

**COMMONWEALTH OF PUERTO RICO**  
**SOUTHWEST LOCAL WORKFORCE DEVELOPMENT BOARD, INC.**

**PUBLIC POLICY ON TRANSITIONAL EMPLOYMENT ACTIVITY**  
**PROGRAM FOR ADULTS AND DISPLACED WORKERS**

**Section 1.** The Southwest Local Workforce Development Board, Inc. establishes as Public Policy based on Public Law 113-128, Section 134(d)(5), which creates the Workforce Innovation and Opportunity Act (WIOA) and 20 CFR 680.830, to establish the Transitional Jobs Activity for Adult and Dislocated Worker Program, as noted.

**Section 2.** The term Transitional Employment under Section 134(d)(5) of the WIOA Act and 20 CFR 680.830 defines it as one that provides limited work experience that can be performed in the public, private or nonprofit sector for individuals with barriers to employment, who are chronically unemployed or have an inconsistent work history, which may be combined with career and supportive services provided under 20 CFR 680.150 and 20 CFR 680.900, respectively. These jobs are designed to allow an individual to establish a work history, demonstrate work success, and develop skills that lead to unsubsidized employment. Transitional placements are limited duration, subsidized work experiences. To undertake this activity participants must be:

- Chronically or long-term unemployed - a person is considered chronically unemployed when he/she has been unemployed for 27 consecutive weeks. This is defined by the Bureau of Labor Statistics.
- Person with inconsistent work history (TEGL 19.16) - is a person who has been employed at various jobs for sporadic periods of time, which do not add significant experience to his or her work history and adversely affect his or her chances of entering the labor force. Factors such as: date of last employment, number of jobs held during the last year, and duration of employment will be used as a basis.
- The determination of employment experience shall be certified by submitting one of these: resume or evidence of work experiences.
- Individuals with barriers to employment, WIOA Section 3(24) - is defined when an individual belongs to one or more of the following populations: displaced homemakers (WIOA, Section 3(16)), low-income individuals (WIOA, Section 3(36)), individuals with disabilities (WIOA, Section 3(25)) and adults age 55 or older, single parent or single mother, including pregnant woman, individuals who are: English language learner (WIOA, Section 203(7)), individuals who have low literacy skills, and individuals who face substantial cultural barriers.

The following factors will be taken as a basis:

- Must be 18 years of age or older.
- U.S. citizen.
- If foreign national must have permission to work in the U.S. and its territories.
- If male 18 years of age or older must be registered with the Selective Service.

The activity is preferably aimed at individuals who are long-term unemployed, with job instability, ex-offenders, individuals participating in the TANF Program or who have exhausted the TANF Program, as well as low-income public assistance recipients with barriers to employment.

In order to gain meaningful employment experience, the activity has a duration of four hundred and eighty (480) hours per participant so that they can acquire the necessary skills and abilities to help them obtain unsubsidized employment. It can be an effective solution for individuals who need to obtain work experience that they would not otherwise be able to obtain through an Occupational Skills Development Training Activity. There is no obligation for the participant to remain in their transitional job after completing the activity.

**Section 3.** Section 20 CFR 680.840 and 134(d)(5) of WIOA provides that the Southwest Local Workforce Development Area may use 10% of Adult and Dislocated Worker Program funds to provide transitional jobs.

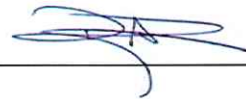
**Section 4.** Section 20 CFR 680.840 and 134(d)(5) of WIOA provides that the Southwest Local Workforce Development Area may use 10% of Adult and Dislocated Worker Program funds to provide transitional jobs.

**Section 5.** It is limited to a maximum of 20% of the funds allocated for this activity, whether to develop transitional jobs in the public sector, i.e. municipal, state and/or federal government.

**Section 6.** This public policy will become effective immediately upon approval by this Board.

**Supporting Documents:** AJC-AP-025 Rev. July 2018, AJC-AP-026 Rev. May 2017, AJC-MIS-024 Rev. June 2017.

In San Germán, Puerto Rico, today, April 26, 2019.



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Roque Abad Ramírez Palermo, WDB Local Board Chairman