

New Mexico Workforce Connection

Central Region



Operational Policy NO. OP -438

Subject: Work Experience – Transitional Jobs Policy – Adult or Dislocated Worker
Effective: PY2019, 8/19/2019

PURPOSE

To provide policy direction to the Adult and Dislocated Worker Provider for the implementation of Work Experience – Transitional Jobs for WIOA eligible adults or dislocated workers. Under this Work Experience Policy, WCCNM defines and provide directions for Transitional Jobs.

Transitional Job

A transitional job is one that provides a time-limited work experience, that is wage-paid and subsidized, and is in the public, private, or non-profit sectors for those individuals with barriers to employment who are chronically unemployed or have inconsistent work history, as determined by Workforce Connection of Central New Mexico (WCCNM). Transitional jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment. CFR § 680.190 This combination of services is intended to help adults and dislocated workers transition to unsubsidized employment by the time their transitional jobs come to an end.

In a transitional job, there is no expectation that the individual will continue his or her employment with the employer after the work experience is complete.

What funds may be used for Transitional jobs? § 680.195

The local area may use up to 10 percent of their combined total of adult and dislocated worker allocations for transitional jobs as described in § 680.190.

Transitional jobs must be combined with comprehensive career services (§ 680.150) and supportive services (§ 680.900).

Transitional Jobs are agreements between the WCCNM, the Transitional Jobs Employer, and the Adult/Dislocated Worker Participant. A transitional job is not be used to replace an existing employee or position.

Transitional Jobs 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.