



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

PARTICIPANT ELIGIBILITY AND DATA VALIDATION

Presented by:

- **Division of Strategic Investments, Office of Workforce Development**
- **The Northwest Wisconsin Workforce Investment Board**
- **The Workforce Alliance of South Central Kansas**

February 2, 2022



Today's Moderator



► Gregory Scheib

Program Lead, One Workforce Grant

U.S. Department of Labor



Today's Objectives

- ✓ **Talk Briefly on H-1B Participant Eligibility Requirements**
- ✓ **Hear About the Participant Intake and Eligibility Process from Two of Our One Workforce and Rural Healthcare Colleagues**
- ✓ **Take Your Questions, Get Your Feedback and Share Some Resources**

H-1B Eligibility Requirements

▶ H-1B Participant Eligibility Requirements

- ▶ Age 17 or older
- ▶ Out of high school (high school dropouts can be served)
- ▶ An underemployed, unemployed, or incumbent worker

▶ Any restrictions you included as part of your Statement of Work, including Geographic Scope:

- ▶ **One Workforce Grants:** should be serving participants *residing in the service area(s)* you described in your Statement of Work
- ▶ **Rural Healthcare Grants:** participants served must support the intent of the FOA:
 - ▶ Alleviating healthcare workforce shortages
 - ▶ Creating sustainable employment and training programs in healthcare occupations serving rural populations.
 - ▶ ***Participants do not have to reside in the grantee's proposed rural service area.***

Some Things that Sound like Eligibility Requirements, but Aren't

▶ Availability to work

- ▶ H-1B Grants require that participants be **available to work**. (See FOA).
- ▶ *H-1B Skills Training Grants do not require that grantees verify legal status of a participant and their right to work in the United States.*
- ▶ The National Program Office does not provide guidance to grantees on how to determine the legal status of their participants for employment.

▶ Social Security Numbers

- ▶ Grantees are **required to ask participants** for their SSN, but if a participant chooses not to disclose this information, they cannot be denied services.
- ▶ DOL/ETA uses SSNs to track exit-based indicators of performance on behalf of grantees as part of the quarterly reporting process.
- ▶ A best practice includes telling participants why the program is collecting this information from participants (...so we can document the successes of the program)

So How Do We Document Participant Eligibility?

...and other important things like performance outcomes

- ▶ **TEGL 14-18** *Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor (DOL)*
 - ▶ Provides performance guidance for ETA grants including H-1B funded grants
- ▶ **TEGL 23-19** *Guidance for Validating Required Performance Data Submitted by Grant Recipients of U.S. Department of Labor (DOL) Workforce Programs*
 - ▶ Provides provides guidelines for grant recipients to use in developing procedures for ensuring the data submitted for performance reporting are valid and reliable.
- ▶ **H-1B Grants Performance Reporting Handbook for One Workforce and Rural Healthcare Grants**
 - ▶ Everything you need to know about H-1B performance reporting



Today's Speakers



► Dawn Knapp

Grant Project Coordinator, Collaboration of Wisconsin (COW) Rural Healthcare Grant

