



LANE WORKFORCE PARTNERSHIP
POLICY

POLICY TYPE: WIOA Adult Participant Supportive Services Policy
EFFECTIVE: October 1, 2020
REVISED: 09/21/20 This policy replaces and supersedes the policy issued October 1, 2016

BACKGROUND

Supportive Services is the use of Workforce Innovation and Opportunity Act (WIOA) funds to pay for services that are necessary to enable an individual to participate in activities authorized under WIOA.

REFERENCES:

- Workforce Innovation and Opportunity Act (WIOA) - Public Law 113-128, Section 134 (d) (2) Permissible Local Employment and Training Activities
- 20 CFR 680.900 - What are Supportive Services for Adults and Dislocated Workers
- 20 CFR 680.910 - When may Supportive Services be provided to participants
- 20 CFR 680.920 - Are There Limits on the Amounts or Duration of Funds for Supportive Service
- Training and Employment Guidance Letter (TEGL) 19-16 Guidance on Services through Adult and Dislocated Worker Programs under WIOA.
- 2 CFR Part 200 → Subpart E Cost Principles

PURPOSE

The purpose of this policy is to establish procedures and limits under the Workforce Innovation and Opportunity Act (WIOA) for providing Supportive Services to adults and dislocated workers. The WIOA regulations require a policy on Supportive Services that ensures equitable resource and service coordination in the local area. As the Local Workforce Development Board (Local WDB), the Lane Workforce Partnership (LWP) Board of Directors has established a system-wide policy for the provision of supportive services. This policy and implementing procedures contain guidelines for referral to such services, including researching first sources for participants. The provision of accurate information about the availability of and referral to other programs where support services are accessible in the local area, is one of the key elements that must be researched and made available to adults and dislocated workers through *WorkSource Lane* service delivery system.

POLICY

Supportive Services may only be provided to WIOA eligible individuals who are Registered in the State of Oregon's *WorkSource Oregon MIS System*; who have completed documentation in I-Trac and are specifically enrolled in a Training Service supported by WIOA funds and there must be documentation in the participant file in eBridge that they are unable to obtain support services through their own means or through other programs which provide such services. Supportive Services are only allowable when they are necessary to enable eligible individuals to participate or remain in WIOA authorized training or job search following the completion of the participant's training program.

All *WorkSource Lane* program staff and subcontractors will be trained to understand this policy and carry it out in a uniform and equitable manner. Participants will be provided information concerning the availability of Supportive Services for their program area, to ensure understanding of the terms and conditions of assistance.

WIOA mandates partnering at the local area. Staff will work with partner agencies to provide support service packages made up of assistance from different sources to complete the provision of the participant's service needs, without which the participant would be unable to continue in WIOA activities.

In Lane County, reimbursable services are delineated between Direct Training Costs and Supportive Services. Supportive Services may include: General Supportive Services or, Supportive Services for Special Circumstances. Direct training costs shall be included in the WIOA scholarship award for training. General support services and support services for special circumstances shall be included in the supportive services award. Neither service category may exceed the limits as set in the WIOA Funding Caps and Limitations Policy.

CATEGORIES OF SUPPORTIVE SERVICES

- A. General Supportive Services:
 - a. Child Care Reimbursement
 - b. Mileage Reimbursement (Actual Miles)
 - c. Public Transportation (Bus Passes)
 - d. Clothing/Uniforms for Job Search or Employment
 - e. Work-Related Equipment/Tools Required for Employment

- B. Support Services for Special Circumstances
 - a. Driver's License Reinstatement & Fees
 - b. Counseling and Referral Services
 - c. Tutoring Services
 - d. Reasonable Accommodations for Person's with Disabilities
 - e. Out-of-area job search assistance
 - f. Needs Related Payments

GENERAL SUPPORTIVE SERVICES

In order to receive reimbursement for Supportive Services, eligible participants must have been awarded a Scholarship through *WorkSource Lane*. The following reimbursement criteria will apply:

