

WIOAB 05-21

DATE: December 22, 2021
TO: All WIOA Providers
FROM: Danilo Cabrera, Program Operations Manager *Danilo Cabrera*
SUBJECT: PY21 Work Experience Wage Increase

Work Experience activities provide WIOA participants in Adult, Dislocated Worker, and Youth programs with opportunities for skill development and education opportunities. Work experience is designed to help individuals establish a work history, demonstrate success in the workplace, and develop the skills that lead to entry and retention in unsubsidized employment. However, WIOA Final Rules at 20 CFR 680.840 et. seq., state funds provided for work experiences may not be used to directly or indirectly aid in the filling of a job opening that is vacant because the former occupant is on strike or is being locked out in the course of a labor dispute, or the filling of which is otherwise an issue in a labor dispute involving a work stoppage.

Guidance:

During its December 16, 2021, the state's Workforce Development Council, acting as WIOA local board, increased the maximum allowable wage for a participant in a Work Experience activity to \$15.00 an hour. Individuals paid wages for a work experience activity must be paid the prevailing wage of employees with similar training, experience, and skills for a similar occupation, as set by the worksite employer.

Although \$15.00 an hour is allowable it does not mean that wage is appropriate for every Work Experience participant. If an individual's skillset does not meet the standard occupational classification qualifications for the position, their starting wage should be set below the prevailing wage standards but may not be lower than the minimum wage. Career planners are responsible for assessing the local labor market information to determine the wage of the potential employee/WIOA participant. Career planners must document in enrollment notes how they determined the appropriate starting wage.

Note:

As per WIOA regulations, Work Experience participants must not be paid more than employees in similar positions. This practice helps to avoid any potential conflict with established permanent employees.

Please email W-9 and wage information for new paid work experience participants to WIOA Payroll at WIOAPayroll@labor.idaho.gov. For participants that have received payments in the past, please send only wage information. If you have any questions, please contact the WIOA/TAA mailbox: WIOA/TAA@labor.idaho.gov.