



Lake County Workforce Development Board Service Policies

Last Updated: July 2025

The Lake County Workforce Development Board is accountable for leading the workforce system in Lake County, Illinois. The Board sets the direction and focus for workforce activities related to the services delivered to jobseekers and businesses in Local Workforce Innovation Area 1. Service policies guide the implementation and delivery of Title 1 funds through workforce development adult, dislocated worker, and youth services offered under the Department of Labor and the Workforce Innovation and Opportunity Act of 2014. Service policies direct areas such as eligibility, procurement, and fiscal controls. Service policies ensure funds are administered in compliance with the Board's standards and guidelines, all applicable laws and regulations, and agreements with federal or State grantor agencies. Subrecipients are subject to the requirements outlined in the service policies. A review is completed on an annual basis to ensure services policies are aligned with current policies applicable to the administration of WIOA funds.

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ACRONYMS

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| AJC | American Job Centers |
| CEDS | Comprehensive Economic Development Strategy |
| DCEO | Department of Commerce and Economic Opportunity |
| D.O.L. | Department of Labor |
| DOTL | Demand Occupation Training List |
| ETPL | Eligible Training Provider List |
| H.P.O. | High Priority Occupations |
| ICCB | Illinois Community College Board |
| IDES | Illinois Department of Employment Security |
| I.E.P. | Individualized Employment Plan |
| I.T.A. | Individualized Training Account |
| IWDS | Illinois Workforce Development System |
| I.W.T. | Incumbent Worker Training |
| IWTS | Incumbent Worker Training System |
| LLSIL | Lower Living Standard Income Level |
| LWIA | Local Workforce Innovation Area |
| LWIA 1 | Local Workforce Innovation Area 1 |
| NEEDR | Northeast Economic Development Region (Illinois) |
| N.R.P. | Needs-Related Payment |
| O.E.T. | Office of Education and Training (of DCEO) |
| OJT | On-the-Job Training |
| O.S.O. | One-Stop Operator |
| PII | Personally Identifiable Information |
| S.S.S. | Selective Service System |
| T.A.A. | Trade Adjustment Act |
| TEGL | Training and Employment Guidance Letter |
| U.I. | Unemployment Insurance |
| W.D.B. | (Lake County) Workforce Development Board |
| W.D.D. | (Lake County) Workforce Development Department |
| WIOA | Workforce Innovation and Opportunity Act |

POLICY 1: PROCUREMENT

I. Purpose

This policy ensures that the procurement of services are conducted in a fair and open competitive environment.

II. References

TEGL NO. 15-16

2 CFR 200.319

III. Terms

None.

IV. Policy

a. General

All purchasing is governed by the Lake County Purchasing Ordinance.

b. Procurement Timeframe

- i. The W.D.B. must select the O.S.O. through a competitive process, as required by §121(d)(2)(A) of WIOA.
- ii. The competitive process must be conducted no less than every four years.
- iii. The O.S.O. will be procured according to the following timetable:
 - (1) July 1, 2018 – June 30, 2022
 - (2) July 1, 2022 – June 30, 2026

POLICY 2: TRIPS AND TRAINING

I. Purpose

This policy outlines the trips and training opportunities for which current W.D.B. members may have their reasonable and necessary expenses covered by workforce funds. This policy does not preclude any member from attendance at functions where their expenses are covered by another private or public-sector agency.

II. References

None.

III. Terms

None.

IV. Policy

a. Allowable Expenses

- i. As a grant-funded agency, all W.D.B. trips and training expenses must comply with state and federal regulatory guidelines. Additionally, pursuant to provisions of County Board and W.D.D. policies, reasonable and necessary expenses incurred as part of W.D.B. business-related travel will be reviewed for payment/reimbursement for current W.D.B. members only. Travel must be within the continental United States only.

b. Budget

- i. The annual trips and training budget will be developed in coordination with other budgetary recommendations prepared for W.D.B. consideration following the State's announcement of the upcoming program year funding allocations. The W.D.B.'s recommendations will be incorporated as part of the W.D.D.'s submission for the County's annual budget process.

c. Trips and Training Opportunities

- i. All W.D.B. members will be encouraged to participate in local training opportunities to develop the members knowledge on state and federal workforce legislation, workforce best practices and W.D.B. activities. Due to limited budgets, prior authorization will be required from the W.D.B. chairperson, working in consultation with workforce staff, to ensure that sufficient funds are available. Expenses will be covered as per W.D.B. policy.
- ii. Expenses eligible to be paid for out-of-area and overnight travel and training opportunities should be limited to:
 - (1) W.D.B. officers and officers-elect,
 - (2) W.D.B. members who have been recruited/elected to participate on a state or national organization, and
 - (3) W.D.B. members who have been invited to present at a hearing or event.

POLICY 3: LOCAL TRAINING PROVIDER / PROGRAM CERTIFICATION

I. Purpose

This policy defines the standards for training providers applying for certification and recertification under LWIA 1 to be identified as eligible to receive WIOA Title I funds. This policy ensures accountability and compliance to policies related to Training Provider Certification issued by DCEO.

II. References

Illinois workNet ePolicy Chapter 7, Section 3: Training Provider and Training Program Eligibility

DCEO Policy Letter NO.09PL57

III. Terms

The ETPL contains all eligible training providers and their eligible training programs that have been certified by the W.D.B. and that provide training services funded by WIOA Title I funds.

IV. Policy

a. Oversight

- i. Board staff shall assume responsibility to review and verify the eligibility of training providers and training programs on behalf of the W.D.B.
- ii. Board staff shall present updates on approved, rejected, and recertified programs at the Employer Connections Committee meetings, as appropriate.
- iii. Board staff will conduct monitoring of all eligible training providers and their certified training programs.

b. Provider Verification of Initial Eligibility

- i. Training providers must satisfy the following qualifications to be verified as eligible to apply for certification of their training programs:
 - (1) Offer training programs that are occupational in nature in high growth/high demand industries/occupations within the NEEDR based on the State of Illinois' DOTL.
 - (2) Offer training programs that lead to the attainment of an occupational skill certificate, industry recognized certification, and/or license.
 - (3) Are accredited by the ICCB, North Central Association, or any other Federal or State accrediting agency (applicable to colleges, universities, and technical schools).
 - (4) Are certified, approved, and/or recognized by a State, Federal, or nationally recognized industry standard association for a minimum of a year (applicable to training institutions, business, community-based agencies, proprietary schools, or other training providers).

- (5) Offer at least one training location in LWIA 1 if the training provider holds multiple training site locations. Training providers that offer only online training do not need to be physically located in Lake County to apply for certification in LWIA 1.
- (6) Offer out-of-state training only when it has been determined (documented by assessment of the client needs) that it would be in the best interest of the client to attend the out-of-state provider. The out-of-state provider must be certified by the LWIA within their State of residency.
- (7) Fully comply with all non-discrimination and equal opportunity provisions of the law.
- (8) Have been "open for business" for at least one year prior to their application.
- (9) Provide verification of the following criteria to demonstrate their status as "open for business," including:
 - a. Legal and good standing state and/or locally registered business,
 - b. FEIN,
 - c. Physical location to provide training (not applicable for online training providers),
 - d. Proof of delivery and outcomes of training services related to job placement services,
 - e. Proof of accreditation
 - f. Copy of training catalog,
 - g. Training institution tuition refund policy, and
 - h. Proof of published program/tuition cost

c. Program Verification of Initial Eligibly

- i. Authority is given to the Board staff to approve the training programs of each eligible training provider with consideration to the following elements:
 - (1) Physical location (not applicable for online training providers),
 - (2) Quality of instructors,
 - (3) Accessibility and Equal Opportunity compliance,
 - (4) Student-to-teacher ratio,
 - (5) Curriculum structure,
 - (6) Placement outcomes and salary expectations of graduates, and
 - (7) Commitment and evidence of the ability to maintain records of completion and/or transcripts for five years.
- ii. Board staff will respond to applications no later than thirty days after all training program information has been submitted via IWDS.

- iii. Board staff will submit the information of each training provider and training program that is determined eligible to the W.D.B. for review.
- d. Program Recertification
 - i. After initial certification, all programs require recertification within one year of the original certification. Training providers must reapply for program certification within sixty days prior to the one-year anniversary. For example, if a program's initial certification is January 31, 2011, the recertification must be completed between December 1, 2011, and January 31, 2012.
 - ii. Training programs are subject to recertification if significant program changes occur.
 - iii. Program recertification will be evaluated by the same requirements as initial certification.
 - iv. Programs that fail to apply for recertification during the appropriate period are not eligible to reapply for recertification for a period of six months after their original anniversary date. For example, if a programs certification expired on July 1, 2021, and the training provider failed to reapply for recertification between May 1, 2012, and June 30, 2012, the training provider cannot apply for recertification until January 1, 2013.
 - v. All eligible training providers seeking recertification must meet the following program performance outcomes:
 - (1) Entered Employment Rate of $\geq 40\%$, and
 - (2) Employment Retention Rate of $\geq 40\%$, and
 - (3) Average Earnings of $\geq \$2,000$, and
 - (4) Credential Attainment Rate of $\geq 20\%$.
 - vi. Programs that fail to meet any of the performance measures will be removed from the ETPL. Once the program is removed from the ETPL, no new students can be funded by WIOA ITAs.
 - vii. Programs that fail to meet the requirements for recertification may reapply after twelve months from the date of the expiration of their previous certification.
 - viii. Programs that lack enough participants to post results in IWDS are exempt from the performance outcome requirements. Board staff will monitor performance based on available outcome data and may deny recertification if outcomes are not consistent with the standards outlined in this policy.
- e. Decertification
 - i. A training provider may be decertified at any time if:
 - (1) It intentionally supplied inaccurate information in its application for certification or recertification of a training program;

