

Fresno County Workforce Investment Board

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OPERATIONAL DIRECTIVE

FCWIB OD # 27-05

Date Released: August 30, 2005

To: All Fresno County Workforce Investment Board (FCWIB) Providers of Services

From: Blake G. Konczal, Director

Effective Date: August 30, 2005

Subject: Placement Wage Gain/Replacement Requirements

Applicable Program: Adult/Dislocated Worker

Effective immediately, all placements into employment for clients must result in a minimum wage gain/replacement.

A placement is defined as an enrollment into an activity code 90 and exiting a customer with an 01 or 02 exit code.

Adult

The preferred outcome for Adult clients' wage gain should average approximately \$3.00 per hour, as compared to the pre-registration earnings calculated hourly wage. Pre-Registration Earnings is defined as: Total wages earned during the 2nd and 3rd quarters prior to enrollment into the Workforce Investment Act (WIA).

Field 85 on the I-TRAIN application, "Hourly Wage," is to be used to document the previous hourly wage. This field will be considered the basis for the \$3.00 per hour wage gain goal, until such time as the actual pre-registration earnings can be determined from base wage data. After such time, the "wage goal" will be displayed in section 7 of the Individual Employment Plan (IEP). Subsequent wage negotiation should take into account the "wage goal" from the IEP.

Providers of services are to ensure that the average wage gain (wage gain for all placed adults) meets or exceeds the state-mandated goal for Adult wage gain.

Dislocated Worker

All Dislocated Worker clients should attain a 96 percent wage replacement, as compared to the Pre-Dislocation Earnings hourly wage. Pre-Dislocation Earnings is defined as: Total wages earned during the 2nd and 3rd quarters prior to dislocation date.

Field 85 on the I-TRAIN application, "Hourly Wage," is to be used to document the previous hourly wage. This field will be considered the basis for the 96 percent wage replacement goal, until such time as the actual pre-registration earnings can be determined from base wage data. After such time, the "wage goal" will be displayed in section 7 of the IEP. Subsequent wage negotiation should take into account the "wage goal" from the IEP.

Providers of services are to ensure that the average wage gain (wage gain for all placed dislocated workers) meets or exceeds the state-mandated goal for Dislocated Worker wage replacement.

If you have any questions, please contact your Contract Administrator.