



ÁREA LOCAL
DE DESARROLLO LABORAL
GUAYNABO / TOA BAJA

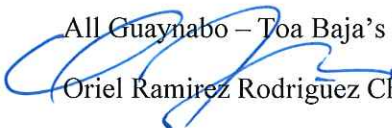
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Entrepreneurial Competency Program

Policy #16-09:

Date: March 29th, 2016

To: All Guaynabo – Toa Baja’s Local Workforce Development staff

From:  Oriel Ramirez Rodriguez Chairman - Workforce Development Board

Subject: Entrepreneurial Competency Program

Programs Affected: Adults, Dislocated Worker and Youth

Applicable State and/or Federal Guidelines: Manual WIOA; PY 2015-16 State Annual Planning Guide

Funding Source(s): Workforce Innovation and Opportunity Act Youth, Adult, and Dislocated Worker

Background/ Justification

Entrepreneurial Development presumes the utilization of candidates very knowledgeable in economics and business development. Personal characteristic includes; leadership, goal oriented and capable of following a work plan. Nevertheless, our clientele is not distinguished for exhibiting these characteristic. Moreover, they lack entrepreneurial knowledge (see our needs analysis) however, a particular entrepreneurial competency approach is needed in order to orient on the subject matter and for program identification of possible candidates interested in the field.

Purpose:

The competency program is a vocational exploration geared to assess if the participant’s interest matches with his aptitudes. Through a short term seminar (as an intensive services) participants will be exposed to a 20 hours seminar that will include pre and post assessment to identify if they exhibit the potentiality for an entrepreneurial in-depth training. Based on this methodology participants will be

“Somos un patrono / programa con igualdad de oportunidades. Tenemos servicios de apoyo para personas con impedimentos, que así lo soliciten.”



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oriented on business development initiatives. Still those who exhibit the best characteristic will be referred to training.

Methodology:

The objective assessment applied to all participants will be conducive to detect potential candidates. Those interested in the field will be placed in a prevocational service under our intensive services. The competency orientation will provided us with post assessment data to make referrals to training services of those with the required talent. Therefore, competencies will be assess under intensive services, and a special in-depth training will be implement as a training services (entrepreneurial training).

Results and Benefit:

- a. Under intensive services 50 candidates will be assess (25 adults and 25 dislocated workers).
- b. Under training; 10 adults and five dislocated workers could be refer into a special entrepreneurial training by means of an ITA.
- c. Youth age 19 to 21 years old will be assess under program elements; leadership and mentoring through a competency approach. If successful through initial assessment they might qualify for referral to the adult or, dislocated workers program for in depth training. Entrepreneurial training could be access also as an OST element (depending on the availability of funds).
- d. Gain in knowledge on the subject matter.