

NEEDS RELATED PAYMENT POLICY

Federal regulations provide that payments based on need (Needs Related Payments) may be provided to adults and dislocated workers who are unemployed and who cease to qualify for unemployment compensation. The purpose of these payments is to enable these individuals to participate in training programs under the WIA.

Dislocated Worker Needs Related Payments

A dislocated worker (DLW) who has ceased to qualify for unemployment compensation may be eligible to receive needs-related payments. According to WIA rules and regulations, a dislocated worker (DLW) is eligible to receive Needs Related payments if “a worker was enrolled in training services by the end of the thirteenth week after the most recent layoff that resulted in a determination of the worker’s eligibility for employment and training activities or, or later, by the end of the eighth week after the worker is informed that a short term layoff will exceed six months.” The level of the needs-related payment made to a dislocated worker will be \$125.00* a week or the weekly Unemployment Insurance amount whichever is less. To be eligible to receive needs related payments, a DLW participant must have a documented need, as reflected on the Needs Determination/Needs Related Payments or Supportive Service Form. Needs Related Payments will be based on weekly attendance.

Adult Needs Related Payments

The Needs Related Payment Policy of the New River/Mount Rogers Workforce Investment Board (WIB) for adults is designed to provide payments to participants based upon individual documented need to enable the participant to participate in training.

To be eligible to received needs related payments, an adult participant must have a documented need, as reflected on the Needs Determination/Needs Related Payments or Supportive Service Form. This form is to be completed by the Case Manager on adult participants as a determination of need for needs related payments. The maximum needs related payment allowable for an adult participant is \$125 per week. The minimum needs related payment allowed for an adult participant is \$50 per week. Needs Related Payments will be based on weekly attendance.

In addition, **both adult and dislocated** worker participants who are seeking need related payments **must not be:**

- 1) employed;
- 2) enrolled in or receiving internship, work experience or on-the-job training;
- 3) receiving out-of-area job search/relocation allowance;
- 4) receiving supportive services in programs under WIA or Trade Act;
- 5) receiving unemployment compensation;

Needs related payments are considered a training stipend or allowance and not an entitlement. Payments are cash payments made directly to participants based on documented need and within contract limitations.

Individual need must be determined, documented, and paid at a rate not to exceed the above-specified limitations. Case Managers will ensure that the appropriate documentation of the need and amount of payment are the result of objective assessment and are documented in the participant-s Individual Employment Plan (IEP). Needs related payments supporting documentation of need must include a copy of the weekly attendance sheet and a copy of the needs related payment documentation form.

A participant will be eligible to receive weekly needs related payments for weeks in which the participant had satisfactory training attendance as determined by the Program Operator and based on the individual participant's training schedule.

- * A waiver to the above maximum specifications may be requested from WIB Staff on an individual case-by-case basis. The need for additional needs related payments must be sufficiently justified in order for a waiver to be considered.