



**PUBLIC POLICY No.:** WIOA-09-2020-B

**DATE:** friday march, 4, 2022

**SUBJECT:** TO AMEND PUBLIC POLICY NO. WIOA-09-2020 OF JULY 22, 2020, TO AWARD PERFORMANCE INCENTIVES TO YOUTH PROGRAM PARTICIPANTS, AS AMENDED

**REFERENCE:** WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA P. L. 113-128)

## **I. INTRODUCTION**

The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. WIOA is designed to assist job seekers to access employment, education, training and support services to help them succeed in the labor market and to provide employers with the workers with the skills they need to compete effectively in the labor market.

Incentives will be offered to participants who meet the goals upon completion of the Work Experience element of the Youth Program. In addition, incentives related to employment retention are amended.

To make these services available, the legislation establishes that the Manatí/Dorado Local Workforce Development Board must enact Public Policy to define the provisions under which these incentives will be made available to eligible participants under the WIOA Programs.

## **II. PURPOSE**

The purpose of this Public Policy is to amend subsection VI, Public Policy WIOA 09-2020 A dated November 9, 2020.

## **III. AMENDMENT SECTION VI**

### **1. Retention in Employment Incentives**

Employment Retention <sup>i</sup>	\$100.00 for a three (3) month retention \$150.00 for a six (6) month retention \$200.00 for a nine (9) month retention \$300.00 for a twelve (12) month retention
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### **2. Economic Incentives at the end of the Work Experience Activities**

In addition, the payment of economic incentives to youth who satisfactorily complete Work Experience activities, as described under WIOA, is authorized. In the particular case of



Work Experiences, since they do not generate a credential, degree or certificate, the youth will be considered successful upon completing the assigned hours and demonstrating, through the employer's input, that they acquired soft skills such as: attendance, punctuality, teamwork, effective communication, responsibility and others, as well as the technical competencies of the occupation, as established in the Individual Service Strategy (ISS). Incentives will not be offered for only completing the academic or occupational education component of the Work Experience element.

The Individual Service Strategy, from its inception, will establish the goals or achievements that will be rewarded. The incentives will be different taking into consideration the duration of the above-mentioned activities. The amounts to be awarded are as follows:

<b><u>DURATION OF ACTIVITY</u></b>	<b><u>AMOUNT</u></b>
• <i>Up to 180 hours</i>	<i>\$ 125.00</i>
• <i>Up to 360 hours</i>	<i>\$ 250.00</i>
• <i>Up to 540 hours</i>	<i>\$ 375.00</i>
• <i>Up to 720 hours</i>	<i>\$ 500.00</i>

Payment will only be authorized by check or direct deposit, following the procedures established by the Fiscal Agent. The Case Manager (Career Planner) will be responsible for certifying compliance with the goals established above. The certification and the corresponding evidence will be sent to the Manager who will evaluate and authorize the recommendation. It will then be forwarded to the Program Area who will validate it and process it to MIS for processing.

#### **IV. REQUIRED ACTION**

The Executive Officer of the Manatí/Dorado Local Workforce Development Area attached to the Local Board shall be responsible for informing the Executive Director of the approval of this Public Policy. The latter is responsible for informing the corresponding governing bodies of the approval of this policy so that the latter may orient and train their personnel on compliance with the policy as established.

#### **V. APPROVAL AND EFFECTIVENESS**

This amendment to the Public Policy related to the granting of performance incentives to participants of the Youth Program shall be effective upon approval by the members of the Local Workforce Development Board and the Board of Directors of Mayors of the Manatí/Dorado Local Workforce Development Area. This amendment in no way modifies the other sections of the referenced public policy, which maintain their force and effect.



In \_\_\_\_\_, Puerto Rico, on \_\_\_\_\_, 2022.

\_\_\_\_\_  
Mr. Miguel Vega- Rivera  
President  
Local Workforce Development Board

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Hon. María M. Vega-Pagán  
President  
Board of Directors of Mayors

Note: In this document the masculine gender will be used to refer to both genders in order to facilitate the reading of this document. This style of writing is not intended to imply the supremacy of one gender over the other.

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<sup>i</sup> To be paid once the established retention is reached.