

## WIOA Desk Reference

### Transitional Jobs

#### About WIOA

The Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128) is a transformative law designed to strengthen our nation's public workforce system, helping Americans, particularly youth and those with barriers to employment, access the education, training, and support services they need to obtain and advance in quality jobs and careers, and to help businesses hire and retain the skilled workers they need to succeed in a global economy. WIOA ensures that the needs of businesses and workers drive workforce solutions and it increases and aligns coordination among key employment, education, and training programs.

#### What is a Transitional Job?

Transitional jobs are a type of work-experience local workforce development boards can offer as an individualized career service under WIOA. Transitional jobs are time-limited, wage-paid work experiences that are subsidized up to 100 percent. These jobs can be in the public, private, or nonprofit sectors and are only available for individuals with barriers to employment who are chronically unemployed or who have an inconsistent work history, as determined by the local board. Transitional jobs provide individuals with work experience and an opportunity to develop important workplace skills within the context of an employee-employer relationship, in which the program provider generally acts as the employer, and with an opportunity to develop important workplace skills.

#### HOW CAN LOCAL BOARDS USE TRANSITIONAL JOBS UNDER WIOA?

Local boards may use up to 10 percent of their combined total allocation of adult and dislocated worker funds to support transitional jobs.

**Example:** A local area receives \$1.5 million in Adult funds and \$1.0 million in Dislocated Worker funds; it may use up to \$250,000 (10% of the total – \$150,000 Adult and \$100,000 DW) for Transitional Jobs.

- ◆ Transitional Job requirements:
  - ◇ Must be combined with comprehensive career and supportive services.
  - ◇ Must be designed to establish a work history for the individual, demonstrate success in the workplace, and develop the skills that lead to entry into and retention in unsubsidized employment.
  - ◇ Unlike on-the-job training (OJT), with transitional jobs the training provider may be the employer of record and there is no requirement that the employer retains the individual upon completion of the transitional job, however, job retention is an ideal outcome.
- ◆ State and local boards using transitional jobs must adopt policies to support transitional jobs that include:
  - ◇ provisions on the amount of reimbursement (up to 100%),
  - ◇ any limits on the duration of the jobs, and
  - ◇ the supportive services to be offered.
  - ◇ Develop policies for defining and identifying individuals who are “chronically unemployed” or “have an inconsistent work history.”
- ◆ The Department encourages LWDBs to provide transitional job participants with job readiness training in combination with a transitional job.

#### Learn More About WIOA

**Information** and **guidance** for WIOA can be found here: [doleta.gov/WIOA](http://doleta.gov/WIOA)

**ION**, the technical assistance initiative for WIOA, can be accessed by visiting **WorkforceGPS** here: [ion.workforcegps.org](http://ion.workforcegps.org)



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### POTENTIAL TARGET GROUPS

- ◆ Long-term unemployed
- ◆ Ex-offenders
- ◆ Individuals who are currently receiving or have exhausted TANF benefits
- ◆ Individuals with disabilities

### RESOURCES ON TRANSITIONAL JOBS

- ◆ DOL ETA Enhanced Transitional Jobs Demonstration (ETJD) Interim Report:TEN 17-16: Release and Availability of a New Research Report: *The Enhanced Transitional Jobs Demonstration: Implementation and Early Impacts of the Next Generation of Subsidized Employment Programs*  
[https://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=4740](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=4740)
  - ◇ Some Notable Findings:
    - The ETJD programs data suggests increased earnings and likelihood of employment.
    - Decreased in recidivism in two of the three sites targeting people recently released from prison.
- ◆ Non-DOL Transitional Job Resources
  - ◇ National Transitional Jobs Network – *Toolkits, Best Practices, References*  
<https://www.heartlandalliance.org/nationalinitiatives/our-initiatives/national-transitional-jobs/>
  - ◇ Georgetown Center on Poverty and Inequality, Report: “Lessons Learned from 40 Years of Subsidized Employment Programs” <https://www.law.georgetown.edu/academics/centers-institutes/poverty-inequality/current-projects/upload/GCPI-Subsidized-Employment-Paper-20160413.pdf>
  - ◇ Urban Institute, Report: “Which Components of Transitional Jobs Programs Work Best? Analysis of Programs for Former Prisoners in the Transitional Jobs Reentry Demonstration”  
<http://www.urban.org/research/publication/which-components-transitional-jobs-programs-work-best>
  - ◇ MDRC, report: “Transitional Jobs” <http://www.mdrc.org/publication/transitional-jobs>
  - ◇ CLASP, report: “Subsidized Employment Programs” <http://www.clasp.org/resources-and-publications/publication-1/Subsidized-Employment-Programs-1.pdf>
  - ◇ Economic Mobility Corporation, report: “Stimulating Opportunity: An Evaluation of ARRA Funded Subsidized Employment Programs”  
<http://economicmobilitycorp.org/uploads/stimulating-opportunity-full-report.pdf>

### WIOA Implementation Technical Assistance

**The Innovation and Opportunity Network (ION)** is a community of practitioners, program staff, partners, planners, industry leaders, and stakeholders that strive for system improvement, capacity building, and excellence in the public workforce system. ION is a national, regional, state, and local alliance that makes available the technical assistance, information sharing, and training needed to implement the vision of WIOA. Visit ION at: <https://ion.workforcegps.org>.

