

New Mexico Workforce Connection

Central Region



Operational Policy NO. OP - 435 Change 1

Subject: Work Experience – Internship Policy – Adult & Dislocated Worker
Effective: PY2018, 6/17/2019

PURPOSE

To provide policy direction for the implementation of Work Experience – Internships for WIOA eligible adults and dislocated workers. Under this Work Experience Policy, WCCNM defines and provide directions for Internships only. Other types of Work Experience may include: Transitional Jobs, Pre- Apprenticeship, Apprenticeship and/or Registered Apprenticeship, which if determined to be a need in the region, will have a separate policy.

Internship

For the purposes of [WIOA](#) sec. 134(c)(2)(A)(xii)(VII), an internship is a planned, structured learning experience that takes place in a workplace for a limited period of time. Internships and other work experience may be paid or unpaid, as appropriate and consistent with other laws, such as the Fair Labor Standards [Act](#). An internship or other work experience may be arranged within the private for-profit sector, the non-profit sector, or the public sector. Labor standards [apply](#) in any work experience setting where an employee/employer relationship, as defined by the Fair Labor Standards [Act](#), exists.

Internships are agreements between the WCCNM , the Internship employer, and the Intern. An Intern is not be used to replace an existing employee or position.

Internship as a WCCNM Paid Participant

Wages are provided by the WCCNM and paid directly to the participant developing an employer/employee relationship. Labor standards apply in any work experience where an employee/employer relationship exists, as defined by the Fair Labor Standards Act. Employers are not monetarily compensated.