



Eric R. @WORK

# WIOA Title I-B Youth Program Work Experience Expenditure Requirement

August 6, 2020

# Objectives

---

- Purpose of Work Experience (WEX) Expenditure TA
- WEX Definition
- Types of WEX
- 20% Work Experience Requirement
- Allowable WEX Expenditures
- Current LWDB WEX Expenditure Levels

# Work Experience Definition

---

Planned, structured learning experience that takes place in a workplace for a limited period of time.

Work Experience:

- Is the most critical of the 14 Youth Program Elements
- Provides youth participants career exploration and skill development
- Allows youth to learn and apply skills in a real world setting

# Types of Work Experience

---

Work Experience includes the following categories:

- Summer and year-round employment opportunities;
- Pre-Apprenticeship programs;
- Registered Apprenticeship;
- Internships and job shadowing opportunities; and
- On-the-Job Training (OJT).

# Work Experience Applicable Laws

---

## Work Experience:

- Youth 17 and under are subject to State and Federal Child Labor laws.
- Labor standards apply in any work experience where an employee/employer relationship exists, as defined by the Fair Labor Standards Act or applicable state law.

# Work Experience

---

## Work Experience:

- May be provided to in-school and out-of-school youth;
- May be paid or unpaid;
- May be provided year round;
- Must include academic and occupational education, which can be provided concurrently or sequentially;
- May be provided prior, during or after occupational skill training; and
- Must be provided using a Work Site Agreement that is signed by the LWDB, Employer and the Youth Participant.



# Work Experience Prohibition

---

Funds provided for work experiences may not be used to directly or indirectly aid in the filling of a job opening that is vacant because the:

- Former occupant is on strike;
- Worksite is locked out in the course of a labor dispute; or
- Filling of which is otherwise an issue in a labor dispute involving a work stoppage.

# 20% of WEX Expenditure Requirement

---

## 20% Minimum of Youth Program Allocation

- Does not apply to Youth Admin allocation
- Does not apply individually to ISY/OSY
- Does not include Supportive Services
- States and LWDAAs must track and report WEX expenditures

# WEX Expenditures

---

WEX Expenditures consist of:

- Participant WEX Orientations
- Employer WEX Orientations
- Wages and stipend payments for WEX
- Employer skills and Job Readiness training to prepare youth for WEX
- Classroom training or required academic education components directly related to WEX
- Incentive payments tied to completion of WEX
- Supportive Service costs are NOT allowable costs towards meeting the 20% work experience requirement



