

**PUBLIC POLICY: AMENDMENT WIOA 17-09
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)**

I. SUBJECT

Amendment to Public Policy on the Development of Activities Related to the Development of Incumbent Worker Training (IWT).

II. BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) promotes activities for workforce talent development to achieve job acquisition and retention, thereby increasing the labor force, meeting employer training needs, and enhancing the country's productivity and competitiveness.

The Incumbent Worker Training Program provides the business sector with mechanisms to upgrade skills, improve competitiveness, and enhance business productivity. This is a useful tool for job retention, preventing closures, and layoffs.

III. PURPOSE OF THE AMENDMENT

Considering the importance of staying ahead of the trend of rising wages in the job market, we have modified the current policy WIOA 17-09 to remove the salary cap for a participant in an incumbent worker training.

IV. AMENDED PART

General IWT Requirements:

2. Once funds are available, contracts for IWT activities may be entered into for eligible individuals who:

a) Have a contractual relationship with a *bona fide* employer, compliant with the Fair Labor Standards Act;

b) Have a work history with the proposing employer of six (6) months or more. This latter criterion may be waived in cases where training is provided to a group of employees and the majority meet the six (6) month criteria.

c) Priority funding will be given to individuals at risk of job loss.

d) When determined that the IWT activity is necessary to help prevent potential employee layoffs, to enhance employees' occupational skill levels to retain employment and/or for job promotion.

V. EFFECTIVENESS

This Public Policy shall take effect immediately upon approval by the Local Board. All other provisions of the Work Experience Public Policy remain unchanged and in effect.

In Guaynabo, Puerto Rico, this 17th day of November 2023.


/s/ Mr. Oriel Ramirez Rodríguez
Chairman
Local Workforce Development Board
Guaynabo-Toa Baja