Northwest Wisconsin Workforce Investment Board



► Mari Kay-Nabozny

Chief Executive Officer

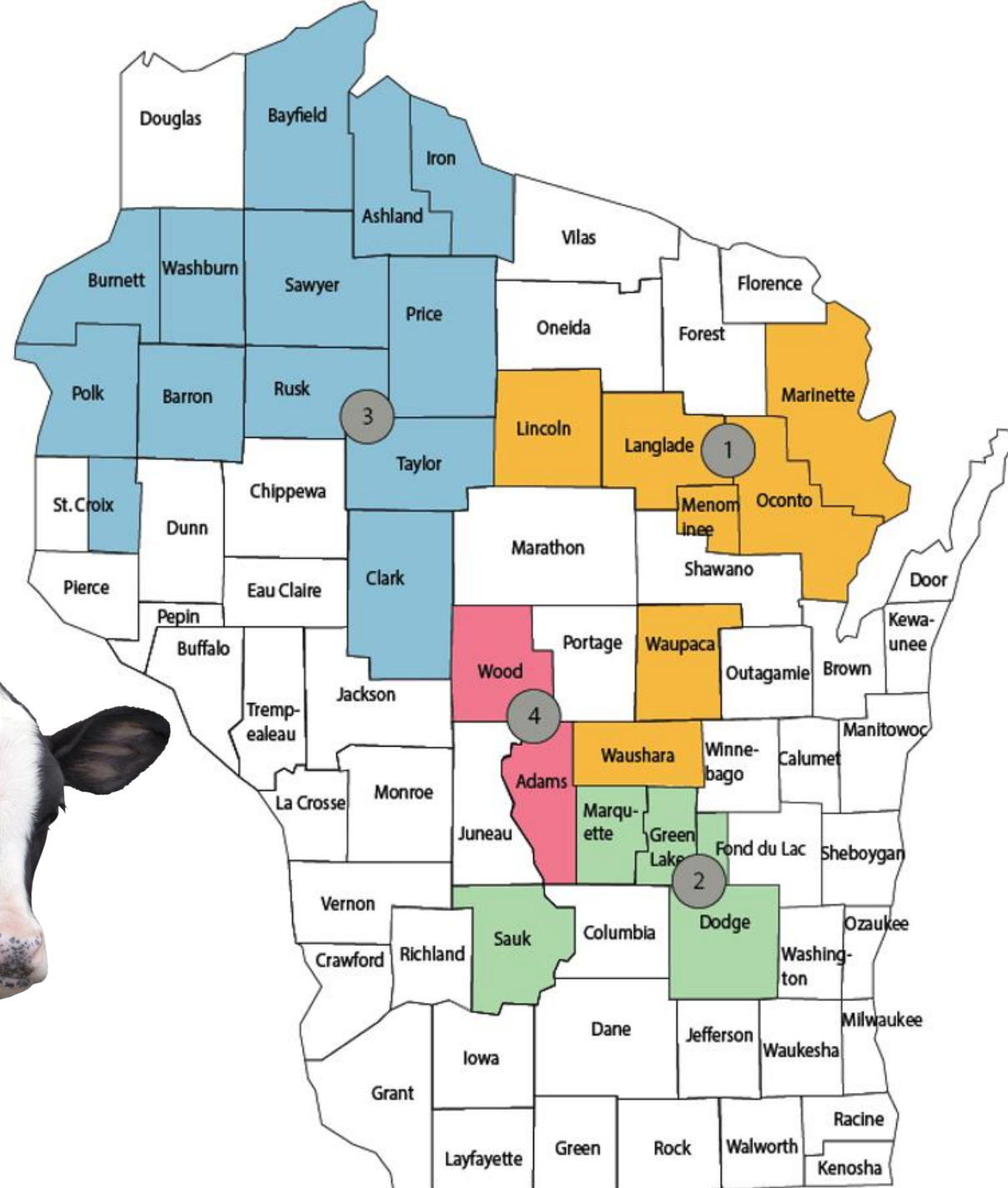
Northwest Wisconsin Workforce Investment Board