- (2) It substantially violated any requirement under the WIOA, or
- (3) It voluntarily chooses to cease being an eligible training provider or goes out of business.

f. Notification and Appeal for Denied Certification/Recertification

- i. If a program is denied certification or recertification, Board staff will notify the training provider in writing. The notice will include:
 - (1) The training program(s) that are being denied certification,
 - (2) The reason(s) for the denial, and
 - (3) Information detailing the appeal process.
- ii. The notice must be sent within seven business days via registered mail to the training provider and to DECO's O.E.T.
- iii. The training provider has twenty-one days from the date of receipt of the notice to send a request for appeal to the W.D.B. via registered mail. The request for appeal must include the following information:
 - (1) A statement that the training provider is appealing the denial of its program(s) certification,
 - (2) The reason(s) the certification should be granted,
 - (3) Contact information for additional information, and
 - (4) The signature of the chief executive of the training provider.
 - (5) The W.D.B. will review the request for appeal within twenty-one days of its receipt.
 - (6) If the decision is reversed, the W.D.B. will notify the training provider via registered mail and forward a request to DCEO's O.E.T. to add the training program to the ETPL.
 - (7) If the decision is not reversed, the W.D.B. will notify the training provider via registered mail and forward a copy of the letter to DCEO's O.E.T. within twenty-one days from the receipt of the appeal request. The notification will include information about how to appeal its denial of certification with DCEO's O.E.T.

POLICY 4: DEMAND OCCUPATION TRAINING LIST (DOTL)

I. Purpose

This policy aligns the investment of W.D.D. funds for training with the education and skill requirements of employers. The ETPL Policy Workgroup took a statewide approach to the creation of a new Demand Occupations Framework. The level of education was a key consideration in the new criteria to ensure a better return on investment of limited resources. An approach based on statewide data both reduces the complexity of the process and improves the relevance of the data being used. It also aligns Illinois with U.S. Department of Labor expectations.

II. References

Illinois workNet ePolicy Chapter 7, Section 3.2: Initial Eligibility of Training Providers
WIOA Notice No. 20-Not-08, Change 2

III. Terms

The DOTL List has been created by utilizing criteria for projected annual openings, education, and wages. A statewide DOTL was created using the Long-Term COVID-impacted Occupational Projections (2018-2028) from the Illinois Department of Employment Security as source data.

IV. Policy

a. DOTL List

- i. Career Planner will use the DOTL when developing the I.E.P. or I.S.S.

b. Petition Process

- i. If an LWIA or DCEO determines that an occupation should be added to the list based on data and other evidence that is not reflected in the IDES data, they must follow the procedures outlines in the WIOA Notice No. 20-Not-08, Change 2.

POLICY 5: INDIVIDUAL TRAINING ACCOUNT

I. Purpose

This policy provides guidance regarding the issuance of I.T.A.s for training and associated eligible costs when utilizing WIOA funds.

II. References

Illinois workNet ePolicy Chapter 7, Section 2: Training

Illinois workNet ePolicy Chapter 7, Section 3: Training Provider and Training Program Eligibility

DCEO WIOA Policy 15-WIOA-5.3

III. Terms

An I.T.A. is an account established on behalf of a WIOA-eligible participant.

IV. Policy

a. Requirements

- i. Participants must be eligible under one of the following provisions of WIOA:
 - (1) 1A – Adult,
 - (2) 1D – Dislocated Worker, or
 - (3) Youth – In school or out of school
- ii. Participants eligible to receive an I.T.A. must select an approved training program that leads to a credential attainment in a career that is listed on the DOTL List. Eligible and approved participants may, in consultation with the designated career planner, select an eligible program and training provider from the ETPL as documented on IWDS. The guidance and selection process will be provided in a manner that maximizes customer choice.
- iii. The use of I.T.A.s should not be used as enticement to terminate traditional academic programs. The use of I.T.A.s will enhance, not replace, current delivery systems in accordance with local area recommendations
- iv. The W.D.B. may develop eligibility standards for program participants beyond state policy.
- v. The W.D.D. will use the approved DOTL List for I.T.A.s funded through WIOA
- vi. W.D.D. will be responsible for authorizing Individual Training Accounts for eligible participants enrolled in subrecipient programs.

b. Funding Guidelines

- i. The fund amount for an I.T.A. shall not exceed \$7,000.00, except for identified healthcare training, and must be for training for careers on the DOTL List. Funds may be used to pay for occupational training and related prerequisite coursework, as identified in the participants' I.E.P.,

including tuition, required books, school fees, supplies, and equipment as outlined in the provider's course catalog and made available to the public. I.T.A. funds may also be used for licensing and credentialing exam costs related to the training program and the industry-recognized credential that is identified in the participant's I.E.P.

- ii. In recognition of the higher cost of training for healthcare programs, eligible participants choosing to go into the healthcare field may request and receive an I.T.A. of up to \$10,000.
 - iii. Eligible clients choosing to pursue an Associate Degree program on the Workforce Board's Policy #4 on the Demand Occupation List (DOTL) and from institutions that award college credits that are transferable at degree completion are eligible for additional funding to cover the full cost of the specific program.
 - iv. WIOA funds authorized from I.T.A.s are prioritized for Lake County residents and/or eligible participants dislocated from a Lake County employer.
 - v. Participants are required to apply for other forms of federal financial aid. WIOA funds will not be withheld while the participant is awaiting determination of other financial aid eligibility.
 - vi. If the costs of prerequisite coursework push the total costs of participant's I.E.P. above the appropriate funding cap, the Director of the W.D.D. is authorized to approve an I.T.A. for an amount higher than the funding caps on an individual basis in cases when he or she finds that:
 - (1) The participant is unlikely to find employment in a high-priority occupation without the training identified in the I.E.P.; or
 - (2) The individual is basic skills deficient; or
 - (3) Based on their previous employment or academic achievements, the participant shows a high likelihood of successfully completing the training listed in their I.E.P. and achieving training-related employment; or
 - (4) The incremental costs more than the funding cap or minimal.
 - vii. In no case will the total amount of the I.T.A. exceed 150% of the appropriate funding cap.
- c. Circumstances in which an I.T.A. may be denied
- i. An I.T.A. may be denied for an otherwise eligible participant under one or more of the following circumstances:
 - (1) WIOA training funds are exhausted;
 - (2) The participant has reached the maximum amount allowed;
 - (3) The individual does not meet the priority of service as defined in the W.D.B.'s Local Plan;

- (4) The individual resides outside the geographic area of Lake County and/or was not dislocated from a company in Lake County;
- (5) The individual is not likely to succeed in training, based on an in-depth assessment;
- (6) The training course or program is not likely to result in employment upon training completion;
- (7) The training course or program does not lead to a career on the DOTL list;
- (8) The service provider does not accept the participant;
- (9) The individual attempts to make changes to the I.T.A. voucher without approval;
- (10) The individual does not comply with reasonable program and participation requirements and conditions.

POLICY 6: INCUMBENT WORKER TRAINING

I. Purpose

This policy provides general guidance for all I.W.T. projects, as well as specific guidance for the formula fund grants when utilizing their twenty percent authority and Discretionary funds for the grantees of the Statewide fifteen percent funds.

II. References

Illinois workNet ePolicy Chapter 7, Section 2.2.3: Incumbent Worker Training (I.W.T.)

WIOA Policy Letter 07-PL-33, Change 4

TEGL No. 01-15

WIOA Rule at 667.268

PY2000 WIOA Policy Letter Number 00-14

WIOA Policy Letter Number 07-PL-33, Change 4

29 CFR 97.24

III. Terms

I.W.T. involves training development with an employer or association to upgrade skills training of a workforce.

IV. Policy

a. General Requirements

i. An incumbent worker must be:

- (1) An individual in an employment relationship with a participating employer or group of participating employers in a targeted sector that are utilizing I.W.T. to upgrade the skills of their workers, and
- (2) An individual who is receiving upgraded skills training:
 - a. To increase his or her skills in an occupation in which the individual is already an incumbent, or
 - b. To prepare the worker for entry into a new occupation within the targeted workforce.

ii. An I.W.T. program participant must be:

- (1) Employed in targeted sectors or in a high demand occupation,
- (2) Employed by a participating employer, as cited in an I.W.T. project plan,
- (3) Scheduled to receive training as cited in an I.W.T. project plan,
- (4) Trained to perform a job at the employer's worksite located in Lake County, and
- (5) Have a hiring date of six months or greater, or where a group of employees are being trained, no less than 75% of the employees have been employed with the employer for six months or more.

iii. Information on the participating employer(s) and incumbent workers will be collected and reported in the Illinois workNet IWTS.

