

Governor's Workforce Investment Division Policy No. 19-01

Subject: Exceptions to Individual Training Accounts

Effective Date: September 10, 2001

Purpose: To establish policy for contracting training services, in lieu of individual training accounts.

References: Workforce Investment Act of 1998, Section 134(d)(4)(G) and 20 CFR Part 663.430.

Background: WIA indicates that individual training accounts (ITAs) are intended to be the primary mechanism for the delivery of training services to eligible adults and dislocated workers who are unable to obtain or retain employment through core and intensive services. The Act allows for exceptions to utilizing ITAs and permits contracting for training services with community based organizations or other private organizations under the following circumstances when the program is directly linked to employment opportunities identified in the local plan

1. On the job training and customized training.
2. When it is determined there are an insufficient number of eligible training providers in a local area to accomplish the purpose of a system of ITAs.
3. When it is determined there is a training program of demonstrated effectiveness in the local area that serves special participant populations that face multiple barriers to employment.

Special participant populations that face multiple barriers to employment are low income individuals, (low income; individuals are defined at Sec. 101(25)), and included in one or more of the following categories:

1. Individuals with substantial language or culture barriers.
2. Offenders.
3. Homeless individuals.
4. Other hard-to-serve populations as defined by the Governor.

Policy: The Governor's Workforce Investment Division (GWID) is defining the following populations as hard-to-serve for purposes of exceptions to the ITA system:

1. Offenders who are incarcerated or in half-way houses who do not have access to ITA providers due to judicial restrictions. Coordination of training completion with the individuals' scheduled release dates is required to meet WIA performance outcomes.

2. Individuals living in battered shelters, who can not attend ITA providers due to personal safety concerns.
3. Individuals with disabilities who can not receive specialized assistance from an ITA provider. When considering special assistance, WIBs should keep in mind ITA providers must comply with 29 CFR 37, which applies to individuals with disabilities.
4. Older workers who would be better served outside of the ITA system.
5. Local WIBs may submit other populations identified in the local area to the Governor for consideration as hard-to-serve. WIBs must justify to the Governor why the population should be included as an additional hard-to-serve population. GWID must approve any additional hard-to-serve populations for exceptions to the ITA system.

Action: Local Workforce Investment Boards are to use this policy as guidance when deciding whether a training program for special populations should be provided through a contract for services, as opposed to utilizing the individual training account mechanism to deliver training.

Questions: Questions related to this Issuance should be directed to the Governor's Workforce Investment Division located at Building 6, Room B-617, 1900 Kanawha Blvd., East, Charleston, West Virginia 25305. Toll Free 1-877-967-5498.

Expiration Date: Effective until rescinded or modified by the West Virginia Workforce Investment Council.