COLLABORATION OF WISCONSIN
RURAL INVESTMENT IN COMMUNITY HEALTHCARE

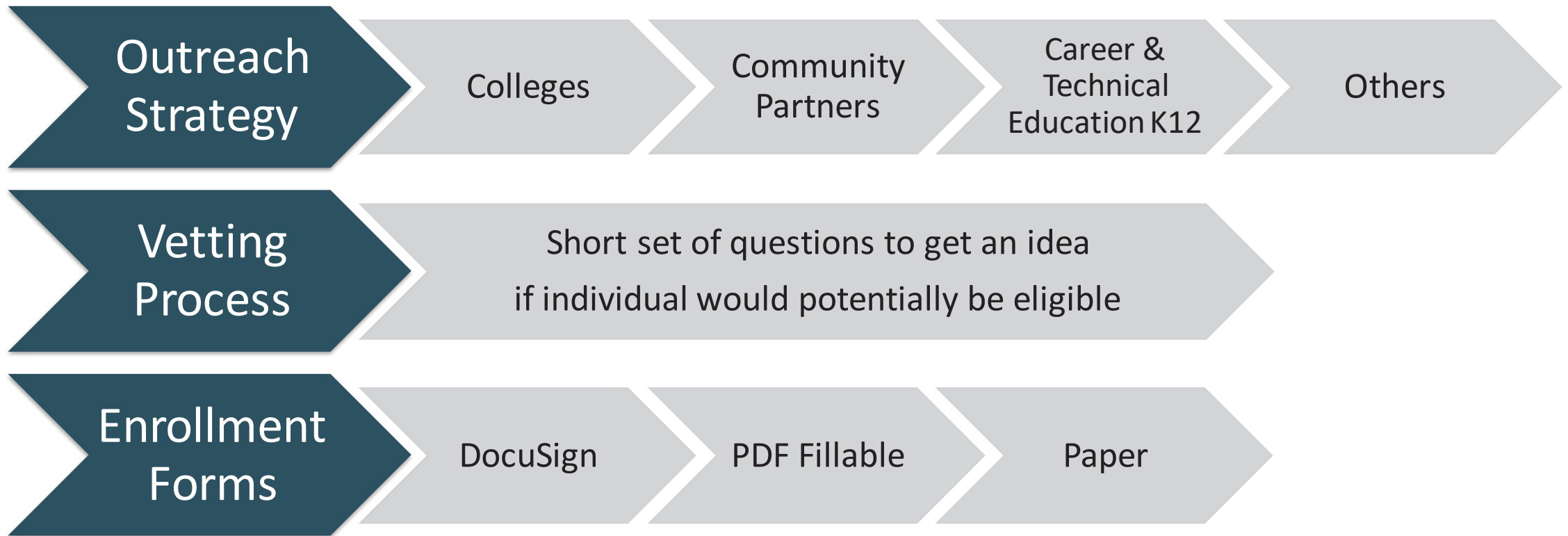
Rural Healthcare Grant

- *\$2.5 Million in Funding*
- *Serving 394 Participants*
