



LINKING TRAINING TO OCCUPATIONS IN DEMAND POLICY

EDD Revision Date: N/A

WDB Review Date: 3/22/07; 12/17/15; 6/16/16; 12/15/16

EXECUTIVE SUMMARY

Purpose:

This document establishes the Workforce Development Board of Madera County's policy on linking training services to Occupations in Demand.

Effective Date:

This policy is effective on the date of approval by the Workforce Development Board.

References:

- Workforce Innovation and Opportunity Act, Section 134(c)(3).
- Code of Federal Regulations (CFR), Title 20, Sections 679.370(e)(4), 679.560(a), 680.210(b)

Policy:

Section 134 (c)(3)(G)(iii) of the Workforce Innovation and Opportunity Act (WIOA) requires that training services provided to eligible adults and dislocated workers shall be directly linked to an in-demand industry sector or occupation in the local area or the planning region, or in another area to which an adult or dislocated worker receiving such services is willing to relocate, except that a local board may approve training services for occupations determined by the local board to be in sectors of the economy that have a high potential for sustained demand or growth in the local area.

WIOA Section 107(d) and 20 CFR Section 679.370 outline the functions of the Local Workforce Development Boards under WIOA. Title 20 CFR Section 679.370(e)(4) specifically requires that local boards lead efforts to engage with a diverse range of local employers and other entities in order to develop and implement proven or promising strategies for meeting the employment and skill needs of workers and employers, that provide the skilled workforce needed by employers in the region, and that expand employment and career advancement opportunities for workforce development system participants in **in-demand industry sectors or occupations** (emphasis added).

Further, 20 CFR 679.560 outlines that the local workforce investment plan must include a regional analysis of economic conditions including existing and emerging in-demand industry sectors and occupations and the employment needs of employers in those sectors and occupations. The analysis must also include the knowledge and skills needed to meet the employment needs of the employer in the region, including those in the identified in-demand sectors and occupations.

Training services under WIOA may be made available to employed and unemployed adults who are members an identified priority group (see Priority of Service for Adults policy for definitions) and dislocated workers who:

- Have been determined to be unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment through the provision of career services only;
- Are in need to training services to obtain or retain employment leading to economic self-sufficiency;
- Have the skills and qualifications to participate successfully in training services; and
- Have selected a program of training services that is **directly linked** to the employment opportunities in the local area or planning region, or in another area to which the individuals are willing to commute or relocate. [WIOA Section 134(c)(3)(A)]

It is the policy of the Workforce Development Board of Madera County that training services will be provided in alignment with the Board's identified priority industry sectors, as identified in local policy and aligned with those identified regionally through the analysis completed by the California Partnership for the San Joaquin Valley, or with any subsequent analysis completed by the Board or the planning region. Requests for training shall be accompanied by documentation outlining that the selected training program offers career pathway options, opportunities for earnings that support economic self-sufficiency, and verification that the occupation or career pathway is linked to in-demand sectors or occupations within the local area or the planning region.

Sources for determining such demand may include, but are not limited to:

- Local or regional economic analyses
- EDD Labor Market Information
- Open job orders listed with the Workforce Investment Corporation or other one-stop partner agencies
- Direct employer information obtained by the Business Services staff members of one-stop partner agencies
- Open job orders in the local area listed through newspapers, websites, temporary agencies, professional journals, etc.
- Open job orders in the CalJOBS system
- Anecdotal information from local business/employers indicating the need for trained individuals in a specific industry or occupation.

ACTION:

This policy replaces the previous version approved by the Board on June 16, 2016 and is effective upon approval. Retain this policy until further notice.

INQUIRIES:

If you have questions, please contact the Executive Director or designee at (559) 662-4500.