



**WORKFORCE INNOVATION AND OPPORTUNITY ACT  
(WIOA)  
PROGRAM POLICY NOTICE NO. 14**

**EFFECTIVE DATE: JANUARY 11, 2019**

**SUBJECT: IN-DEMAND OCCUPATIONS**

**PURPOSE.**

The purpose of this policy is to make a determination of the occupations that have a substantial current or potential impact on the economy of Northern New Mexico.

**BACKGROUND.**

The definition of the term "in-demand occupation" is given in Section 3(23) of WIOA:

***(23) IN-DEMAND INDUSTRY SECTOR OR OCCUPATION.—***

***(A) IN GENERAL. — The term "in-demand industry sector or occupation" means—***

***(i) an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or***

***(ii) an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.***

There are several reasons why it is important to properly determine the in-demand occupations for a local workforce area. For example:

First, WIOA requires that the business members of the local workforce development board must represent businesses that "provide employment opportunities... in in-demand industry sectors or occupations in the local area." Therefore, it is important to determine the in-demand occupations in the local area in order to assure compliance with the board composition requirements of WIOA.

Second, in using funds for youth workforce investment activities, the local workforce development board is required to support activities that provide *“effective connections to employers... in in-demand industry sectors and occupations of the local and regional labor markets.”* (Reference WIOA Sec. 129(c)(1)(C)(v))

Third, pursuant to WIOA Sec. 134(c)(3)(F)(v), when adults and dislocated worker participants are contemplating the selection of a program of occupational skills training, the law requires that, *“Priority consideration shall, consistent with clause (i), be given to programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area involved.”*

Fourth, pursuant to WIOA Sec. 134(c)(3)(G)(ii)(V)(aa), some special types of occupational skills training may be provided *“if... the local board determines that... it would be most appropriate to award a contract... in order to facilitate the training of multiple individuals in in-demand industry sectors or occupations....”*

Fifth, when Individual Training Accounts are used to support occupational skills training for a WIOA Title I participant, WIOA Section 134(c)(3)(G)(iii) requires that the training services *“...be directly linked to an in-demand industry sector or occupation in the local area or the planning region, or in another area to which an adult or dislocated worker receiving such services is willing to relocate, except that a local board may approve training services for occupations determined by the local board to be in sectors of the economy that have a high potential for sustained demand or growth in the local area.”*

Sixth, the Local Plan allows for youth programs to include consideration of in-demand industry sectors or occupations. WIOA requires that local areas offer eligible youth occupational skill training, which includes priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupation in the local area involved.

#### **POLICY.**

The definition for “In-demand Occupation” includes projected occupations or occupations that provide a career path to employment and which:

1. Have an 7.7% percent or higher projected annual occupational growth rate, **OR**
2. Have average annual job openings of 10 or more, **OR**
3. Are occupations demanded by employers based on written statements from at least three employers who regularly hire for such occupations, **OR**
4. Proof of five (5) searches within a two-week period will be required throughout the State of New Mexico. Additionally, proof of Job Search/Labor Market research, citing internet, website or newspaper articles showing a demand for the occupation, **OR**
5. Areas of growth as identified by Economic Development initiatives.

**Exceptions:** Exceptions demonstrate that the funds are for training for an occupation with high employment opportunities although outside of the designated demand and shall ensure verifiable documentation is provided to justify the exception. Exceptions should be used infrequently and shall be monitored closely at the local and state level to prevent misuse.

This policy rescinds any previous NALWDB policy regarding subject.

**INQUIRIES:** Contact Deborah Wildenstein, WIOA Program Manager, at 505-986-0363.

  
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NALWDB CHAIR

  
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DATE