- iv. The prohibition against using WIOA Title I funds to encourage business relocation applies to I.W.T. funds:
 - (1) If the relocation resulted in any employee losing his or her job at the original location, the 120-day rule set forth in PY2000 WIOA Policy Letter Number 00-14 and subsequent changes must be observed.
 - (2) In such cases, incumbent worker training services may not be provided until the company has operated at the new location for 120 days.
- v. Employers participating in I.W.T. programs must be private or not-for-profit organizations and located in Lake County.
- vi. I.W.T. Programs:
 - (1) All training programs provided as part of an I.W.T. project must be competitively procured in accordance with the Lake County Purchasing Ordinance.
 - (2) Employers must use outside resources to provide training, inside resources are not allowable for reimbursement purposes.
 - (3) Employers must obtain and submit quotes or bids from three potential training providers whenever practical.
 - (4) All training programs must include a contract/written agreement between the W.D.D. and the employer that outlines, at a minimum, the following information:
 - a. The employer information,
 - b. The employers documented need for the training,
 - c. The employees being trained and how the training will benefit each of the employees,
 - d. Employee demographics including birthdate, hiring date and social security number,
 - e. Who is providing the training,
 - f. What training will be provided,
 - g. Where the training will be provided,
 - h. The length of the training to be provided (to include the start and end date, number of days per week, and number of hours per day),
 - i. The cost of the training program (to include only reasonable and acceptable costs), and
 - j. The amount of employer matching support and how that support will be provided.
- vii. An employer may receive funds through multiple I.W.T. or OJT contracts in the same program year, but the total amount of the W.D.D.'s share of

all I.W.T. and OJT contracts may not exceed \$49,500 in any program year (July 1 – June 30) without the approval of the W.D.B.'s Executive Committee.

b. I.W.T. Application Process

- i. All I.W.T. Program applications (and subsequent activity documentation, including required reporting elements) initiated from November 16, 2009, forward must be entered in the IWTS of Illinois workNet.
- ii. The W.D.D. staff is responsible for the submission of all training program project plans and other required reporting elements.

c. I.W.T. Approval Process

- i. The W.D.D. is responsible for the review and approval of all I.W.T. applications and projects.

d. Matching and Allowable Costs

i. Matching Requirements:

- (1) Employers participating in the program are required to provide matching support (in-kind or direct financial support) for the costs of providing the training to incumbent workers.
- (2) The employer match should not be included in the calculation of project cost included in the Project Plan.
- (3) All matching contributions must clearly relate to I.W.T.

- a. All costs must meet the requirements described in 29 CFR 97.24, Matching and Cost Sharing.
- b. There is no maximum limit to the amount of matching contributions an employer may provide.
- c. All matching contribution levels for each employer will be determined on a prorated scale based on the ratio of overall project costs and may be negotiable.
- d. All matching contribution levels for each employer will be determined on a scale based on the number of employees.

- i. The type of match, either in cash or in-kind, is fairly evaluated and follows the specified non-federal share (match) requirements below:

1. Ten percent (10%) of the cost, for employers with not more than 50 employees;
2. Twenty-five percent (25%) of the cost, for employers with more than 50 employees, but not more than 100 employees; or

3. Fifty percent (50%) of the cost, for employers with more than 100 employees.
 - (4) The match paid by an employer or group of employers may include the amount of wages paid by the employer(s) to an incumbent worker while the incumbent worker is attending a training program and may include other in-kind contributions.
- ii. Allowable Costs
 - (1) (1) Allowable costs must be reasonable and necessary for the conduct of the training.
 - (2) Costs that may be reimbursed through the grant or used as the matching contribution, include:
 - a. Training development,
 - b. Instructor wages,
 - c. Tuition,
 - d. Training materials and supplies,
 - e. Fees required to complete training,
 - f. Travel for trainers and participants beyond normal commute,
 - g. Training facility cost (on- or off-site),
 - h. Cost for use of the firm's equipment during training, and
 - i. Fees for technical or professional certifications and/or licensures.
 - (3) Participant wages while in training may be used to meet the employer's match requirement but are not reimbursable costs to the WIOA grant; fringe benefits are neither reimbursable nor applicable to the employer's match
 - (4) Costs associated with supportive services are not reimbursable under Lake County I.W.T. programs.
- e. Programmatic Reporting
 - i. The W.D.D. is responsible for reporting on I.W.T. Programs on a quarterly basis.
 - ii. Quarterly reports are to be completed in the Illinois workNet system within 30 days from the end of each quarter.
- f. Eligibility and Performance
 - i. Incumbent workers are not required to be determined WIOA eligible, thus they are not considered WIOA participants. As a result, they will not be counted toward local performance standards.
 - ii. However, all I.W.T. Program and employee data are reported in the IWTS of Illinois workNet.

POLICY 7: ON-THE-JOB TRAINING

I. Purpose

This policy provides information and guidelines to assist the W.D.D. in implementing OJT programs.

II. References

Illinois workNet ePolicy Chapter 7, Section 3: Training Provider and Training Program Eligibility

WIOA Section 134

WIOA Policy 15-WIOA-5.2.1.1

III. Terms

OJT is training that is provided by an employer to a paid participant while engaged in productive work in a job that provides the knowledge or skills essential to the full and adequate performance of the job. OJT programs must provide potential new employees, or active underemployed employees (adults, dislocated workers or eligible youth, when appropriate) with the opportunity to acquire new skills or knowledge essential to job performance.

IV. Policy

a. Funding Guidelines

- i. The W.D.D. is responsible for administering the OJT program.
- ii. Reimbursement is provided to the employer to pay for the extraordinary cost of the training and additional supervision. The W.D.D. is responsible for negotiating the reimbursement rate based on the hiring hourly wage, the negotiated number of training hours and the negotiated rate of reimbursement.
- iii. The allowable reimbursable rate cannot exceed a rate of 50% of the hourly wage.
- iv. Reimbursement rate up to 90% when taking into account the following factors:
 - (1) The characteristics of the participants taking into consideration whether they are individuals with barriers to employment, which is defined as a member of 1 or more of the following populations:
 - a. Veterans
 - b. Displaced homemakers
 - c. Low-Income individuals
 - d. Individuals with disabilities
 - e. Older individuals
 - f. Out-of-School Youth
 - g. Ex-Offenders
 - h. Homeless Individuals
 - i. Participant is unemployed 26 weeks or longer

- j. The training will lead to an industry recognized credential,
or
- k. 50 or less employees – and all these factors – would
allow for a 90% OJT reimbursement rate

(2) The number of full-time employees

a. Employer Size and Rate

- i. 1 to 50 employees up to 90% of hourly salary
eligible for reimbursement
- ii. 51-300 employees up to 75% of hourly salary
eligible for reimbursement
- iii. 301 or more employees up to 50% of hourly salary
eligible for reimbursement

b. Employer Eligibility

- i. OJT may be provided under a contract with an employer in the public, private non-profit, private sector, which includes staffing agencies that temp to hire. The W.D.D. is responsible Page 17 of 44 Lake County Workforce Development Board Service Policies for ensuring the employer meets the criteria and is suitable for an OJT program. Employers selected as OJT contractors must meet the following program guidelines:

- (1) The employer must not be involved in a current labor dispute and must not have a history of frequent layoffs.
- (2) The employer must not utilize an OJT contract to displace currently employed workers or to reduce the hours of those employed below their normal schedule.
- (3) An OJT contract cannot be written for a position in which a worker is currently on layoff or for a position that will deny a current worker promotional opportunity.
- (4) The employer must address the skills identified and goals identified within the individualized service employment training plan.
- (5) Temp-to-hire agencies and the host employer will hire the participant within a five month time frame when utilizing staffing agencies. The placement by the staffing agency must be full-time as defined by the host employer.
- (6) The wage provided by the employer to the OJT participant must be at least equal to the federal, State or local minimum wage (Fair Labor Standards Act), but the W.D.D. will ensure all wages are equitable as it pertains to the identified occupation and training plan.

- (7) Employer is not eligible if the OJT is for seasonal employment.
- (8) Employer must address the skills gaps specific to the individual and there is appropriate supervision.
- (9) Employer must be in a targeted industry identified by the W.D.B.
The PY2016 Industry Targets are Healthcare, Manufacturing, Logistics and Transportation, I.T., Finance and Business.
Exceptions can be made on a case-by-case basis depending on the local needs of Lake County.

c. Participant Eligibility

- i. An OJT contract may be written for an occupation that requires a period of significant training and instruction to acquire specific skills and knowledge. The W.D.D. is responsible for assessing that the position meets the criteria.
- ii. The position must be in an occupation that is demand, local employer need within the company's given industry, or is anticipated to be in demand. This will be reviewed by the W.D.D. staff to approve employer demand.
- iii. OJT participants must be determined eligible for each applicable funding source and have worked with the career planner to complete an I.E.P.
- iv. An employee in OJT may work overtime hours, but overtime hours are not eligible for wage reimbursement.
- v. OJT may be used to train an underemployed customer who currently works at the OJT employer only if the OJT elevates that employee to reach at least a self-sufficient wage through skill upgrade training that relates to any of the following:
 - (1) The employee is not earning a self-sufficient wage, which is currently \$14.00/hr. to be determined self-sufficient.
 - (2) The OJT relates to the introduction of new technologies, new production or service procedures, an upgrade to a higher-skilled position requiring the individual to learn additional skills.
 - (3) Other appropriate purposes identified by the LWIA and/or the W.D.B.

d. Customer Eligibility

- i. The W.D.D. is responsible for an individual customer's eligibility, intake and referral; it will evaluate the client's appropriateness and job readiness for the OJT.
 - (1) The individual must meet the current eligibility criteria as defined by WIOA under the adult, dislocated worker or youth definitions.
 - (2) The individual must be 18 years of age or older.

- (3) The individual must have an I.E.P. documenting that an OJT is an appropriate activity.
- (4) OJT may be provided to eligible unemployed individuals with WIOA adults, dislocated workers or youth funds.
- (5) OJT may be provided to eligible employed individuals with WIOA adult funds if the individual's income falls below 185% of the LLSIL for an individual living in Lake County, as published by D.O.L.

e. Training Plan

- i. OJT training is provided to enable an individual to become skilled and knowledge while on the job. OJT is not intended to last until the participant has achieved mastery of the occupation. The W.D.D. is responsible for working with the employer to develop an individualized skills acquisition training plan.
 - (1) The OJT plan cannot exceed six months or 1000 hours including any additional time spent in related classroom training during which wages are paid to the OJT employee/participant by the OJT contractor/employer.
 - (2) Training plans may exceed six months or 1000 hours in the event of unavoidable and/or authorized absences including holidays, vacations, illness, and/or temporary shutdowns.

f. Monitoring

- i. The employer agrees to cooperate with monitoring and reporting efforts as required by WIOA legislation, including award letter questions addressed in the worksite and training plan agreement document and agree to a monitoring during the span of the OJT. The W.D.D. will verify reimbursement requests, hours worked, rate of pay by reviewing invoices, payroll ledgers, and or timesheets, and other documentations that are permitted prior to reimbursement.

