY 2008 funds and, therefore, must be expended by the end of PY 2010 (June 30, 2011). It is the Congress' intent, as well as that of the U.S. Department of Labor, Employment and Training Administration, that the majority of these funds will be utilized within the first year of availability.

*Workforce Investment Act Adult Program:* These funds are available for states to provide employment and training services to adults through the One-Stop system in accordance with the Workforce Investment Act (WIA). Per the Recovery Act, the funds shall remain available to states for the same period of time as regular PY 2008 WIA Adult formula funds, or until June 30, 2011, and are subject to the 15 percent reserve for state activities under WIA section 133(a).

It is the intent of the Recovery Act that WIA Adult funds be used to provide the necessary services to substantially increased numbers of adults to support their entry or reentry into the job market. Recovery Act funds can be used on all activities specified under the WIA Adult program.

The Recovery Act specifically emphasizes the authority to use these funds for supportive and needs-related payments to ensure participants have the means to pay living expenses while receiving training. This should allow workers to pursue training of sufficient duration to acquire skills and credentials of value that will connect them to emerging jobs as the economy recovers. To increase the state, regional, and local training capacity, the Act gives states the authority to enter into contracts with institutions of higher education, such as community colleges, or other eligible training providers to facilitate training of multiple individuals in high-demand occupations, so long as the contract does not limit customer choice.

Priority use of funds shall be for services to recipients of public assistance and other low-income individuals as described in WIA section 134(d)(4)(E). Again, because family and income responsibilities often prevent these priority populations from successfully entering and completing training, states must ensure that supportive services and needs-related payments described in WIA section 134(e)(2) and (3) are available to support the employment and training needs of priority populations. Supportive services may include transportation, child care, dependent care, housing, and other services that are necessary to enable an individual who is unable to obtain the services from other programs to participate in activities authorized under WIA. Needs-related payments may be provided to adults who are unemployed and do not qualify for or have ceased to qualify for unemployment compensation for the purpose of enabling such individuals to participate in programs of training services.

*Workforce Investment Act Youth Program:* These funds are available for states to provide activities for youth in accordance with WIA requirements. Per the Act, the funds shall remain available to states for the same period of time as standard PY 2008 Youth formula funds, or until June 30, 2011.

Any youth activities under WIA are allowable activities for the Recovery Act funds.

While the Act does not limit the use of the Recovery Act funds to summer employment, the Congressional explanatory statement for the Act states that “the conferees are particularly interested in these funds being used to create summer employment opportunities for youth.” ETA strongly encourages states and local areas to use as much of these funds as possible to operate expanded summer youth employment opportunities during the summer of 2009, and provide as many youth as possible with summer employment opportunities and work experiences throughout the year, while ensuring that these summer employment opportunities and work experiences are high quality. ETA is also particularly interested in and encourages states to develop work experiences and other activities that expose youth to opportunities in “green” educational and career pathways.

In addition to emphasizing summer employment as a major component of the funding, the Recovery Act includes two other significant changes to youth activities under WIA. The Act increases the age eligibility to a maximum of 24 years old. The Recovery Act also states that the work readiness indicator will be the only indicator to assess the effectiveness of summer employment.

For purposes of the Recovery Act funds, the period of “summer” will be from May 1 through September 30. “Summer employment” may include any set of allowable WIA Youth services that occur during the above referenced summer months as long as it includes a work experience component.

*Workforce Investment Act Dislocated Worker Program:* These funds are available for states to provide employment and training services to dislocated workers through the One-Stop system in accordance with WIA. Under the Act, the funds shall remain available to states for the same period of time as standard PY 2008 Dislocated Worker formula funds, or until June 30, 2011. Under WIA section 133(a) the WIA Dislocated Worker funds in the Recovery Act are subject to the 25 percent Governor’s reserve for statewide rapid response activities and the 15 percent reserve for state-wide activities.

It is the intent of the Recovery Act that WIA Dislocated Worker funds be used to provide the necessary services to dislocated workers to support their reentry into the recovering job market. The funds can be used for all activities specified under WIA for the Dislocated Worker program. It is the intent of the law that substantially increased numbers of dislocated workers will be served with this infusion of formula funds, and that training will be a significant area of focus. Training services include occupational skills training, on-the-job training, programs that combine workplace training and related instruction, including registered apprenticeship, training programs operated by the private sector, skill upgrade and retraining, entrepreneurship training, job readiness training, adult education and literacy training, and customized training. Additionally, states have the authority to enter into contracts with institutions of higher education, such as community colleges, or other eligible training providers to facilitate the training of multiple individuals in high-demand occupations, so long as the contract does not limit customer choice.

States may reserve up to 25 percent of the Dislocated Worker Recovery Act formula funds for Rapid Response activities. Given expectations for the expeditious spending of funds, ETA encourages states to be strategic in determining how much money to set aside for this purpose.

To be eligible to receive services under the WIA Dislocated Worker formula funds provided in the Recovery Act, individuals must meet the eligibility requirements as stated in WIA section 101(9). This definition allows individuals to qualify as a dislocated worker in four different ways. Individuals who do not qualify under category A because of the nature of their employment separation may still qualify under category B, C, or D. Customers who do not qualify as dislocated workers must be considered for eligibility in the Adult formula program.

**Category A – General Dislocated Workers.** To qualify, an individual must meet the following three criteria:

1. Has been terminated or laid off, or has received a notice of termination or layoff, from employment;
2. EITHER is eligible for or has exhausted entitlement to unemployment compensation; OR has been employed for a duration sufficient to demonstrate, to the appropriate entity at a One-Stop Career Center referred to in WIA section 134(c), attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that were not covered under a state unemployment compensation law; and
3. Is unlikely to return to a previous industry or occupation.

**Category B – Plant Closure.** To qualify, an individual must meet one of the following three criteria:

1. Has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise;
2. Is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or
3. For purposes of eligibility to receive services other than training services described in WIA section 134(d)(4), intensive services described in WIA section 134(d)(3), or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close.

**Category C – Self-Employed or Unemployed.** To qualify, an individual must meet the following criteria:

1. Was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters.

**Category D – Displaced Homemaker.** To qualify, an individual must meet the following three criteria:

1. Has been providing unpaid services to family members in the home;
2. Has been dependent on the income of another family member but is no longer supported by that income; and
3. Is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.