

TRIDENT

Trident Workforce Investment Board Workforce Investment Act

YOUTH INCENTIVE POLICY

TO: SC Works Trident Operators and Youth Contractor

ISSUANCE DATE: May 15, 2012

EFFECTIVE DATE: May 15, 2012

SUPERSEDES: June 30, 2008, May 1, 2007

SUBJECT: Youth Incentive Policy

PURPOSE:

The purpose of this Youth Incentive Policy is to establish the guidelines for providing incentives to youth through the WIA program.

POLICY:

The Workforce Investment Act states that youth program design should be within the statutory framework, and determine appropriate program offerings for each individual youth. These programs and activities should provide needed guidance for youth that is balanced with appropriate consideration of each youth's involvement in his or her training and educational plan. Incentives are for active customers including follow-up.

PROCEDURES:

WIA Youth Customers must be active and participating in WIA services (this includes follow-up status) Time and Attendance sheets, or other approved documentation must support the youth's active participation. Coordination between Partner Agencies must take place, as duplicative payments for the

A. Incentives Prior to Exit:

- Skill Invoice Incentive Payments will be made for the attainment of specific programmatic benchmarks established by the Career Coach in a Skill Invoice format as outlined in each customer's Individual Service Strategy:

B. Incentives After Exit:

Youth Positive Outcome Incentive Payment

- Successful Placement into Employment, the Military, or Post Secondary Education. Payment will be made at the end of the 1st Quarter after exit based on Case Manager's documentation of successful employment retention and/or post

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secondary education progress and a YPO Skill Invoice is completed.

Attainment of Degree or Certificate

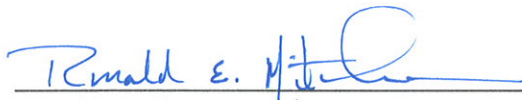
- Successful attainment of a Diploma, GED, or Certificate (as defined by Common Measures) by the end of the 3rd quarter after exit.

C. Customer Referral Program:

When an enrolled customer in good standing with the program, refers another customer to the program, he/she **may** be eligible for an additional incentive based on the criteria below:

- a) Is registered into the program AND
- b) Successfully attains a specific program benchmark

NOTE: This policy pertains to youth only. Incentives for adults and dislocated workers are not allowed.



Ronald Mitchum, Executive Director
BCD Council of Governments

May 15, 2012

Date

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PY11 Skill Invoice Criteria (Incentives)

MEASURE	AMOUNT
Common Measure:	
Literacy & Numeracy	
1 EFL Gain in Reading and/or Math	\$ 25.00
Note: A Student can receive \$25 per EFL Gain in Reading and/or Math until they are no longer BSD.	
Non-Common measure:	
Pre-Employment Work Maturity Skills	
Complete Resume Workshop & Resume	\$ 25.00
Complete NIOSH or OSHA Safety Course	\$ 25.00
Complete Financial Literacy Workshop	\$ 25.00
Complete Parenting Workshop or Class	\$ 25.00
Complete 5 Skills Tutor Remediation Sessions	\$ 25.00
Complete MS-Office Training	\$ 25.00
Non-Common Measure:	
WorkKeys Certification (Only eligible to earn one)	
Bronze WorkKeys Certificate	\$ 25.00
Silver WorkKeys Certificate	\$ 50.00
Gold or Platinum WorkKeys Certificate	\$ 75.00
Common Measure:	
Credential Attainment	
Obtain GED or High School Diploma (Available through the end of 3rd Quarter after Exit)	\$ 150.00
Obtain a Nationally Recognized Occupational Skills Credential (Available through the end of 3rd Quarter after Exit)	\$ 100.00
Common measure:	
Placement (Employment, Military, or Post Secondary)	
Enter Employment or Military by the end of the 1st Quarter after Exit if not employed at Registration	\$ 100.00
Enter Full-time Post Secondary verified through the National Student Clearing House	\$ 100.00
Non-Common Measure:	
Employment Gain or Improvement	
Earned a Promotion, Pay Increase, Move to Full-time, and/or Found a better job, if Employed at Registration	\$ 50.00