POLICY 8: SELECTIVE SERVICE COMPLIANCE

I. Purpose

This policy ensures that male jobseekers follow the S.S.S. registration requirements to participate in WIOA-funded activities and services. A person can be denied the right or privilege under federal law because of failing to submit a registration to the S.S.S.

II. References

Illinois workNet ePolicy Chapter 5, Section 1: Selective Services Guidelines

Military Selective Service Act

WIOA Policy Chapter: 5 Section: 1.1.1 (5.a)

www.sss.gov

III. Terms

The S.S.S. is an independent agency of the United States government that maintains information on those potentially subject to military conscription. A Status Information Letter from the S.S.S. states whether a man is registered, whether a man should have registered, or if the man is exempt.

IV. Policy

a. Selective Service Compliance

- i. WIOA-funded activities and services will only be administered to participants who follow Section 3 of the Military Selective Service Act which requires that every male residing in the U.S. register with the S.S.S. between their 18th and 26th birthdays.

- (1) Acceptable forms of proof are outlined in WIOA Policy Chapter: 5 Section: 1.1.1 (5.a).

- ii. WIOA-funded activities and services may be administered to a person when the above acceptable documentation as stated in IV. a. of Selective Service registration is not provided, and the following forms are completed and approved:

- (1) OET/SS Form #001.

- (2) Status of Information Letter.

- (3) Permanent Locally Approved Selective Service Waiver.

- a. The Waiver must be approved by the Program Manager/Director.

- iii. WIOA-funded activities and services may be administered to a person when the above acceptable documentation as stated in IV. a. and b. are not provided and are exempt for requiring a Status of Information Letter for:

- (1) Non-U.S. male who came into this country for the first time after his 26th birthday.

- (2) Non-U.S. male on a valid immigrant visa.

- (3) A male born prior to 1960.

(4) A veteran with a DD-214 or current full-time active-duty orders.

(5) A member of the National Guard or Reserves with I.D. card.

iv. Documentation of the requirements stated in IV. a. – c. must be contained in participant case files.

b. Grievance Process

i. If a participant feels that they have been wrongfully denied WIOA eligibility, they must be advised of the available complaints policy.

POLICY 9: ADULT PRIORITY OF SERVICE

I. Purpose

This policy outlines the priority of service of specific populations. Across all titles, WIOA focuses on serving individuals with barriers to employment to ensure access to quality services for these populations.

II. References

Illinois workNet ePolicy Chapter 5, Section 1:

Department of Commerce and Economic Opportunity (DCEO) WIOA Policy 19-16

Uniform Guidance 20 CFR 680.600 through .660

III. Terms

The Adult Priority of Service is established on behalf of an eligible WIOA participant.

IV. Policy

a. General Requirements

- i. Prior to or after eligibility determination, priority for individualized career services and training services shall be given to:

- (1) Veterans and eligible spouses;
- (2) Recipients of public assistance;
- (3) Other low-income individuals; and
- (4) Individuals who are basic skills deficient through approved assessments.

- ii. After the above-listed individuals, the next level of priority will be given to the following individuals:

- (1) 100% LLSIL; and/or
- (2) Individuals that have any of the following barriers as defined in the WIOA Works glossary:
 - a. Displaced homemaker.
 - b. Individuals with disabilities.
 - c. Older individuals (age 55 or older).
 - d. Ex-offenders.
 - e. Homeless individuals as defined in section 41403(6) of the Violence Against Women Act of 1994 or section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a (2)).
 - f. Youth who have aged out of the foster care system.
 - g. Eligible migrant and seasonal farm workers.
 - h. Single parents (including single pregnant women).
 - i. Long-term unemployed individuals.
 - j. Under-employed individuals.

POLICY 10: UI PROFILEE

I. Purpose

This policy allows for services for those individuals who have been U.I. profiled unemployed by making them eligible for services as dislocated workers.

II. References

Illinois workNet ePolicy Chapter: 5 Section: 3: Dislocated Worker Eligibility
20 CFR 680.130

III. Terms

Data elements needed for profiling purposes are collected from claimants during the initial claims and/or work registration process and entered into a computer database that will be used to profile claimants. Necessary labor market information data are also entered. Claimants who have been issued a first payment are then profiled using a two-step approach. Claimants who are on recall or who use a union hiring hall are first excluded. Then, the remaining claimants are either assigned a probability of dislocation through a statistical model process, or additional characteristic screens are used to identify the appropriate claimants.

IV. Policy

a. Guidelines

- i. The individual is a profiled and referred Unemployment Insurance (U.I.) claimant whose U.I. profile date is within the past calendar year of the WIOA application date and has not sustained full-time employment.

- (1) The State has determined, as allowed per 680.130(b)(3), that U.I. profilees are eligible dislocated workers, which is consistent with the definition of dislocated worker at WIOA Section 3(15).
- (2) In such instances, no further documentation will be needed to establish the "Unlikely to Return to a Previous Industry or Occupation" criterion of WIOA section 3(15)(A)(iii).
- (3) As a result, acceptance of U.I. profiling data to prove eligibility for meeting the requirements of 3(15) is the only standard. General eligibility requirements will still apply.

POLICY 11: JOBS FOR VETERANS

I. Purpose

This policy ensures compliance with the Jobs for Veterans Act, which encourages veterans and eligible spouses to access services within an integrated one-stop service delivery system. The law established a priority of service requirement applicable to all D.O.L. programs offering employment and training-related services.

II. References

Illinois workNet ePolicy Chapter 5, Section 7: Veterans Priority of Service Requirements
Jobs for Veteran's Act, Public Law 107-288

Illinois DCEO: WIOA Notices No. 08-NOT-38

TEGL NO. 10-09 November 10, 2009

III. Terms

Priority of service means that a covered person eligible for a WIOA program shall be given priority over non-veterans for receipt of program services, notwithstanding any other "priority" provisions of the law.

IV. Policy

a. Policy Statement

- i. This policy applies to all DOL-funded programs, including WIOA adult, dislocated worker, youth programs, American Recovery Reinvestment Act of 2009, WIOA Statewide Activity Programs, Dislocated Worker National Emergency Grants, and the Trade Adjustment Assistance Program.
- ii. D.O.L. issued new regulations implementing priority of service for veterans and eligible spouses as provided by the Jobs for Veterans Act and as specified by The Veterans Benefits, Healthcare, and Information Technology Act of 2006. The new regulations appear in the December 29, 2008, edition of the Federal Register and are effective as of January 19, 2009. Veterans and eligible spouses, as described in WIOA Policy Letter No. 10-PL-59, shall be given priority over non-veterans for the receipt of all services provided under the program, notwithstanding any other priority provisions of the law to ensure that eligible veteran workers and eligible spouses are given priority over non-veterans for all available services. Veterans' Priority of Services cannot be waived.
- iii. All R.F.P.s, grants, contracts, and Memorandum of Understanding will be administered in compliance with the Veterans' Priority Provisions and will include D.O.L.'s required language.
- iv. The poster titled "Priority of Service for Veterans and Eligible Spouses" will be posted at the A.J.C. of Lake County. The A.J.C. of Lake County website provides information on Veterans' Priority Rights and Benefits to

which they are entitled under the Jobs for Veterans Act, the new regulations, and how to access assistance in receiving priority service.

POLICY 12: WAGE REPLACEMENT

I. Purpose

This policy defines eligibility requirements for participants seeking wage replacement assistance.

II. References

Illinois workNet ePolicy Chapter 5, Section 5.1: Lower Living Standard Income Level (LLSIL)

TEGL WIOA Notices 19-16

III. Terms

Under WIOA, some participants may be determined eligible for wage replacement services because, although they have found new employment, their current wages do not adequately replace the wages they earned in their previous job.

IV. Policy

a. General Policy

i. For the purpose of determining wage replacement eligibility, the following thresholds apply:

- (1) For WIOA adult or dislocated workers, participants earning 95% or less of their previous wage may be eligible to receive W.D.D. services per local policy, depending upon available funding.
- (2) For WIOA adult or dislocated workers earning a wage of \$14.00 or less an hour –100% wage replacement is applied.
- (3) An adult or dislocated worker who is underemployed working part-time but desires fulltime employment, who is working in employment not commensurate with the individual's demonstrated level of educational and/or skill achievement; who is employed and meets the definition of a low-income individual as defined in WIOA Sec. 3(36); who is employed but their current earnings are not sufficient compared to their previous job's earnings from their previous employment; or who is employed in a job lacking employer-provided health care benefits.
- (4) Trade participants who are earning 80% or less of their previous wage may be eligible for training assistance according to the Trade Adjustment Assistance Reauthorization Act of 2015.

POLICY 13: SELF-SUFFICIENCY

I. Purpose

This policy outlines criteria to determine income eligibility via LLSIL. LLSIL guidelines include income charts that are used by state and local workforce investment areas to determine income eligibility for WIOA programs for youth and adult services.

II. References

Illinois workNet ePolicy Chapter 5, Section 5.1: Lower Living Standard Income Level (LLSIL)

WIOA Notice No.22-Not-01

III. Terms

None.

IV. Policy

a. General

- i. For the purposes of determining self-sufficiency eligibility, the following thresholds apply:

- (1) For WIOA adult and dislocated workers, participants who are earning \$14.00/hr. and/or a salary of \$28,000 or less than their previous wage would not be determined self-sufficient and would be eligible for available funding.