- *6 Wisconsin Workforce Development Boards*
 - *Over 4 years*



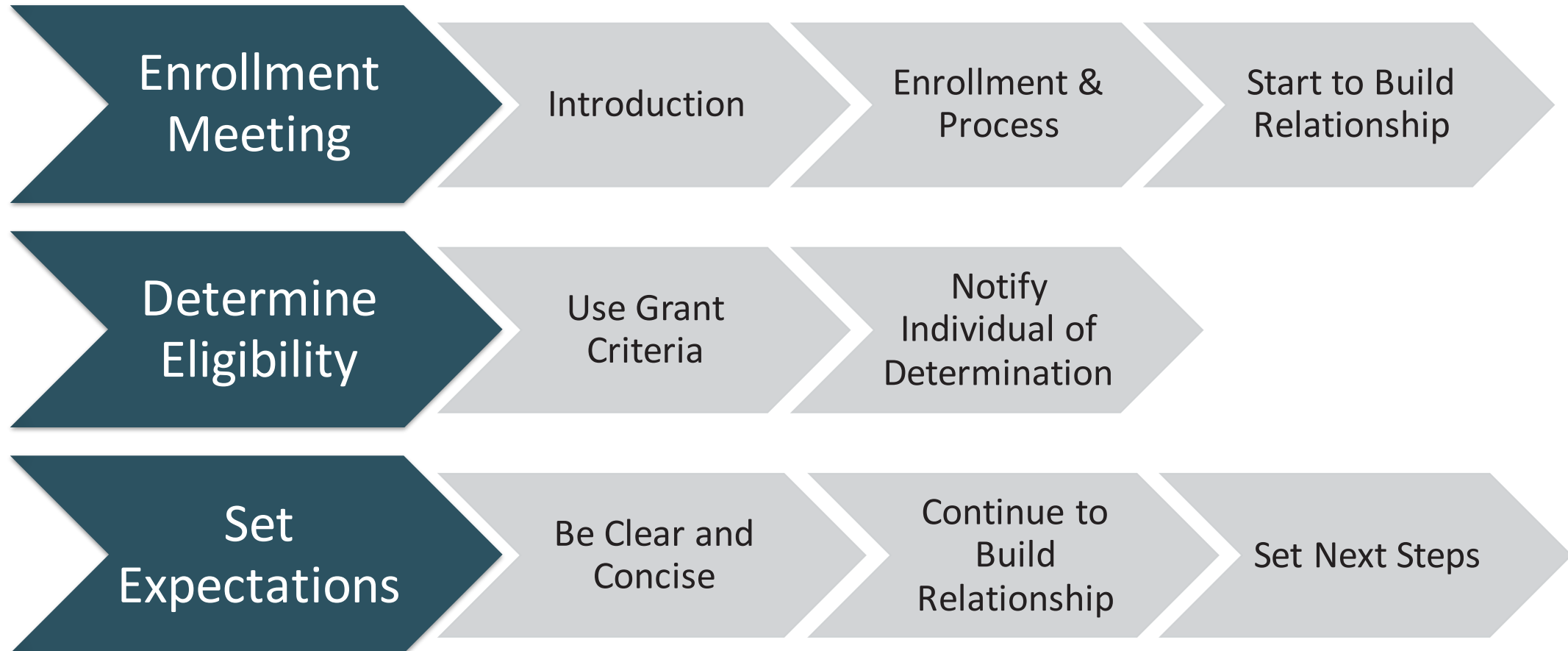
Participant Intake and Eligibility Determination Process

