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Policy Letter #14

TO: All Cumberland County Workforce Development Service Providers

FROM: Tracy Jackson, Interim Director

SUBJECT: WIOA Title I Work Experience Opportunities

PURPOSE

The purpose of this policy is to provide information and clarification on guidance regarding the use, documentation, and tracking of Workforce Innovation and Opportunity Act (WIOA) Title I funds in the provision of Work Experience (WEX) opportunities for young adult, adult, and dislocated worker programs. Reference DWS Policy Statement PS 10-2017 dated May 9, 2017.

BACKGROUND

“Work Experience (WEX) Training” is a planned, structured learning experience that occurs in a workplace for a specified, limited period of time. The purpose of the WEX activity is to provide the WIOA Title I participant with opportunities for career exploration, skill development, and reinforcement of the work ethic.

WEX Training may include paid or unpaid wages and maybe in the private for-profit sector, the non-profit sector, or the public sector. Under WIOA, paid and unpaid youth work experience that has academic and occupational education as a component of the work experience can include a number of activities including summer employment, pre-apprenticeship, internships, job shadowing, and On-the-Job Training (OJT). Adult and Dislocated Worker WEX must be linked to a career goal and based upon the participant’s interest and aptitude.

The intent of WEX is not to benefit the employer, although the employer may, in fact, gain from the activities performed by the participant, and in some cases may result in an employment offer. WEX activities shall not reduce current employees’ work hours, displace current employees or create a lay-off of current employees, impair existing Contracts or collective bargaining agreements, and/or infringe upon the promotional opportunities of current employees as defined in the Fair Labor Standards Act.

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