POLICY 14: YOUTH ELIGIBILITY REQUIREMENTS

I. Purpose

This policy states the eligibility requirements of individuals seeking services under the youth funding stream. To be eligible for activities carried out under the youth funding stream, an individual shall, at the time of eligibility determination is made, be an out-of-school youth or an in-school youth.

II. References

Illinois workNet ePolicy Chapter 5, Section 4.2: Eligibility Requirements for In-School Youth

Illinois workNet ePolicy Chapter 5, Section 4.1: Eligibility Requirements for Out-of-School Youth

WIOA section 129(a)(1)(B), 20 CFR 681.290, Richard B. Russell National School Lunch Act (Sec. 3(36) (A)(iv), section 477 of the Social Security Act

III. Terms

None.

IV. Policy

a. Out-of-School Youth Eligibility

- i. To be provided services as an "out-of-school youth," the individual must be:

- (1) Not attending any school as defined under state law, individuals attending Adult Education provided under Title II of WIOA, YouthBuild, or Job Corps are also classified as out-of-school youth;
- (2) Not younger than age 16 or older than age 24 at the time of enrollment; and
- (3) One or more of the following:
 - a. A school dropout as defined by the State;
 - b. Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter as defined by the school district and the applicable school based on the student's residence or assignment;
 - c. A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is:
 - i. Basic skills deficient (20 CFR 681.290); or
 - ii. An English language learner.
 - d. Subject to the juvenile or adult justice system;
 - e. Homeless, a homeless child or youth, a runaway, in foster care or aged out of the foster care system, a child eligible

for assistance under section 477 of the Social Security Act, or in an out-of-home placement;

- f. Pregnancy or parenting;
- g. An individual with a disability;
- h. A low-income individual requiring additional assistance to enter or complete an educational program to secure or hold employment.

- ii. For individuals required to attend school under applicable state compulsory school attendance laws, the priority of assistance shall be for the individual to attend school regularly.

b. In-School Youth Eligibility

- i. To be provided services under the youth funding stream as an "in-school youth," the individual must be:

- (1) Attending school as defined under state law, including secondary and postsecondary school;
- (2) Not younger than age 14 or (unless an individual with a disability who is attending school under state law) older than age 21 at the time of enrollment;
- (3) A low-income individual and
- (4) One or more of the following:
 - a. Basic skills deficient;
 - b. An English language learner;
 - c. An offender;
 - d. A homeless individual, a homeless child or youth, a runaway, in foster care or has aged out of the foster care system; a child eligible for assistance under section 477 of the Social Security Act or in an out-of-home placement;
 - e. An individual who is pregnant or parenting;
 - f. An individual with a disability;
 - g. An individual who requires additional assistance to complete an educational program or to secure or hold employment.

c. Low-Income Determination

- i. A low-income individual is any youth who:
 - (1) Receives a free or reduced-price lunch under the Richard B. Russell National School Lunch Act (Sec. 3(36) (A)(iv)); or
 - (2) Lives in a high poverty area based on DOL TEGL 21-16, WIOA regulations at 20 C.F.R. and 681.260, which define high poverty areas as a Census tract (FactFinder.Census.Gov).

ii. A youth that requires additional assistance to enter or complete an educational program or to secure or hold employment is any youth who:

(1) Has lost a parent or caregiver due to:

- a. Death,
- b. Divorce,
- c. Incarceration,
- d. Military deployment, or
- e. Other separation; or

(2) A youth that has been referred by their school to the Lake County Regional Office of Education's Attendance and Truancy Division due to poor attendance/truancy.

(3) A youth and/or caregiver or parent has experienced economic hardship due to the COVID-19 pandemic (this policy will be in effect until 9/15/2021). Such as, but not limited to:

- a. Workplace displacement
- b. Relocation, such as due to eviction
- c. Loss of job
- d. Demonstrated financial hardship

POLICY 15: SUPPORT SERVICES

I. Purpose

This policy provides guidance regarding the use of WIOA funds for supportive services to eligible adults, dislocated workers, and youth. This policy could increase the percentage of support service utilization, which was identified by D.O.L.

II. References

DCEO PY2005 WIA NOTICE NO. 05-NOT-04

WIOA sec. 134(C) (2) and (3) (Adults and dislocated workers) and sec. 129 (C) (2) (Youth)

WIOA sec. 3(59). 20CFR 680.900-970 and 681.570.

III. Terms

Supportive services include transportation, childcare, dependent care, assistance with educational training and testing and technology broadband internet services, payments and fees for employment and training-related applications, tests and certifications, reasonable accommodations for individuals with disabilities, and housing. Technology assistance can apply to work-based and educational training, job searches aligned with the individualized employment training plan, the utilization of learning platforms, and career exploration.

IV. Policy

a. Support Service: Transportation

i. Eligibility

- (1) WIOA-eligible adults, dislocated workers, and youth.
- (2) Transportation costs are eligible for payment/reimbursement after verification for the days the participant has attended a scheduled training class, a scheduled work-based learning activity including an interview, a job shadow, a work-site tour, an unpaid work experience, and employment for the first 60 days.

ii. Payment/Reimbursement

- (1) Reimbursement requests must be accompanied by an attendance form that verifies their attendance in class for the days they seek reimbursement.
 - a. Attendance forms must be signed by instructors or other authorized staff of the training provider who can verify attendance, as well as by the participant.
 - b. It is the participant's responsibility to ensure that the reimbursement request and attendance forms reflect true and correct information. If false information is submitted as a part of a reimbursement request, including on any related paperwork, the W.D.D. reserves

the right to disqualify that participant from future reimbursement payments.

- (2) W.D.D. staff must review and approve all reimbursement requests and associated attendance forms in advance of any payments to the participant.
- (3) For Trade eligible participants, transportation reimbursement will be consistent with the Trade Act.
- (4) Transportation payments/reimbursement not to exceed \$2,500.
- (5) Public transportation will be reimbursed the actual cost of the public transportation pass or ticket, or \$10 per class day, whichever is less.
- (6) WIOA-eligible participants who utilize a private automobile will be reimbursed based on the following mileage as documented through Google Maps at the following rates:
 - a. Participants living less than one mile (0.99) from the training provider will not be eligible for transportation reimbursements.
 - b. Participants living between 1 mile and five (5.0) miles from the training provider will be reimbursed for \$5 per class day.
 - c. Participants living between 5.1 miles and ten (10.0) miles from their training provider will be reimbursed for \$10 per class day.
 - d. Participants living between 10.1 and fifteen (15.0) miles from the training provider will be reimbursed for \$15 per class day.
 - e. Participants living 15.1 miles or more from the training provider will be reimbursed for \$20 per class day.
 - f. No participants will be reimbursed for more than \$20 per class day

b. Support Service: Technology

i. Eligibility

- (1) Technology device costs are eligible for payment/reimbursement when remote learning and/or software is needed, and a participant cannot access a home computer and/or needed software.
- (2) Broadband internet service is eligible for reimbursement when distance learning, searching for jobs, and other employment and training.

- (3) Software costs are eligible for payment/reimbursement for employment, occupational training, work-based learning, learning platforms, and career exploration activities aligned with the individualized employment training plan.

ii. Payment/Reimbursement

- (1) Technology device payment/reimbursement should not exceed \$1,500.
- (2) Broadband reimbursement is not to exceed \$65 per month while enrolled in services.
 - a. Case managers should analyze and ensure that the broadband internet service costs are reasonable and necessary individually.
 - b. Case managers should work with each customer to identify the most cost-effective internet service method. For example, case managers direct participants to local companies that aid low-income residents in accessing the internet.
- (3) Software reimbursement is not to exceed \$65 per month while enrolled in services.

c. Support Service: Childcare

i. Eligibility

- (1) Childcare costs are an allowable supportive service to WIOA-eligible adults, dislocated workers, and youth.
- (2) Childcare costs are eligible for reimbursement after verification for the days the participant has attended a scheduled training class or a scheduled work experience and the days the participant utilized daycare services.

ii. Reimbursement

- (1) Childcare reimbursement is not to exceed \$2,000.
- (2) Reimbursement requests for childcare costs must be accompanied by an attendance form that verifies their class attendance for the days they seek reimbursement.
 - a. Attendance forms must be signed by instructors or other authorized staff of the training provider who can verify attendance, the childcare provider who verifies the days childcare was utilized, and the participant.
 - b. It is the participant's responsibility to ensure that the reimbursement request and attendance forms reflect true and correct information. If false information is submitted as a part of a reimbursement request,

including on any related paperwork, the W.D.D. reserves the right to disqualify that participant from future reimbursement payments.

d. Barrier Reduction

i. Eligibility

- (1) Barrier reduction funding is an allowable supportive service to WIOA-eligible adults, dislocated workers, and youth enrolled in training services.

ii. Payment

- (1) Barrier reduction payment is not to exceed \$500.
- (2) The barrier reduction payment can reimburse identified costs related to, but not limited to, housing-related expenses (rent, utilities, etc.), transportation-related expenses (car repairs, insurance, etc.), or state identification or driver's license costs. A list of eligible expenses will be maintained and reviewed on an annual basis by the W.D.D.
- (3) The deployment of the funding is on a needed basis and will be accessed only after all other resources are exhausted. The program will ensure verifiable receipts/proof of payments meet or exceed the \$500 threshold for reimbursement purposes and document/verify the assistance.

iii. Specialized Grants

- (1) The W.D.D. will follow the guidance of specialized grants, which may or may not afford additional flexibility when administering the barrier reduction funds. W.D.D. will follow the grant's scope of work as it administers the barrier reduction funding under WIOA or specialized grant opportunities

e. Eligible Supportive Service for Contracted Youth Programs

- i. For contracted Youth Programs, Supportive Services can include any service allowed under WIOA if those services are outlined in the program design, included in the program budget, and agreed to in the contract for youth services. Reimbursement for supportive services should follow the regular invoicing procedure, as outlined in the contract for youth services.