Underemployed & Unemployed Individuals



Participant Intake and Eligibility Determination Process

Underemployed & Unemployed Individuals (continued)



Any Questions?

*Remember to unmute, or
please type them into the chat!*



Today's Speakers



► Amanda Duncan

Vice President

Workforce Alliance of South Central
Kansas



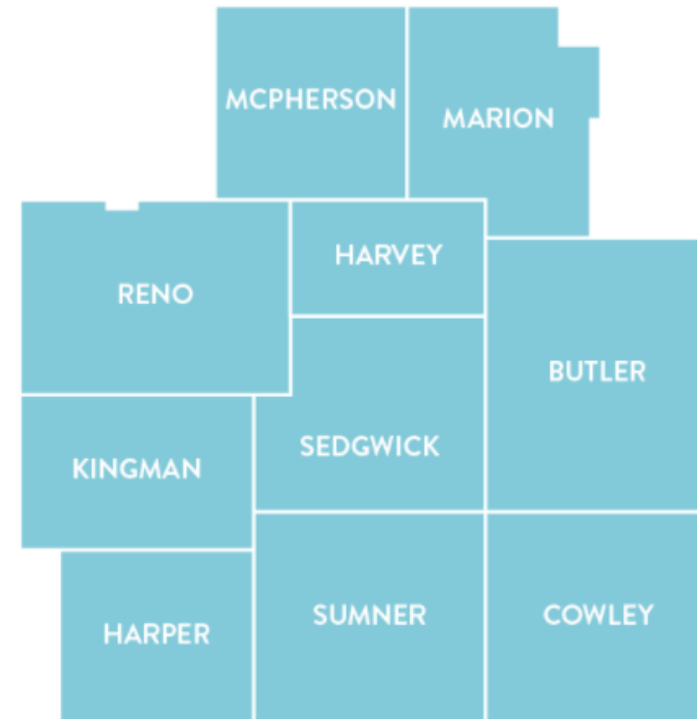
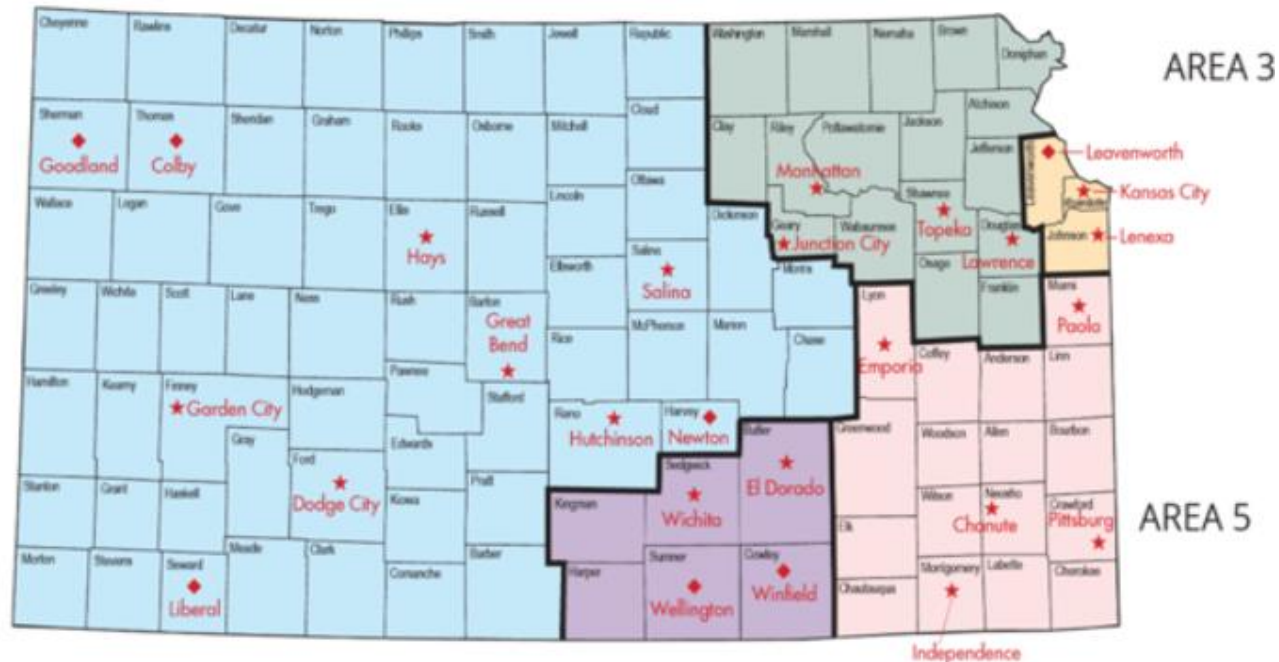
► Faith Martin