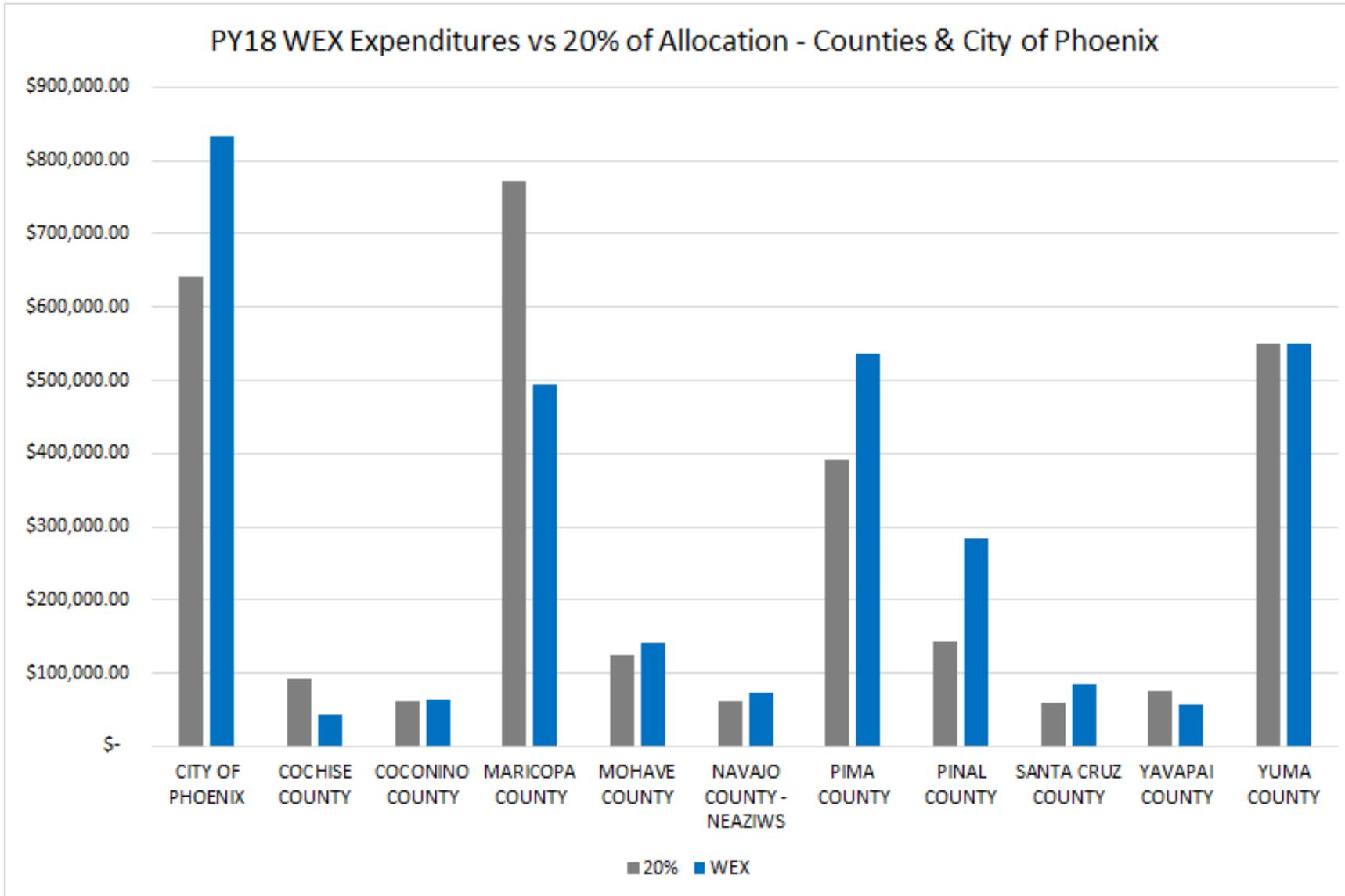
# WEX Expenditures Part II

---

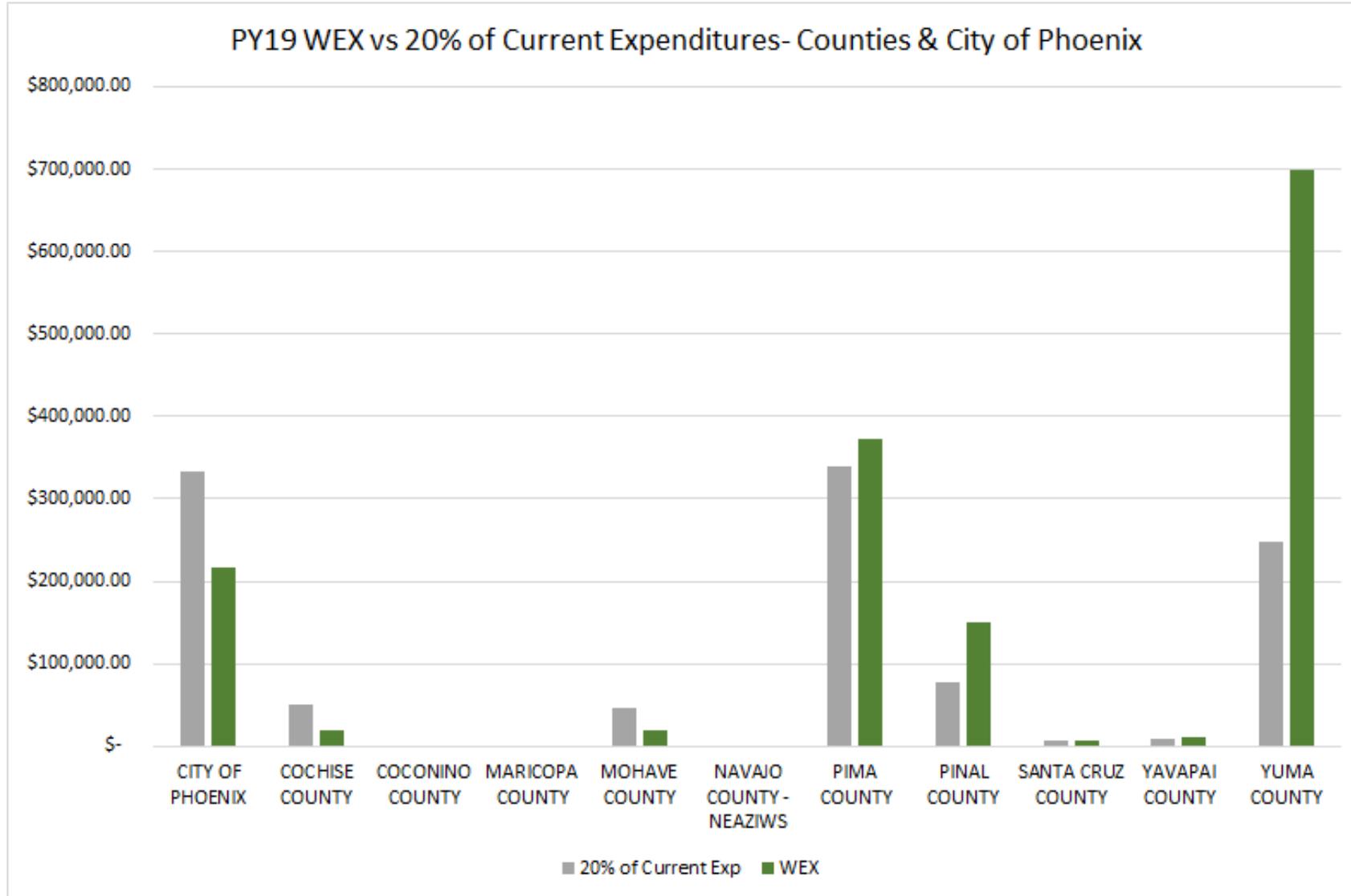
WEX Expenditures also consist of staff time associated with:

- Identifying and developing WEX
- Working with employers for WEX
- Managing participant WEX
- Evaluating participant WEX