POLICY 16: WORK EXPERIENCE

I. Purpose

This policy provides Guidance around WIOA-funded work experience program opportunities for adults, dislocated workers, and youth who have completed training programs and/or whose I.E.P. includes work experience. Subrecipients who serve youth are subject to the requirements outlined in this policy.

II. References

Illinois workNet ePolicy Chapter 7: Work Experience

Illinois workNet ePolicy Chapter 8, Section 4: Training Expenditure Requirement

III. Terms

Work experience is a planned, structured training experience that takes place in a workplace for a limited period. Work experience may be paid or unpaid, as appropriate. A work experience workplace may be an office of local government, a non-profit organization, or a for-profit employer. Labor standards apply in any work experience where an employee/employer relationship, as defined by the Fair Labor Standards Act, exists.

IV. Policy

a. Funding Guidelines

- i. The W.D.D. is responsible for implementing this policy.
- ii. Work experience wages and appropriate FICA costs are allowable costs to be funded or reimbursed through WIOA.
- iii. The W.D.D. is responsible for negotiating the work experience hours and wages.
- iv. Work experiences funded through WIOA formula grant funds cannot exceed a duration of 1,000 hours.
- v. An hourly wage will be paid at a reasonable wage consistent with that paid for similar work (as defined in the Uniform guidance at 2 CFR 400.430(b)). The starting hourly wage for a similar or same direct hire position at the worksite will be considered.
- vi. Work experiences funded through subrecipient agreements will have wages and hours negotiated as part of the annual agreement.
- vii. Work experiences are funded through special grant funds, and the maximum period of work experience hours and wages will be determined by what is required or allowable under that grant.

b. Employer of Record and Insurance

- i. Lake County serves as the employer of record only for participants who complete their work experience at an office of the Lake County government.

- ii. The host company or non-profit organization will act as the employer of record for participants who complete their work experience at that host company or non-profit organization.
- iii. This program will be considered an unemployment work-training program. According to the (820 ILCS 405/) Unemployment Insurance Act sec. 211.3 (E), workers who are part of an unemployment work-relief or work-training program assisted or financed in whole or in part by any Federal agency or an agency of this State are excluded from insured employment. Therefore, workers will not be eligible for unemployment benefits.

c. Participant Eligibility

- i. The W.D.D. is responsible for an individual's eligibility determination, intake, and referral and will evaluate the individual's appropriateness for enrollment in a work experience. For a work experience to be deemed appropriate for a participant, the following general provisions must be met (the participant must meet provision #1 and one or more provisions #2-7):
 - (1) Work experience must be identified in the participants' I.E.P.;
AND
 - (2) The participant has little or no prior experience in the workplace;
OR
 - (3) The participant has had trouble in maintaining employment in the past due to barriers that can best be addressed and overcome through work experience enrollment; (ex. Work ethic, getting along with co-workers, attendance issues);
OR
 - (4) The participant has a need to experience the fundamentals of maintaining consistent employment;
OR
 - (5) The participant is a dislocated worker who has been dislocated from long-term employment and is now seeking a new career path;
OR
 - (6) The participant will benefit from a worksite that will provide occupation-specific knowledge and experience in their area of occupational choice toward meeting their specific career goals;
OR
 - (7) The participant has been identified as eligible for a work experience through a special grant.

d. Work-Site Eligibility and Program Design

- i. The W.D.D. is responsible for ensuring the worksite meets the criteria and is suitable to be a work experience worksite. The worksite must meet the following parameters:
 - (1) A work experience worksite may be an office of local government, a non-profit organization, or a for-profit employer.
 - (2) Labor standards apply as defined by the Fair Labor Standards.
 - (3) Work experience participants cannot be placed in a job that may cause the displacement of regular employees.
 - (4) Total paid hours per week will be limited to normal work-site hours for all current employees in similar positions. Overtime is not allowed.
 - (5) Whereas the participant continues to actively look for full-time permanent employment, the worksite must agree to allow time off for job interviews.
 - (6) The role and responsibilities of the participant will be identified in their Work Experience Training Plan.
 - (7) The responsibilities of the worksite will be identified in the Work-site Agreement.

e. Monitoring

- i. The W.D.D. staff will conduct regular monitoring of the work experience program. The W.D.D. will conduct on-site monitoring and will interview the work-site supervisor and participant(s) at least once during the work experience and more often if deemed necessary.
- ii. The W.D.D. will be available to the participants and work-site supervisors to address any issues throughout the length of the work experience.

f. Other Considerations

- i. The identification of a participant as a candidate for work experience is not a guarantee of a work experience placement. Depending on the availability of funds and worksites, a participant may have the opportunity to interview for a work experience. If a participant is unsuccessful in being enrolled in a work experience, job search and career services will be made available through W.D.D.
- ii. The W.D.D. may suspend or terminate a work experience opportunity based on the participant's failure to comply with their Work Experience Training Plan and/or any relevant workplace policies.
- iii. The W.D.D. may suspend or terminate a work experience opportunity depending on the availability of grant funding.

POLICY 17: INCENTIVES

I. Purpose

This policy communicates the incentive policy for WIOA-eligible youth enrolled and participating in WIOA Youth Programs. Subrecipients who serve youth are subject to the requirements outlined in this policy.

II. References

Uniform guidance at 20 C.F.R. § 681.640

III. Terms

Incentive payments to youth participants are permitted for recognition and achievement directly tied to training activities and work experiences.

IV. Policy

a. Local Program Requirements

- i. According to 20 C.F.R. § 681.640, incentives are allowable expenses for WIOA youth participants. The local program must have written policies and procedures in place governing the award of incentives and must ensure that such incentive payments are:
 - (1) Made to participants enrolled and participating in WIOA-approved programs;
 - (2) Based on the achievement of program milestones tied to the goals of the training and work experience activities;
 - (3) Outlined in written procedures before the commencement of the program; and
 - (4) Aligned with the local program's organizational policies.
- ii. Subrecipients' incentive policies and procedures must adhere to this policy.
- iii. Documentation of attendance, achievement, and milestone success is required to receive an incentive payment.
- iv. The maximum incentive a youth can receive is \$1,500.

POLICY 18: NEEDS-RELATED PAYMENT

I. Purpose

This policy outlines what types of N.R.P.s are approved by the W.D.B. WIOA and provides program guidelines for supportive services for adults, out-of-school youth, and dislocated workers. These include services such as transportation, childcare, dependent care, housing, and needs-related payments needed to enable individuals to participate in WIOA Title I activities.

II. References

Illinois workNet ePolicy Chapter 7, Section 4: Needs-Related Payment
WIOA Section 134(e)(3), WIOA Sections 3(59) and 134(d)(2) and (3)

III. Terms

N.R.P.s are granted to adult and dislocated workers who are enrolled in training when they require additional monetary assistance to complete their training plans.

IV. Policy

a. Eligibility Determination

- i. N.R.P.s are intended to provide monetary support to eligible adults and dislocated workers when other funds are not available or have been exhausted, and N.R.P.s are necessary for the worker to participate in training. N.R.P.s are not entitlements and must be necessary to the success of the participant's training plan. N.R.P.s are one of the support services authorized by WIOA Section 134(e)(3) and approved by the local W.D.B. Due to funding constraints, the W.D.B. does not offer N.R.P.s.

b. Adult Eligibility

- i. To be eligible for N.R.P.s, an Adult must:
 - (1) Be unemployed;
 - (2) Not qualify for U.I.; and
 - (3) Be enrolled in a program of training services under WIOA, section 134 (d) (4).

c. Dislocated Worker Eligibility

- i. To be eligible for N.R.P.s, a Dislocated Worker must:
 - (1) Be unemployed;
AND
 - (2) Have ceased to qualify for U.I. or Trade Readjustment Allowance under the T.A.A. or North American Free Trade Agreement—
Transitional Adjustment Assistance;
AND
 - (3) Be enrolled in a program of training services under WIOA section 143 (d) (4) by the end of the 13th week after the most recent layoff that resulted in a determination of the worker's eligibility as a dislocated worker or, if later, by the end of the 8th week

after the worker is informed that a short-term layoff will exceed 6 months.

OR

(4) Be unemployed;

AND

(5) Did not qualify for U.I. or Trade Readjustment Allowance under the T.A.A. or North American Free Trade Agreement—Transitional Adjustment Assistance;

AND

(6) Be enrolled in a program of training services under WIOA section 143 (d) (4) by the end of the 13th week after the most recent layoff that resulted in a determination of the worker's eligibility as a dislocated worker or, if later, by the end of the 8th week after the worker is informed that a short-term layoff will exceed 6 months.

d. Additional Information

- i. If these eligibility requirements are met, individuals may be awarded the initial N.R.P. from WIOA funding at the start of training classes.
- ii. Once a participant receives the initial N.R.P.s, expenses and income (including other sources of income, e.g., student financial aid, unemployment compensation, etc.) shall be verified by the W.D.D. staff before the final N.R.P. is provided. Verification will be requested from unemployment compensation, financial aid, welfare office, etc., and Page 32 of 38 W.D.B. Service Policies the participant. Participants who are not initially eligible for N.R.P.s may, if their income is reduced, request a reassessment of their eligibility.

e. Payment Determination

- i. Adults: The W.D.B. has the authority to establish the payment level for eligible adults. However, the payment amount of the N.R.P. made to adults may not exceed the equivalent weekly amount of the LWIA's annual 100% LLSIL for a family of one.
- ii. Dislocated Workers: The level of N.R.P.s made to Dislocated Workers shall not exceed the greater of:
 - (1) The applicable weekly level of U.I. compensation (for participants who were eligible for U.I. because of a qualifying dislocation);OR
 - (2) If the worker did not qualify for U.I. compensation, the weekly payment amount may not exceed the poverty level of an equivalent period. The weekly payment level must be adjusted

to reflect changes in total family income as determined by Local Board policies. (The poverty level for family size is established for the Adult Program and must be divided by 52 weeks to determine a weekly poverty level).

