
Workforce Innovation and Opportunity Act Policy (WIOAP)

Measurable Skills Gain and Credential Services in IdahoWorks

Policy Number: WIOAP 02-24
To: All WIOA service providers
From: Danilo Cabrera, Workforce Programs Administration Bureau Chief
Effective Date: **May 21, 2025** *Danilo Cabrera*
Subject: Measurable Skills Gain and Credential Services in IdahoWorks

I. Purpose:

This WIOAP consolidates multiple changes and updates that have taken place since the issuance of WIOAP 12-19 *New Services in IdahoWorks* on April 1, 2020. This includes removing the service *Non-Occupational Skills Training* from the services chart(s). This WIOAP rescinds and replaces WIOAPS 06-22; 12-19; 12-19 Change 1; WIOAP 12-19, Change 2; and their accompanying attachments/references.

II. Background:

When adding a new service for a participant in *IdahoWorks*, career planners/coaches are asked to answer, “**Does this service lead to a credential, employment or a measurable skills gain?**”. The question must be answered Yes or No. It must not be left as N/A.

Below is revised guidance designed to help program staff answer the question and select their anticipated results.

III. Policy:

1. Guidance for adding a new service to a participant's file:

A) Does this service lead to a credential, employment or a measurable skills gain?

- **For Adult and Dislocated Worker participants** enrolling in any of the following services, answer **YES** to question A) above:
 - *ABE or ESL in Combination with Training*
 - *Occupational Skills Training*
 - *OJT-On the Job Training*
 - *OJT- Registered Apprenticeship*
 - *Prerequisite Training*
 - *Registered Apprenticeship-Classroom Training*
 - *Skill Upgrading*
 - *Entrepreneurial Training*

- **For Youth participants** enrolling in the following services, answer *YES* to question A) above:
 - *ABE or ESL in Combination with Training*
 - *Basic Skills - Youth*
 - *Occupational Skills Training*
 - *Prerequisite Training*
 - *Registered Apprenticeship-Classroom Training*

REMINDER – Anytime question A) is answered with *YES (Adult, Dislocated Worker or Youth)*, a *Measurable Skills Gain* **MUST** also be selected as an outcome/result.

B) Select a result that the service may lead to:

If WIOA staff answered *YES* to question A) above, they must select an option from the lists below.

- **Only Adult and Dislocated Worker participants** enrolled in the following services may be shown as leading to a **Credential**. Choose one or more that apply:
 - *ABE or ESL in Combination with Training*
 - *Occupational Skills Training*
 - *Registered Apprenticeship-Classroom Training*
 - *Prerequisite Training*
 - *Skill Upgrading*
- **Only Adult and Dislocated Worker participants** enrolled in the following services may be shown as leading to **Employment**. Choose one or more that apply:
 - *OJT-On the Job Training*
 - *OJT-Registered Apprenticeship*
 - *Registered Apprenticeship-Classroom Training*
- **Only Youth participants** enrolled in the following services may be shown as leading to a **Credential**. Choose one or more that apply:
 - *ABE or ESL in Combination with Training*
 - *Basic Skills*
 - *Occupational Skills Training*
 - *Registered Apprenticeship-Classroom Training*
 - *Prerequisite Training*
- **Only Youth participants** enrolled in the following services may be shown as leading to **Employment**. Choose it when it applies:
 - *Registered Apprenticeship-Classroom Training*

2. Guidance for service chart change related to *Non-Occupational Skills Training*:

As noted in the introduction of this WIOAP, the *Non-Occupational Skills Training* service has been removed from the services chart below. This service **does not** meet the federal definition of Occupational Skills Training and, therefore, does not support Measurable Skills Gain attainment. For clarification, the word *Training* has been replaced with *Instruction* in the service's title. The service is now titled *Non-Occupational Skills Instruction* in the *IdahoWorks* Service and Training Plan.

Adult and Dislocated Worker Services	Does this service lead to a credential, employment, or MSG? Yes or No?	Credential	MSG
ABE or ESL in Combination with Training (21 A/DW, 41 Y)	Yes	Yes	Yes
Occupational Skills Training (21 A/DW, 41 Y)	Yes	Yes	Yes
OJT - On-the-Job Training (24 A/DW, 44 Y)	Yes	No	Yes
OJT – Registered Apprenticeship (24 A/DW, 44 Y)	Yes	No	Yes
Prerequisite Training (21 A/DW, 41 Y)	Yes	No	Yes
Registered Apprenticeship - Classroom Training (RTI) (21 A/DW, 41 Y)	Yes	Yes	Yes
Skill Upgrading (21 A/DW, 41 Y)	Yes	Yes	Yes
Entrepreneurial Training (21 A/DW, 41 Y)	Yes	No	Yes
Workforce Preparation Activities	Yes	Yes	Yes
Youth Services	Does this service lead to a credential, employment, or MSG? Yes or No?	Credential	MSG
ABE or ESL in Combination with Training (21 A/DW, 41 Y)	Yes	Yes	Yes
Basic Skills-Youth (32 Y)	Yes	Yes	Yes
Occupational Skills Training (21 A/DW, 41 Y)	Yes	Yes	Yes
Prerequisite Training (21 A/DW, 41Y)	Yes	No	Yes
Registered Apprenticeship - Classroom Training (RTI) (21 A/DW, 41 Y)	Yes	Yes	Yes

IV. Definitions:

None

V. References:

- WIOA 116(b)(2)(A)(i)(V), 20 CFR 677.155 (a)(1)(v) & (c)(5), 680.420(d), & 681.540-630
- TEGLs 10-16 Change 3, 21-16, 08-19, & 19-22 Change 1

VI. Rescissions/Cancellations

- WIOAP 12-19
- WIOAP 12-19, Change 1
- WIOAP 12-19, Change 2
- WIOAP 06-22

VII. Direct Inquiries to:

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