One Workforce Project Director

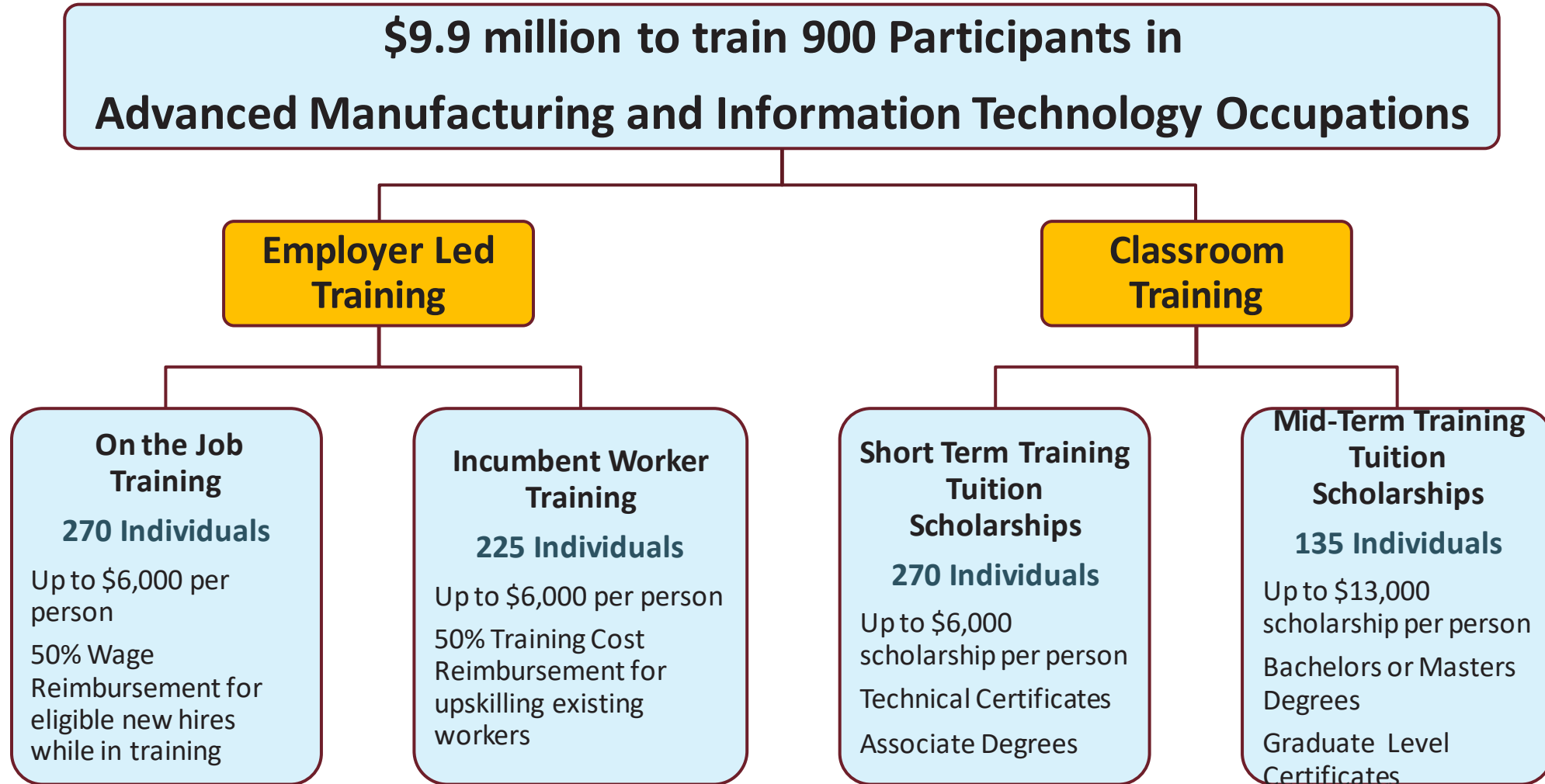
Workforce Alliance of South Central
Kansas