(3) Payment amounts for Adults and Dislocated Workers. The customer is screened for the initial payment of \$1,000 and is then screened again for a final payment of \$1,000. The total of the Needs Related Payment must not exceed \$2,000.

- a. The first needs-related payment will be issued upon enrollment if they submit the required documents
 - i. 50% of the payment is issued at this time
 - ii. Should not exceed \$1,000
- b. The second needs-related payment will be issued upon completing and verifying a Measurable Skills Gain or Credential.
 - i. Must occur within 60 days from the start of training
 - ii. The remaining 50% of the payment is issued at this time
 - iii. Should not exceed \$1,000

f. Administration and Oversight

i. Needs Analysis:

(1) Participants requesting N.R.P.s are required to complete a Financial Needs Analysis Form (See Attachment). All sources of revenue and expenses for the past months are to be listed on the form. Both income and expenses are computed on an annual basis. After totaling the annual income and expenses, the following steps are completed:

- a. Seventy percent LLSIL, based on family size, is subtracted from the annual income.
- b. Annual expenses are subtracted from annual income.
- c. The Net Financial Need is the smaller of the numbers from steps 1 and 2, unless the annual expenses are less than the annual income, in which case the Net Financial Need is zero.

(2) The above formula is then used to determine payments to the participant in the following manner:

- a. $\text{Net Financial Need (N.F.N.)} / 52 \text{ Weeks} = \text{N.F.N. Per Week}$
- b. $\text{N.F.N. Per Week} \times \text{Number of Weeks in Program} = \text{N.F.N. Per Program}$

- c.
$$\text{N.F.N. Per Program} / \text{Total Hours in Program} = \text{N.R.P. Per Hour of Training}$$

ii. Records:

- (1) The following records must be maintained for each N.R.P. recipient:

- a. A copy of U.I. entitlement decision or confirmation of U.I. benefits being exhausted;
- b. A copy of the request for training classes for each period of training (quarter, semester, block, class, etc.);
- c. Verification of enrollment/registration, participation, grades, and completion of training classes (confirmation from Registrar's office or course instructor);
- d. A signature by the participant attesting to his/her understanding of N.R.P. requirements and instructions;
- e. Documentation of all eligibility determinations and
- f. A comprehensive list of all N.R.P.s made to the participant.

g. Fraud

- i. Verification in Advance of Payment: To prevent fraudulent payment activity, prior to the payment of any N.R.P.s, W.D.D. staff must:

- (1) Perform a cross-check with U.I. to ensure that participants are not receiving U.I., State Training Benefits, T.R.A., and N.R.P.s at the same time; and

- (2) Verify training participation.

- ii. Recovery of Overpayment or Fraudulent Payment: If a review of the participant's financial records indicates that an overpayment has been made (including excess advances, if any) or that there has been any fraudulent activity, the W.D.D. staff should immediately report the occurrence to the W.D.D. Business Manager. Payments to the participant in question will cease immediately. The W.D.D. will notify the participant in writing of the overpayment or fraudulent payments and will request a repayment of funds, as appropriate, within thirty days. If the amount is not repaid, the W.D.D. Business Manager may begin debt collection procedures. All cases of fraud or suspected fraud will be forwarded to the appropriate legal authorities for prosecution per WIOA Policy Letter Number 06-PL-28.



WIOA: Needs-Related Payments Financial Needs Analysis Form

| | | | | | | | |
|--|---|-----------------------------|--------------------------------|--|--|---------------------------------|----|
| <input type="checkbox"/> First Payment | <input type="checkbox"/> Second Payment | <input type="checkbox"/> 1A | <input type="checkbox"/> 1D | <input type="checkbox"/> 1E | <input type="checkbox"/> Trade | <input type="checkbox"/> Other: | |
| Customer Name: | | | Date: | | | | |
| Family size: | | | Requested By: | | Verification submitted: <input type="checkbox"/> | | |
| Monthly Family Income | | | Monthly Family Expenses | | | | |
| Wages/Employment/Temporary Wages | | | Rent/Mortgage | | | | |
| UI | | | Gas | | | | |
| Social Security | | | Electric | | | | |
| Supplemental SI | | | Food | | | | |
| Veterans Assistance | | | Public transportation | | | | |
| Alimony | | | Car Payment | | | | |
| Child Support | | | Gas | | | | |
| Food Stamps | | | Car Insurance | | | | |
| Other | | | Health Care | | | | |
| | | | Child Care | | | | |
| | | | Alimony/Child Support | | | | |
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| | | | | | | | |
| | | | | | | | |
| MONTHLY INCOME | | | \$ | MONTHLY EXPENSES | | | \$ |
| Amount of first Needs-Related Payment | | | \$ 1,000 | Amount of second Needs-Related Payment | | | \$ |

☐ Expenses are 75% or greater of the customer's Income

☐ Customer meets poverty guidelines for their family size

I certify that the above information is accurate and correct to the best of my knowledge. I understand that falsifying such information may result in my dismissal from the classroom training program and possible prosecution under the law. I further certify that I will notify Lake County Workforce Development Department staff if any information changes.

Customer Signature _____

Date: _____

Interoffice Use Only

Project Analyst Signature _____

Date: _____

POLICY 19: PERSONALLY IDENTIFIABLE INFORMATION

I. Purpose

This policy provides guidance on compliance with the requirements of handling and protecting PII in WIOA grants. WIOA requires A.J.C.s to protect the PII of employees and WIOA participants. The electronic restrictions and safeguards outlined in this policy provide guidance for participants, employees, and contractors that have access to PII retained by the W.D.D. to ensure compliance with state and federal regulations.

II. References

Uniform Guidance at 20 CFR 200.79-82, 20 CFR 683.220/Guidance Letter No.39-11 DOL
TEGLE-39-11

III. Terms

PII is information that can be used to distinguish or trace an individual's identity, either alone or when combined with other personal or identifying information that is linked or linkable to a specific individual.

IV. Policy

a. General Requirements

- i. Staff must ensure sensitive information is protected. Protective measures include securing portable devices with pertinent information, storing social security numbers appropriately, storing or displaying data in a way that is not attributable to an individual, not downloading PII data or storing on devices unless encrypted, accessing wage data in secure locations, masking PII data on documents before emailing, and not leaving PII information on copier/printer or fax machines.
- ii. Staff must keep participant files in a secure location or in a locked file or cabinet and ensure to redact PII information before making copies, uploading, or storing documents with sensitive information.
- iii. Staff should utilize shredders or locked recycling bins when terminating documents with PII information.
- iv. Usernames and passwords should not be shared or written down in an open area for viewing.
- v. Staff should not link unauthorized hardware to the state network.
- vi. Staff should notify the Network Administrator when employees are separated or suspended.

POLICY 20: FOLLOW-UP

I. Purpose

This policy addresses who will receive follow-up services, what services will be offered, and the timeframe of when they will be done. WIOA requires follow-up services be done under adult, dislocated workers, and youth programs. State and local areas must establish policies that define what appropriate follow-up services are, as well as policies for identifying when to provide follow-up services to participants.

II. References

DCEO WIOA Policy TEGL 10-16

III. Terms

Follow-up is a career service activity conducted by career planners as defined by WIOA to ensure long-term success in the labor market. Follow-up services are conducted with participants to determine if they need additional services to be successful.

IV. Policy

a. Adult and Dislocated Worker Guidelines

- i. Follow-up services are provided for up to 12 months after the first day of employment. (1) Services may be offered as often as necessary throughout the 12 months.
- ii. An attempt to contact the participant must be made at least every thirty (30) days for the first three (3) months. Then, it must occur once a quarter for the remainder of the twelve (12)-month period following the first day of unsubsidized employment. All attempts at providing follow-up services must be case noted.
- iii. While follow-up services must be made available, not all adults and dislocated workers placed in unsubsidized employment will need or want such services. Some participants may not be responsive to attempted contacts for follow-up, and others may be difficult to locate, making it impossible to provide follow-up services.
- iv. If, after 90 days following the first day of unsubsidized employment, a participant is unreachable or refuses the provision of follow-up services, follow-up contact attempts may cease. All attempts at providing follow-up services must be case noted.

b. Adult and Dislocated Worker Follow-Up Services

- i. Additional career planning and counseling.
- ii. Best practices for dealing with workplace-related issues.
- iii. Assist with work-related problems that may arise.
- iv. Peer support groups.
- v. Information about additional educational opportunities.
- vi. Case management administrative follow-up.

vii. Referrals to other services or agencies, as appropriate.

c. Youth Guidelines

i. Follow-up services are provided to all youth for up to 12 months after the program's exit.

d. Youth Follow-Up Services

i. Approved support services.

ii. Adult mentoring.

iii. Financial literacy education.

iv. Activities to help prepare for postsecondary education and training.

v. Labor market information, career awareness, career counseling, and career exploration.

vi. Additional career planning and counseling.

vii. Best practices for dealing with workplace-related issues.

viii. Assist with work-related problems that may arise.

ix. Peer support groups. x) Information about additional educational opportunities.

x. Case management administrative follow-up.

xi. Referrals to other services or agencies, as appropriate.

