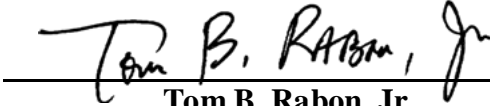
	<b>NCWorks Commission</b>
	<b>NCWorks Commission Policy Statement Number: CPS 03-2024</b>
	<b>Date: May 8, 2024</b>
	<b>Subject: Work-Based Learning (WBL) Training Programs and Grants</b>
	<b>From:</b>  <hr style="width: 30%; margin: auto;"/> <b>Tom B. Rabon, Jr.</b> <b>Chair, NCWorks Commission</b>

**Purpose:** To adopt a standardized definition of WBL of the categories identified in the WIOA Desk Reference (attached). This policy furthers the NCWorks Commission’s commitment to all categories of WBL.

**Background:** Work Based Learning helps bridge the gap between education and industry, allowing employers to benefit from a talent pipeline that’s trained in skills that align with employer needs. The Workforce Innovation and Opportunity Act (WIOA) requires states to improve services offered to employers, including work-based training programs. The WBL categories supported by WIOA include Adult, Youth, Dislocated Workers, Statewide Activities and Rapid Response. These categories are detailed in Sections 3, 122 and 134 of the WIOA Public Law 113-128. The NCWorks Commission has a goal of increasing the number of employers participating in WBL experiences.

This policy is to guide Local Area Workforce Development Boards (WDBs) on the requirements that must be met when using WIOA formula funding to provide WBL Training Grants, and details tools that our workforce system uses to best serve employers in the state of North Carolina. However, these tools can be adapted or combined with other services in the workforce system to best serve the needs of employers. There may be special instances where the release of other funding may allow WDBs to utilize even more innovative practices to serve employers using these tools (20 CFR 682.210(b)). The allowability of innovative practices with other funding will be announced through Operational Guidance notices released by the Division of Workforce Solutions (DWS).

Across North Carolina, workforce development organizations, including WDBs, Department of Health and Human Services, Department of Public

Instruction, and the North Carolina Community College System administer WBL programs and track individuals that participate in these training activities. Strengthening support for employer engagement and participation WBL will enhance North Carolina's understanding of employer needs, illustrate outcomes and successes, and align with the NCWorks Commission's Strategic Plan to increase the number of employers participating in WBL opportunities. Developing a standardized definition of WBL and strengthening data collection and tracking of employers participating in these opportunities will position North Carolina to better assess the impact in areas such as employer location, size, and industry. Additionally, this data strengthens the ability to align WBL opportunities to meet employer needs such as skills gaps, talent pipeline and labor market challenges.

**Action:** The WDBs are required to determine the eligibility of the Employer and trainee before awarding a WBL Training Grant (20 CFR 680.810). Work-Based Learning tools will be utilized, adapted, and combined with other services to provide employers flexibility in retaining or hiring a trained workforce. The DWS will provide Operational Guidance notices on how WDBs can support the types of WBL activities identified in the attached United States Department of Labor (USDOL) WIOA Desk Reference; on collection and reporting data of employers participating in WBL opportunities; and provide templates including applications, contract agreements and evaluations.

**Effective Date:** July 1, 2024

**Expiration:** Indefinite

**Contact:** DWS Business Services

**Attachment:** USDOL WIOA Work-Based Learning Desk Reference