

THE MISSISSIPPI PARTNERSHIP WORKFORCE DEVELOPMENT AREA

YOUTH INCENTIVE POLICY

Revised July 1, 2020

**Mississippi Partnership
Workforce Development Board
Youth Incentive Policy**

I. Scope and Purpose

This policy sets forth the requirements for The Mississippi Partnership Local Workforce Board and its sub-grantees providing youth registered in the WIOA Title I-B In-School and Out-of-School Youth program an opportunity to receive a cash incentive award to provide motivation for the attainment of certain certificates/credentials. The Incentive Policy shall describe the payment and the methods used to determine, document and deliver such payments.

II. Types of Youth Incentives

A. High School Diploma or Equivalency Incentive {Out-of-School Youth Only}

1. Eligibility

- a. Be a participant of a WIOA Out-of-School Gateway Youth Program.
- b. Complete his/her high school diploma or equivalency during the active phase of the youth program **OR** up to the end of the first year after exit.

In order to be eligible for the MPWDA Incentive, the high school equivalency diploma must be obtained through the Mississippi Community College Board's approved testing sites. The high school diploma must be obtained through an accredited Mississippi Department of Education School District.

- c. Complete the Essential Job Skills workshop.

2. Incentive Amount/Value

The incentive is a one-time payment of \$100 awarded to WIOA youth participants based on the eligibility criteria listed above.

3. Procedures for Approval

Prior approval from the fiscal agent is required before making the incentive payment to the youth.

Upon receipt of the high school equivalency diploma or high school diploma, the sub-grantee must send a copy of the high school diploma or equivalency certificate and/or high school diploma or equivalency transcript to the fiscal agent as well as documentation that the youth has completed the Essential Job Skills workshop. Any sub-grantee electing to provide incentive awards must document the participant's eligibility and the receipt of payment in the participant file.

B. ACT Career Readiness Certificate (CRC) Incentive {In-School and Out-of-School Youth}

1. Eligibility

- a. Be a participant of a WIOA In-School or Out-of-School Gateway Youth Program with a WIOA Youth Registration date of July 1, 2020 or later.
- b. Complete his/her ACT Career Readiness Certificate (CRC) during the active phase of the youth program **OR** up to the end of the first year after exit.
- c. Complete the Essential Job Skills workshop.

2. Incentive Amount/Value

The incentive amount is determined by the participant's CRC Level that was attained.

- \$25 for Bronze CRC
- \$50 for Silver CRC
- \$75 for Gold CRC
- \$100 for Platinum CRC

If a participant receives a CRC incentive then increases his/her CRC Level while in the program or up to the first year after exit, the participant would be eligible to receive an incentive payment for the difference in the original CRC incentive amount and the new CRC incentive amount. For example: Participant receives a \$25 Bronze CRC incentive then increases to a Gold CRC. The participant would be eligible to receive an additional \$50 incentive.

3. Procedures for Approval

Prior approval from the fiscal agent is required before making the incentive payment to the youth.

Upon receipt of the ACT CRC, the sub-grantee must send a copy of the ACT CRC or score report to the fiscal agent as well as documentation that the youth has completed the Essential Job Skills workshop. Any sub-grantee electing to provide incentive awards must document the participant's eligibility and the receipt of payment in the participant file.

III. Effective Date

This policy is effective July 1, 2020, and applies to any WIOA youth as described in Section II.