POLICY 21: COMPLAINTS

I. Purpose

This policy ensures that the complaints procedure is properly and effectively implemented and that service users feel confident that their complaints are listened to and acted upon promptly and fairly.

II. References

DCEO WIOA Policy Letter No. 04-PL-05

III. Terms

None.

IV. Policy

a. Policy Statement

- i. If a service user wishes to make a complaint or register a concern, they should find it easy to do so. It is our policy to welcome complaints and look upon them as an opportunity to learn, adapt, improve, and provide better services. This policy is intended to ensure that complaints are dealt with properly and that all complaints or comments by service users are taken seriously and addressed immediately. The policy is not designed to apportion blame, to consider the possibility of negligence, or to provide compensation. It is NOT part of our disciplinary policy.
- ii. Failure to listen to or acknowledge complaints will lead to an aggravation of problems, service user dissatisfaction, and possible litigation. W.D.D. supports the concept that most complaints if dealt with early, openly, and honestly, can be sorted out at a local level between just the complainant and each establishment. If this fails due to either the establishment or the complainant being dissatisfied with the result, the complaint will be referred to the W.D.B., DOL/ETA, and D.O.L. regarding incidents.

b. Goals

- i. Service users are aware of how to complain and that each establishment provides easy-to-use opportunities for them to register their complaints.
- ii. A named person will be responsible for the administration of the procedure.
- iii. Every written complaint is acknowledged within two working days.
- iv. Investigations into written complaints are held within 28 days.
- v. All complaints are responded to in writing by a designated workforce employee.
- vi. Complaints are dealt with promptly, fairly, and sensitively

c. Complaints Procedure

- i. Oral Complaints

- (1) All oral complaints, no matter how seemingly unimportant, should be taken seriously.
- (2) Front-line staff that receive an oral complaint should seek to solve the problem immediately if possible.
- (3) If staff cannot solve the problem immediately, they should offer to get the Manager to address the problem.
- (4) All contact with the complainant should be polite, courteous, and sympathetic.
- (5) Staff should remain calm and respectful always.
- (6) Staff should not accept blame, make excuses, or blame other staff.
- (7) If the complaint is being made on behalf of the service user by an advocate, it must first be verified that the person has permission to speak for the service user, especially if confidential information is involved. If in doubt, it should be assumed that the service user's explicit permission is needed prior to discussing the complaint with the advocate.
- (8) After talking the problem through, the Manager or staff member dealing with the complaint should suggest a course of action to resolve the complaint. If this course of action is acceptable, then the member of staff should clarify the agreement with the complainant and agree on a way in which the results of the complaint will be communicated to the complainant.
- (9) If the suggested plan of action is not acceptable to the complainant, then the member of staff or Manager should ask the complainant to put their complaint in writing and provide them with a copy of the complaint's procedure and form for completion (Incident Report Form)
- (10) In both cases details of the complaints should be recorded on the designated Incident form and submitted to the appropriate Manager.

ii. Written Complaints

- (1) When a complaint is received in writing, it should be passed on to the Manager of the staff member named in the complaint or the Manager of the area subject to the complaint, as appropriate. The Manager must keep a record of the complaint and send an acknowledgment letter to the customer within two working days. The Manager or a designated employee will manage the complaint until resolution.

- (2) If necessary, further details should be obtained from the complainant. If the complaint is not made by the service user but on the service user's behalf, then the consent of the service user, preferably in writing, must be obtained from the complainant.
- (3) Complaints should be given the right to report to DCEO if they are not satisfied with the W.D.D.'s stated resolution.
- (4) Immediately on receipt of the complaint, the W.D.D. should launch an investigation and, within 28 days, should be able to provide a full explanation to the complainant, either in writing or by arranging a meeting with the individuals concerned.
- (5) If the issues are too complex to complete the investigation within 28 days, the complainant should be informed of a timeline by which the issue will be resolved.
- (6) If a meeting is arranged, the complainant should be advised that they may, if they wish, bring a friend, relative, or other representative to act as an advocate. At the meeting, a detailed explanation of the results of the investigation should be given and an apology if it is deemed appropriate (apologizing for what has happened need not be an admission of liability).
- (7) After the meeting, or if the complainant does not want a meeting, a written account of the investigation should be sent to the complainant. This should include details of how to approach the W.D.B., DOL/ETA, and D.O.L. regarding the complaint/incident.
- (8) The outcomes of the investigation and the meeting should be recorded, as well as any recommended changes in policy or operations because of the investigation.
- (9) The W.D.D. staff should discuss complaints and their outcome at a formal business meeting once each year

d. Staff Training

- i. All staff should be trained in dealing with and responding to complaints. Complaints policy training should be included in the induction training for all new staff, and in-house training sessions on handling complaints should be conducted at least annually, and all relevant staff should attend. Managers are responsible for organizing and coordinating staff training.

POLICY 22: EMPLOYER INCENTIVES – APPRENTICESHIPS (PY23)

I. Purpose

To define allowable incentive costs associated with the Apprenticeship Illinois Expansion Grant Fund (PY23). Incentives will help fund the creation, expansion, and sustainability of a Registered Apprenticeship Program (RAP).

II. References

WIOA Notice 22-NOT-05 Attachment

III. Terms

Employer Incentives: Businesses who receive funding assistance or other incentives related to their apprenticeship expansion.

IV. Policy

- a. Lake County Workforce Development will allow up to 20% grant funds to provide one-time “incentive” funds to new employers, joint labor-management organizations, or industry associations to directly fund new or expand existing Registered Apprenticeship Programs (RAPs) in targeted industries in which they are serving.
- b. The purpose of this pilot program is to incentivize and support employers or sponsors in establishing or expanding registered apprenticeship programs. Under this initiative, organizations that have engaged with the Apprenticeship Navigator for technical assistance in developing their apprenticeship programs will receive guidance on qualifying for a one-time payment.

V. Eligibility

- a. Employers must be in an active DOL registered apprenticeship program. The following costs are allowable costs listed in WIOA Notice 22-NOT-05 Attachment A, Program Year 2023 for employer incentives. Allowable uses of incentive funding to support RAP development, launch, and sustainability include:
 - i. Registration of Registered Apprenticeship Programs
 - (1) Costs related to the design and start-up of Registered Apprenticeship Programs
 - (2) Classroom education or online training for apprenticeships
 - (3) Extraordinary costs related to on-the-job learning (excluding wages). These extraordinary costs to the employer can be calculated based on apprentice’s wages, as well as based on journey worker’s time as mentor for an apprentice in OJL.
 - (4) Train-the-training costs or activities
 - (5) Training supplies for apprentices (in conclusion with the Department); and or curriculum development
 - ii. Employers eligible to receive an employer incentive will receive a notification sent to the employer’s address stated in the Employer

Acceptance Agreement Appendix D (U.S. Department of Labor Office of Apprenticeship document for Registered Apprenticeships).

VI. Incentives

- a. Employer incentives are provided as a one-time payment contingent upon available funding, and funding is disbursed equally to each employer that meets the eligibility criteria.
- b. Employers will receive a one-time incentive not to exceed \$4,000, depending on the total funds available and the total number of employers completing the eligibility criteria.

VII. Eligibility Criteria

- a. Employers must have an apprentice actively enrolled in an active DOL Registered Apprenticeship Program with a start date between July 1, 2023, and April 30, 2024.
- b. Employers must have engaged with the Lake County Workforce Development Apprenticeship Navigator for technical assistance in developing or expanding the apprenticeship program during the timeframe of this grant, July 1, 2023, through April 30, 2024.
- c. Employers eligible to receive an employer incentive will receive a notification sent to the employer's address stated in the Employer Acceptance Agreement Appendix D (U.S. Department of Labor Office of Apprenticeship document for Registered Apprenticeships) and must respond by May 31, 2024, in order to receive the incentive.
 - i. Response includes submitting the following documents to the Lake County Workforce Development Apprenticeship Navigator:
 - (1) USDOL Registered Apprenticeship Program Standards Appendix D (Employer Acceptance Agreement) for registered apprenticeships created and an active RAPIDS program number.
 - (2) USDOL Registered Apprenticeship Program Standards Appendix B, Program Registration and Apprenticeship Agreement signed, and date registered provided for registered apprenticeships expanded.

POLICY 23: EXPANDED WIOA DISLOCATED WORKER ELIGIBILITY

VIII. Purpose

This policy allows for services to individuals impacted by layoffs from Emergencies, Disasters, and sectors and occupations based on regional impact/needs. The policy expands the eligibility to individuals who may have not been previously considered eligible as dislocated workers.

IX. References

Illinois workNet ePolicy Chapter: 5 Section: 3: Dislocated Worker Eligibility

X. Terms

None.

XI. Policy

a. Guidelines

- i. Facility Closure or Substantial Layoff impacts the; The individual that has: Has been terminated or laid off or has received notice of termination or layoff from employment due to a permanent closure of or a substantial layoff (defined below) at a plant, facility, or enterprise;
OR
- ii. Substantial layoff includes, but is not limited to, the following:
 - (1) Layoffs resulting from Federal, State, or local disasters or emergencies (e.g., flood, tornado, fire, COVID, etc.);
 - (2) Documented State or Local Rapid Response layoff in the Illinois Employment Business System (IEBS);
OR
 - (3) Layoffs from sectors and occupations that are substantial or significant to the regional or local workforce or economy as identified by the local workforce innovation board (LWIB).
 - (4) Qualifying Sectors and Occupations (IBIS, Resume, Client Attestation are verifiable means).
 - a. Healthcare-NAICS-62 Code
 - b. Manufacturing-NAICS-31-33 Code
 - c. Business Finance/Professional Services- NAICS-54
 - d. Transportation and Logistics-NAICS-48-49
 - e. Retail and Hospitality-NAICS-44-45/72