

WIA TITLE I and RELATED ACTIVITIES MANUAL

Chapter 13: Dislocated Worker Programs

Section 13.6: Retraining Workers Most in Need

Effective Date: July 1, 2002

Required Action

Action:

The information contained herein is to be used in the development and implementation of WIA Plans and Project plans to serve dislocated workers.

Who:

Program Providers of Dislocated Worker Services.

Background:

Dislocated Worker Programs are included in the Workforce Investment Act (WIA) Title I legislation effective July 1, 2000. Policies in this chapter are related to the Dislocated Worker Programs under WIA Title I and or the State Dislocated Worker Program. An individual in the "most in need" category has a long term attachment to the workforce and that status is now threatened due to obsolete occupation skills, changes in the marketplace and other job related factors.

The need to target "most in need" is based upon the limited availability of both State and Federal resources.

The Dislocated Worker Unit, in issuing this policy directive, is not attempting to develop an exhaustive and prescriptive rule defining which segments of the population are to be considered "most in need" nor attempting to define a local service plan for this group of individuals. Rather, this policy is intended to establish a broad guideline for local judgment of those participants who are "most in need" and to require a service plan and outreach mechanisms that will serve this population.

Policy and Procedures:

- I. Providers of Dislocated Worker Services are required to include in plans designed to serve dislocated workers, a methodology for providing retraining services to those "most in need". The plan is based on the characteristics of the population and the services available to assist workers achieve reemployment. A core element of the WIA plans and Dislocated Worker Program project applications is a strategy for identification and outreach to the affected population. The plan must present a

specific action agenda that recognizes the barriers of the dislocated worker and presents a methodology for the delivery of individualized services designed to enhance reemployment opportunities. Local plans are to prioritize the use of dislocated worker retraining funds to assure that individuals assessed as being “most in need” receive preferential access to retraining opportunities.

The primary group of dislocated workers designated, as “most in need” are those who lack sufficient occupation skills to become reemployed at a comparable wage. The dislocation may have resulted from a declining industry or from a declining occupation. Dislocated workers, may possess obsolete skills or skills that have limited transferability in the marketplace. Dislocated workers, in pursuit of employment, may also be hindered by factors such as age, education, personal economics, health and family concerns and other considerations having a direct effect on employability. The barriers and factors relative to determining “most in need” status is unique to the individual and not based on a prescribed or blanket list of characteristics.

The individual basis for a determination of “most in need” and the service plan developed to meet this deficiency, are to be contained in the participant file. This would include, but is not limited to, recording work history, occupational skills, education, assessment and testing, personal and family factors, program objectives and goals and a rationale for the determination that individuals assessed as being “most in need” receive preferential access to retaining opportunities.

Reference Section:

Cites/References:

Public Law WIA 105-220, section 195 (1) ; MN Statutes; Chapter 116L.17, subd. 4 (2)

Contact: Anthony Alongi

Voice: 651-259-7528

Fax: 651-215-3842

TTY: 651-296-3900/ 800-657-3973

E-mail: anthony.alongi@state.mn.us