Kansas Local Workforce Areas

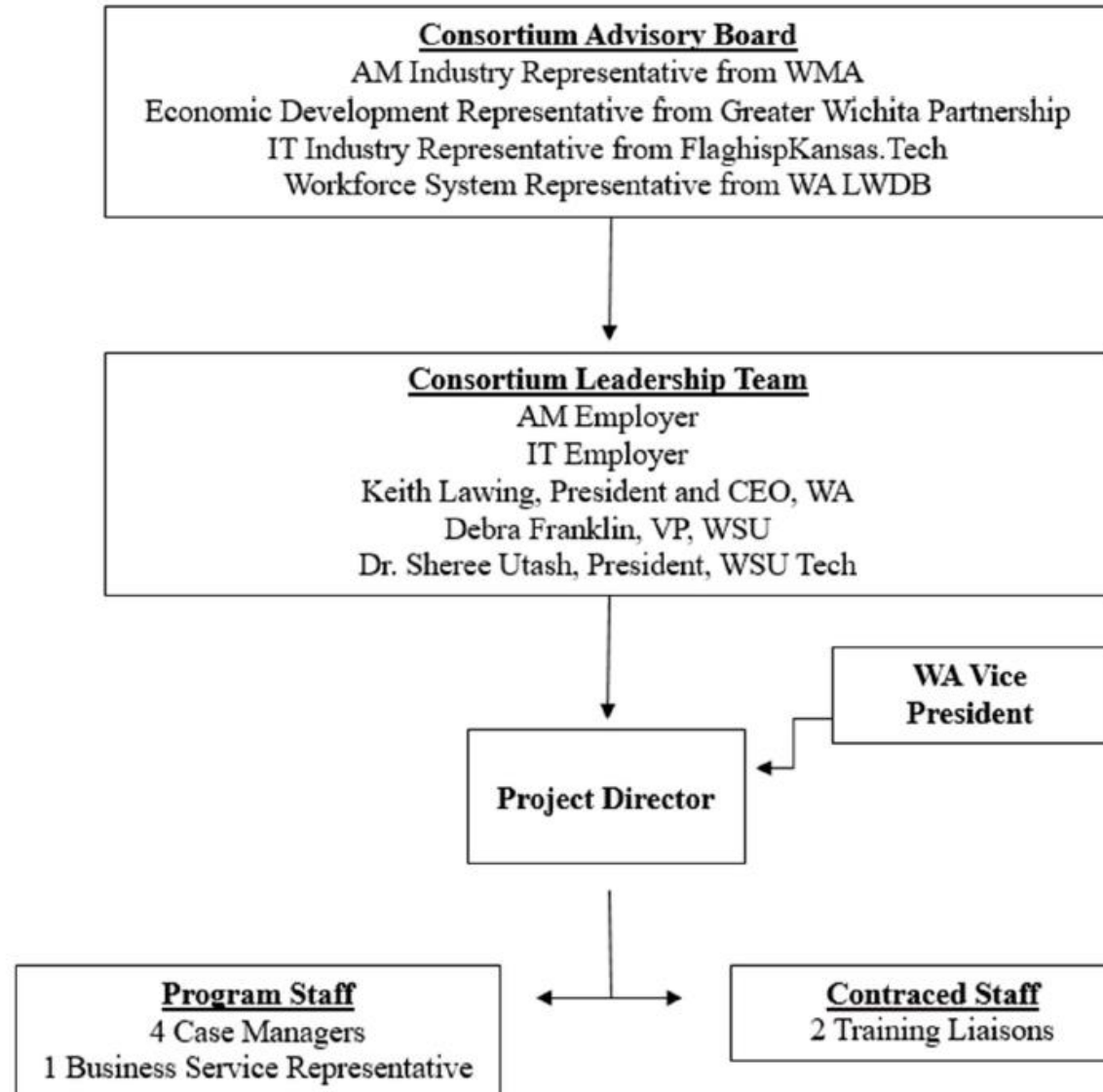
Grant Service Delivery Area



South Central Kansas One Workforce Grant

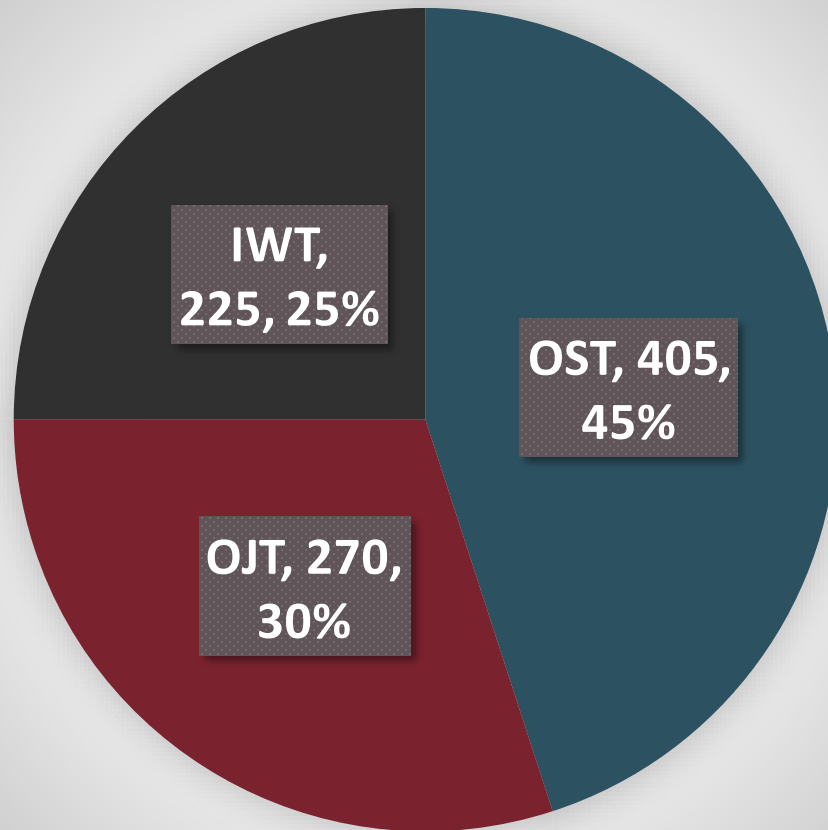


South Central Kansas One Workforce Grant

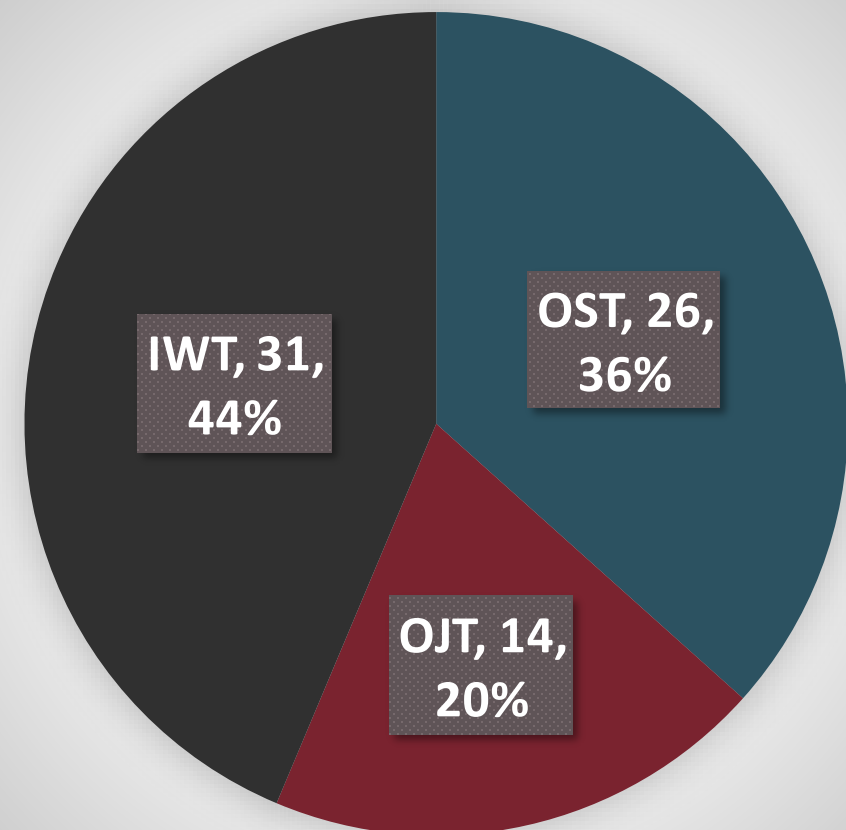


South Central Kansas One Workforce Grant

900 Planned Enrollments



71 Actual Enrollments (as 12/31/21)



Incumbent
Worker
Training

RELATIONSHIPS



South Central Kansas One Workforce Grant

Incumbent Worker Training	Training for existing worker. Individual must be identified by the employer for training for wage increase, promotion and/or substantial skills upgrade resulting in a credential Jobs must be frontline or identified by employer as area for upskilling, and employers should backfill with unemployed individual whenever possible Funding: Up to \$6,000 for cost of training, with 50% employer leverage required
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South Central Kansas One Workforce Grant

Incumbent Worker Training	Employer Contract - Training must meet one or more criteria • Address a significant occupational demand • Allow employees to achieve and significant skills upgrade • Avoid a layoff • Establish new or increase existing Registered Apprenticeship • Make Kansas current/future workforce more competitive • Operate within an industry or program that has been targeted by the Local Workforce Development Board • Other significant impact to employee, company, community and/or state of Kansas
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South Central Kansas One Workforce Grant

Incumbent Worker Training

Eligibility

- Conducted in groups and onsite at employer when possible
- Each participant assigned a case manager
- Business Service Representative and Grant Project Director are contacts for employer

South Central Kansas One Workforce Grant

Incumbent Worker Training	Tracking and Follow-up Done by case manager and business service representative depending on participant status • Credential • Wages • Retention and Advancement Employer contract renewal
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PROCESS

- Case notes
- State case management system
- Data entry and effort
- Policies
- User procedure guide + training
- Supporting documentation
- Internal process – grant staff review
- External process – periodic Federal Project Officer (FPO) monitoring

Any Questions?

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Contact Us

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