

COMMONWEALTH OF VIRGINIA
VIRGINIA COMMUNITY COLLEGE SYSTEM

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Revision #1

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Title: Tiered Service Delivery under the Workforce Investment Act

PURPOSE

The Workforce Investment Act (WIA) establishes a tiered, seamless approach to service delivery. This arrangement requires a participant to have received at least one core service and been unable to receive or retain a job that leads to self-sufficiency before he or she can receive intensive services. Additionally, a participant must have received at least one intensive service and been determined unable to secure or retain employment that leads to self-sufficiency before he or she can receive training services. This policy further describes the Virginia's application of a tiered-service approach.

REFERENCES

Workforce Investment Act; Interim Final Rule, 20 CFR Parts 662, 663 and the Preamble. P.L. 105-220.
Workforce Investment Act (WIA), Sections 101 and 134.

POLICY STATEMENT

WIA establishes a one-stop delivery system for a continuum of workforce development services for adults and dislocated workers that supports increased employment, retention, earnings and occupational skill attainment. In Virginia, the tiered service delivery does not mean that WIA participants should be placed in the first job for which the individual is qualified.

The goal of workforce investment activities in Virginia is to encourage long-term employment that enables an individual to obtain and maintain self-sufficiency. Therefore, prior to placing individuals in employment, local case managers must assess the realistic educational, training and supportive service needs an individual may have that can create barriers to retaining employment.

Recognizing that there are different local conditions that should be considered in the determination of self sufficiency, the regulations provide maximum flexibility in the application of a tiered service delivery environment. LWIBs are able to set the criteria for determining whether or not employment leads to self-sufficiency. Such factors as family size and local economic conditions may be included in the criteria. It may often occur that dislocated workers require a wage higher than the lower living standard income level to maintain self-sufficiency. Therefore, the legislation allows self-sufficiency for a dislocated worker to be defined in relation to a percentage of the lay-off wage.

This tiered service delivery approach should not require participants to be placed in jobs that do not provide the opportunity for attaining self-sufficiency or prohibit individuals from receiving additional WIA services, nor is it necessary to set pre-established time limits for the length of time an individual is in core or intensive services. Neither the WIA nor the federal regulations mandate a “work first” system that forces individuals into secondary labor market jobs that have little potential to foster self-sufficiency.

APPROVED:

Chairman
Virginia Workforce Council

Vice Chancellor for Workforce Development
Virginia Community College System

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