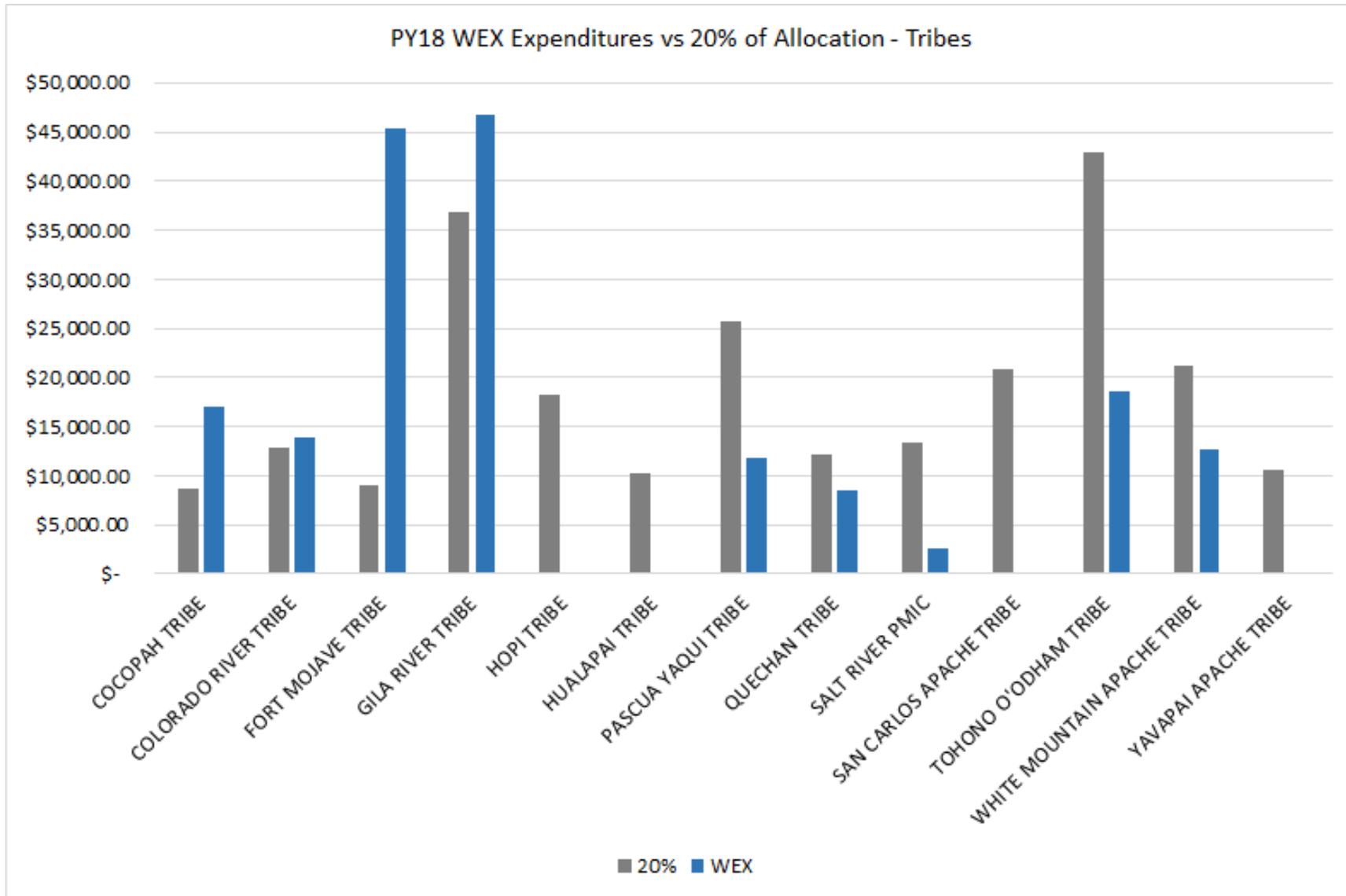
# PY 18 WEX Expenditures vs 20% Allocation- Counties and City of Phoenix



