

Southwest Arkansas Workforce Development Board
Workforce Investment Act (WIOA)

Policy Number:	
Title: Work Experience Policy – Adult and DLW	
Reference: 134(c)(2)(A)(xii)(VII), 20 CFR 680.180, 361.430(b)(7)	
Date of Issue: April 13, 2017	Effective Date: April 13, 2017

Work Experience is a planned, structured learning experience that takes place in a workplace for a limited period of time. For Adults and Dislocated Workers, Work Experience must be linked to careers and may be paid or unpaid, as appropriate. Work Experience may be arranged within the private for-profit sector, the non-profit sector, or the public sector. Labor standards apply in any Work Experience where an employee/employer relationship exists, as defined by the Fair Labor Standards Act.

For participants receiving Work Experience:

- Number of hours worked per week will vary based on participant's classroom schedule if in classroom training. For participants not in classroom training, number of hours per week will not exceed 40. Hours worked beyond the allowed amount will be the responsibility of the employer.
- Pay rates will be based on the employer's entry-level pay rate for that position.
- If attending classroom training, Participant must end each semester with a cumulative 2.0 GPA to continue Work Experience.
- The duration of Work Experience may not exceed 500 hours.

Dany Waters
SWAWDB Chairman

2/28/2020
Date