

Fresno Regional Workforce Investment Board

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Blake Konczal, Director

POLICY BULLETIN

FRWIB PB # 01-10

Date Released: February 23, 2010

To: All Fresno Regional Workforce Investment Board Providers of Services

From: Blake Konczal, Director

Effective Date: February 19, 2010

Subject: INCUMBENT WORKER TRAINING POLICY

On November 9, 2009, the Department of Labor granted California a waiver from the provisions Of Workforce Investment Act (WIA) Section 134(a) to permit local areas to use a portion of the local funds for incumbent worker training. Under this waiver, the Local Workforce Investment Areas (LWIA) may use up to 10% of their Adult and Dislocated Worker funds for Incumbent Worker Training (IWT) only as part of a lay-off aversion strategy. The types of training that will be provided include occupational skills training designed to meet the special requirements of a business and is conducted with the employer's commitment to continue to retain all trained individuals upon successful completion of the training. Educational training, training in strategies to improve efficiency of business operations and computer software training may be provided. Training is expected to provide skills, which result in the employer being able to adjust to a changing economic climate by providing the jobs necessary to do so, thus averting layoffs.

The Employment Development Department (EDD) requires that the FRWIB adopt a policy to provide IWT services.

By action of the Fresno Regional Workforce Board (FRWIB) at their meeting on February 18, 2010, the following policy requires that FRWIB staff and contracted providers of services will provide IWT services only for those special projects pre-approved by the FRWIB. Funding for these services will come from WIA formula funds and/or American Recovery and Reinvestment Act (ARRA) for Adult and/or Dislocated Workers.