- A. Child Care. Participants enrolled in Training may request to receive child care reimbursements based on individual need. Before requesting WIOA supportive service funds for child care, participants must document that they have explored other options. If other resources are not available or appropriate, and supportive service funds are authorized for child care, reimbursement will be made to the participant. Reimbursement to the participant requires verification that one of the following Oregon approved child care providers are being used: 1) a licensed child care provider; or 2) a registered child care provider; or 3) a child care provider operated by a school district or government agency. Reimbursement will only be made for times when the participant is actually participating in or attending a WIOA training service.
- B. Mileage Reimbursement. Participants enrolled in Training may request to receive a mileage reimbursement based on their specific individual need. Participants must document in writing that public transportation is not available or would create an undue hardship based on school hours, work, and/or childcare commitments. Mileage reimbursement will be paid on actual miles traveled for scheduled training activities. The mileage reimbursement rate is designed to cover fuel costs, maintenance, tire wear, oil changes and wear-and-tear on the vehicle. A mileage rate and limit will be published by the LWP Director of Workforce Investments.
- C. Public Transportation. Participants enrolled in training will be encouraged to use public transportation to attend training activities whenever feasible. [Note: For those students who attend Lane Community College this service is paid through student fees and shall not be provided through WIOA.] Participants outside the community college system who are accessing public transportation to attend school may request to be reimbursed for a monthly bus pass
- D. Clothing/Uniform. Participants may request specialized clothing required for employment or while in job search (such as scrubs or welding clothes). Those who successfully complete their WIOA training program and are now engaged in job search activities such as internships, externships, and/or clinicals may request assistance for the purchase of clothing to attend job interviews and/or clothing to begin work.
- E. Work-Related Tools/Equipment. Special tools or equipment required for employment such as stethoscope, welding tools, special gear.

SUPPORTIVE SERVICES FOR SPECIAL CIRCUMSTANCES

If, during the participant's training period, it is determined that the participant needs additional assistance in order to successfully complete training and gain employment in his/her field of study, the participant may request assistance in the following areas: Driver's license reinstatement; Counseling and Referral Services; Tutoring; Reasonable Accommodations; and/or Out-of-Area Job Search. The WIOA also allows for Needs Related Payments, which are addressed in this policy. However, the Local Workforce Development Board's Policy does not currently allow for the provision of Needs Related Payments.

Requests for Special Circumstances Supportive Services must be submitted in writing to the LWP Director of Workforce Investments for consideration. Awards will be based on the following criteria: 1) justification of need; 2) documentation of "resource of last resort" and; 3) WIOA funding availability.

- A. Drivers License Reinstatement. Participants enrolled in training who are eligible for Oregon Department of Motor Vehicles Driver's License Reinstatement may request a one-time supportive services reimbursement for reinstatement of their Driver's License and fees.
- B. Counseling and Referral Services. Participants enrolled in training may request to receive counseling and referral services. Generally, these services can be obtained free of charge from partner agencies, however, if the career advisor determines that the participant needs additional assistance, outside of our partner programs, he/she may submit a written request to the LWP Director of Workforce Investments.
- C. Tutoring Services. Participants enrolled in training may request to receive reimbursement for tutoring services. These services may be reimbursed from any Oregon Registered business or educational institution. Payment will not be made for the receipt of this service from friends, family members, peers, or other students.
- D. Reasonable Accommodations. Reasonable accommodations for participants with documented disabilities may be provided.
- E. Out-of-Area Job Search Assistance This service is designed to assist participants in seeking employment outside of Lane County. The LWP Director of Workforce Investments may authorize out-of-area job search assistance for participants enrolled in training under the following circumstances:
 - 1. The Participant must be enrolled in training or have successfully completed a WIOA funded training program.
 - 2. The participant must have a reasonable expectation of securing employment in the job search area, and must provide the career advisor with verification of employer contacts.

3. The career advisor must include a case log or other participant file documentation which shows evidence that the employment sought by the participant in this activity is not available in the local labor market area.
 4. Transportation for out-of-area job search will be by the most economical means available which reasonably meets the needs of the participant at the established rates.
 5. Costs associated with this activity must be approved prior to the participant's job search. Costs incurred that did not receive prior approval will not be reimbursed. The participant must provide lodging, gasoline, and miscellaneous purchase receipts to obtain reimbursement for the agreed upon items.
- F. Needs Related Payments WIOA funds may be used to provide needs-related payments to adults and dislocated workers, respectively, who are unemployed and do not qualify for (or have ceased to qualify for) unemployment compensation for the purpose of enabling such individuals to participate in programs of training services under subsection (c)(3) of WIOA. A dislocated worker who has ceased to qualify for unemployment compensation may be eligible to receive needs-related payments only if such worker was enrolled in the training services 1) by the end of the 13th week after the most recent layoff that resulted in a determination of the worker's eligibility for employment and training activities for dislocated workers; or 2) if later, by the end of the 8th week after the worker is informed that a short-term layoff will exceed six (6) months.

Currently, the Local Workforce Development Board policy does not allow for the provision of Needs-Related Payments. If needed, based on economic conditions and the availability of WIOA funds, a Supplementary Needs Related Payments Supportive Services Policy will be activated.