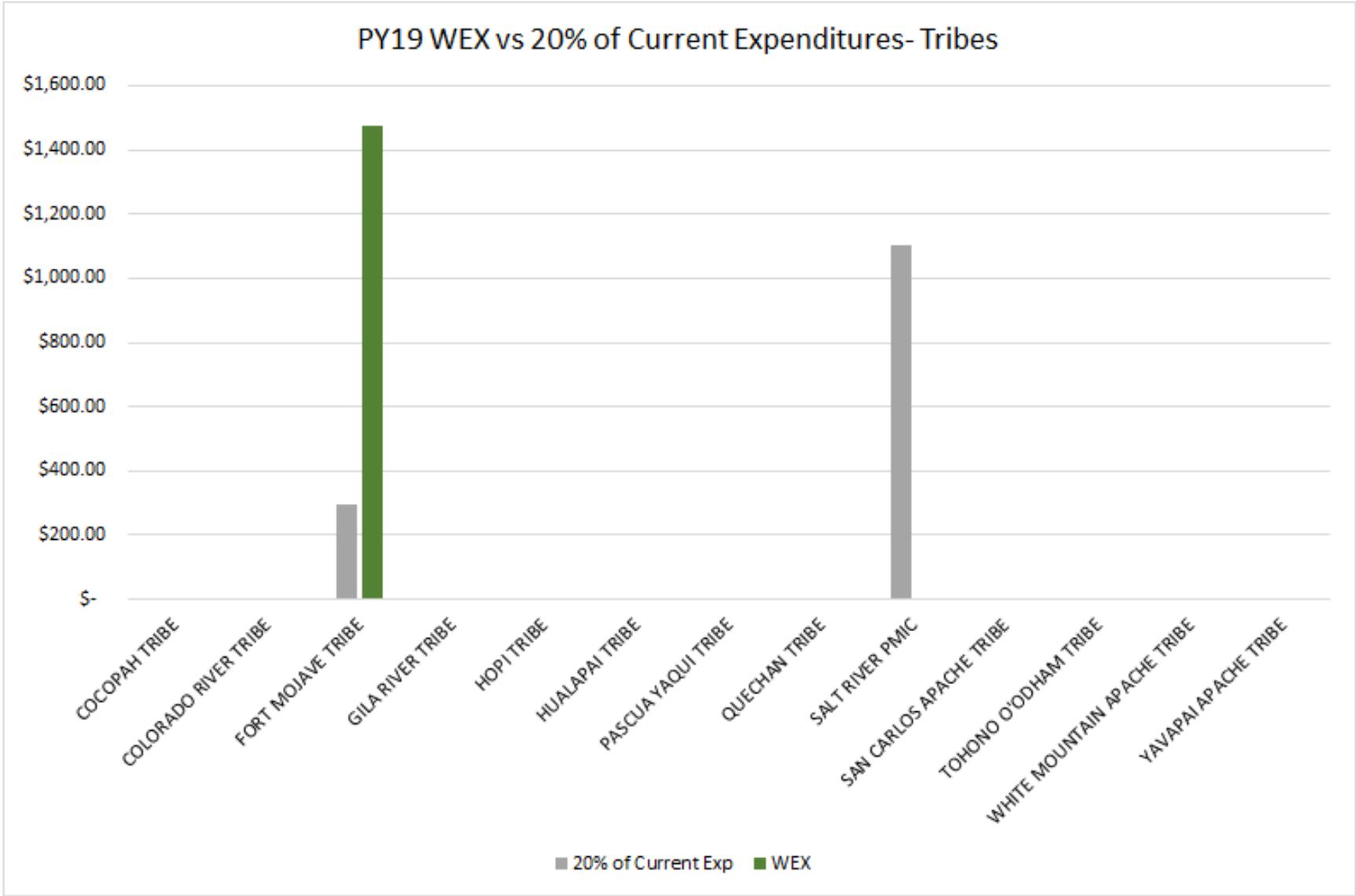
# PY19 WEX vs 20% of Current Expenditures-Counties and City of Phoenix



# PY 18 WEX Expenditures vs 20% of Allocation-Tribes



# PY 18 WEX Expenditures vs. 20% of Current Expenditures-Tribes



# WIOA Title I-B Resources

---

- Arizona Department of Economic Security WIOA Title I-B – Youth Program Policy [https://des.az.gov/sites/default/files/media/youthpolicy11\\_16\\_17.pdf?time=1596206194063](https://des.az.gov/sites/default/files/media/youthpolicy11_16_17.pdf?time=1596206194063)
- U. S. Department of Labor (USDOL) Training and Employment Guidance Letter (TEGL) 21-16 [https://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=7159](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7159)
- USDOL Training and Employment Notice (TEN) 22-19 Technical Assistance Resources for the Workforce Innovation and Opportunity Act (WIOA) Youth Program [https://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=8754](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=8754)
- USDOL Fact Sheet #71: Internships under the Fair Labor Standards Act <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/whdfs71.pdf>



# Questions and Answers

---

## Contact Information

**Moriah Robles**

Workforce Technical Assistance Coordinator

[moriahrobles@azdes.gov](mailto:moriahrobles@azdes.gov)

602-771-1310

**Hunter Griffin**

Sr. Fiscal Analyst

[hgriffin@azdes.gov](mailto:hgriffin@azdes.gov)

**Maha Madhanakumar**

Finance Manager

[mmadhanakumar@azdes.gov](mailto:mmadhanakumar@azdes.gov)

Workforce IT questions: [ea-wioa@azdes.gov](mailto:ea-wioa@azdes.gov)

WIOA Title I-B Policy Questions and Technical Assistance Requests: [TitleIPolicy@azdes.gov](mailto:TitleIPolicy@azdes.gov)

