



TEMPORARY JOBS

EDD Revision Date: N/A
WDB Review Date: 6/16/22

EXECUTIVE SUMMARY

PURPOSE:

This document establishes the Workforce Development Board of Madera County's policy on Temporary Jobs for WIOA-eligible f- Adults and Dislocated Workers participating in special grants and projects.

REFERENCES:

- WIOA Section 134(c)(2)(A)(xii)(VII)
- 20 CFR Subpart B Section 678.430(b)(7)
- 20 CFR Subpart A Section 680.180

POLICY:

The Workforce Innovation and Opportunity Act and the Final Regulations published in the Code of Federal Regulations permit the provision of temporary jobs as an Individualized Career Service for eligible Adults and Dislocated Workers. It is the policy of the Workforce Development Board of Madera County to allow the provision of these services to eligible adults and dislocated workers who:

1. are unemployed and are unable to obtain employment through basic career or youth program services and who have been determined to need more individualized services to obtain employment; or
2. are underemployed, and who have been determined to need such services to obtain or retain employment that allows for self-sufficiency.

In general, temporary jobs is a planned, structured learning experience that takes place in a workplace for a limited period of time. Work may be paid or unpaid, as appropriate. A worksite may be in the private for-profit sector, the non-profit sector, or the public sector. Labor standards apply in any temporary jobs placement where an employer/employee relationship, as defined by the Fair Labor Standards Act, exists.

For the purposes of implementation in Madera County, the following provisions will apply:

Temporary Jobs may be provided, where determined as appropriate through the Individual Employment Plan development process, for eligible Adults and Dislocated Workers for whom one or more of the following conditions exist:

- the individual has no previous work history,
- the individual has had no work history within the past five years,
- the individual is participating in a special grant or project that explicitly permits or requires temporary jobs or work experience.

This type of work experience activity is intended to provide training and skill development in the skills necessary to successfully obtain and retain employment, including punctuality, attendance, communication, teamwork, dependability, and task completion, and is not required, but is encouraged, to provide training in technical or job specific skills. There is no requirement or expectation that the individual will be retained by the worksite following the successful completion of this type of work experience activity.

Temporary Jobs may be provided concurrently with other appropriate career or training services and will not exceed a total duration of 480 hours. This activity requires the development of a training plan or outline which will be included in the worksite agreement between the one-stop or program operator and the work experience site. Regular time sheets and evaluations of participant progress are required no less frequently than twice per month throughout the duration of the activity.

ACTION:

This policy is effective on the date approved by the Workforce Development Board of Madera County. Retain this policy until further notice.

INQUIRIES:

If you have questions, contact the Executive Director or designee at (559) 662-4500.