CATEGORIES THAT ARE DIRECT TRAINING.

Direct training costs shall be included in the WIOA Scholarship award. However, at times direct training costs may exceed the cap for tuition and fees, but are still necessary for the participant to complete certain requirements for training completion and employment. The participant may choose to use Support Service funds within the limits set by the WIOA Funding Caps and Limitations Policy.

- A. Direct Training Cost Definition. The cost of direct training may include: tuition, fees, lab fees, training certifications, class required books, occupational testing or licensing fees, training related certification/exam/licensing preparation or fees, uniforms or other items required by a training/educational institution or provider necessary to participate in or successfully complete a training program.

Participants enrolled in Training may include the costs associated with Communications Technology to access the Internet as part of their training Scholarship Award.

- C. Participant Purchase of Computer. Participants enrolled in Training may request to receive a reimbursement of up to \$500.00 dollars for the purchase of a new computer. Participants

must present a valid receipt from a computer retail business. Participants will only be eligible to receive this reimbursement one-time, regardless of the number of program years the individual is enrolled. The purchase of a computer counts toward the participant's limit on WIOA provided training service per the WIOA funding Caps and Limitations Policy.

APPROVAL PROCESS

Once it has been determined that supportive services are appropriate and not available from other resources or agencies, the following processes will be followed:

- A. Reimbursement for Child Care - Participant must complete a child care reimbursement form with days, hourly/daily rate, number of children, and reason for childcare. The form is approved by the career advisor and submitted for reimbursement to the participant. (See Childcare Support Reimbursement Request)
- B. Mileage - The participant completes a mileage form stating days, odometer readings, total miles, and purpose of travel. The form is approved by the career advisor and submitted for reimbursement. (See Request for Mileage Reimbursement)
- C. Reimbursements for training items such as uniforms, computers and tools will be provided by a check made payable to the participant when required documentation has been collected supporting the provision of the service. The participant reimbursement request must include a receipt with the request form and be approved by the Career Advisor and the WIOA Program Manager/Supervisor. (See Request for Training and other Training Related Items Reimbursement)

REQUIRED DOCUMENTATION FOR SUPPORT PAYMENTS

The following documentation requirements apply to each supportive services request:

- A. All forms must be completed with original ink. Signatures shall be original ink signatures. The use of pencil or erasable ink will disqualify the request.
- B. Requests must be on Lane Workforce Partnership approved forms.
- C. Requests must have all required attachments as outlined in this policy to adequately support the expenditure and must be available for all monitoring and audit requests.
- D. Receipts must be an official vendor receipt that clearly states the date of purchase, the vendor's name, and the amount.
- E. Child care reimbursements made under this policy shall be based on actual amount(s) as verified via participant signature. Original receipts must be provided for all child care paid in advance and be made out in the name of the participant. Additionally, the receipt must display the name, address and phone number of the provider.

NOTE: All reimbursements to participants shall be made within 60 calendar days in the program year. Reimbursements to participants older than 60 calendar days cannot be made.

RESPONSIBILITIES

- A. In applying the provisions of this policy system-wide to *WorkSource Lane*, the responsibilities listed below may be delegated upon written application to an outside subcontractor or agency. The request shall contain the name(s) and position titles of those persons delegated responsibility and identify specific areas of responsibility. Upon approval by the LWP Director of Workforce Investments, the subcontractor or agency shall be authorized to administer this policy.
- B. The Lane County Workforce Program Supervisor is responsible for administering this policy and ensuring compliance with procedures.
- C. The LWP Director of Finance is responsible for ensuring compliance with the Act, Rules and Regulations under the Act including the allowable, allocable, and reasonableness of costs.
- E. The LWP Director of Workforce Investments may approve exceptions to categories and limits upon the written request of the Lane County Workforce Program Supervisor. Such approval will be documented in the accounting records of Lane Workforce Partnership.
- F. The LWP Executive Director is the final authority for the approval of Exceptions to this policy. **The Executive Director may delegate approval authority as necessary to implement this policy including the approval of Exceptions.**

IMPLEMENTATION

The LWP Director of Workforce Investments will annually issue limits applied to reimbursements made for Supportive Services and Training Payments. When necessary the LWP Director of Workforce Investments may modify this policy through the issuance of procedural memorandum or formal policy modification. These documents shall be considered a part of this policy issuance.

SUPPORTIVE SERVICE FORMS

- A. Request for Training and Other Training Related Items Reimbursement
- B. Request for Mileage Reimbursement
- C. Child Care Support Reimbursement Request
- D. Mileage and Childcare Worksheet
- E. Support Services for Special Circumstances