



Workforce Investment Act Policy
Workforce & Career Development Division

Washington envisions a nationally recognized fully integrated One-Stop system with enhanced customer access to program services, improved long-term employment outcomes for job seekers and consistent, high quality services to business customers. In order to achieve this vision, the Workforce & Career Development Division sets a common direction and standards for Washington's WorkSource system through the development of WorkSource system policies, information notices, and technical assistance.

Policy Number: 3665 Revision 3
To: Washington WorkSource System
Date of Publication: April 18, 2013
Subject: WIA Title 1-B Incentive Policy

1. Purpose:

To outline the state's plan to respond to federal requirements surrounding the provision of incentive funds to Workforce Development Areas (WDAs) under the Workforce Investment Act (WIA) Title 1-B.

2. Background:

Under the Workforce Investment Act (WIA) Title I-B, a portion of the Statewide Employment and Training Activities funds must be used to allocate incentive grants to local WDAs (WIA Sec.134(a)(2)(B)(iii)). Under this section and 20 CFR 666.400(b), Governors have discretion over the amount of funds used for incentive grants.

As outlined in TEGL 26-10 and TEGL 9-11, the source of the incentive funds cited in WIA Sec. 134(a) have been reduced from 15 percent of the state's annual allotment to 5 percent. The reduction from 15 to 5 percent restricts the State's ability to effectively fund and carry out all of the required statewide workforce investment activities in WIA Sec. 134(a).

While the US DOL recommends states apply for a waiver of the requirement to provide incentive awards, Washington believes that incentive awards are necessary and appropriate to encourage and recognize positive performance at the local level. Therefore, the State declines to pursue such a waiver and has elected to modify its policy as follows.

3. Policy:

Until such time as the funding source cited in WIA Sec. 134(a) is re-established to the previous level of 15 percent of the state's annual allotment, the state will provide cash incentive grants, along with the issuance of annual certificates of achievement, to local boards with noteworthy performance or who have developed promising practices. Until the level of funding returns, the sum total of these

incentives grants across all WDAs will be no more than \$60,000.00.

The state will continue to provide technical assistance and require corrective action in accordance with Policy 3680 Revision 1 for risks of performance failure or actual performance failure.

4. References:

- WIA Sec.134(a)(2)(B)(iii)
- 20 CFR Part 666.400 and 666.410
- TEGL 26-10
- TEGL 9-11
- Policy 3680 Rev 1, Performance Accountability and Technical Assistance

5. Supersedes:

WIA Policy 3665 Revision 2, WIA Title 1-B Incentive Policy, February 5, 2003.

6. Website:

<http://www.wa.gov/esd/policies/title1b.htm>

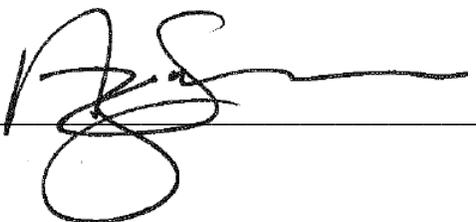
7. Action:

WDCs and their contractors, as well as Employment Security Regional Directors, should distribute this policy broadly throughout the system to ensure that WorkSource system staff are familiar with the content and requirements.

Direct Inquiries To:

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Approved:

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