

State Policy

Workforce Innovation and Opportunity Act (WIOA)

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	Youth, Adult, and Dislocated Worker
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	Preliminary Policy on Youth Program Design (Rev. 3/2/2015) Preliminary Policy on In-demand Industries and Occupations (Rev. 4/13/2015) Interim Policy on Pell Grants and Other Financial Aid (Rev. 7/6/2015) Preliminary Policy on Family Educational Rights and Privacy Act (FERPA) (Rev/14/2015) Preliminary Policy on Career Planning (Rev. 7/17/2015) Preliminary Policy on Out-of-school Youth Spending (Rev. 2/23/2015) Preliminary Policy on Supportive Services (Rev. 5/18/2015)

Youth Program

REFERENCE

Federal and state laws, regulations, rules, and other guidance and documentation relied upon for the development of this policy are cited in footnotes.

BACKGROUND

WIOA¹ Title I youth programs:

- provide high quality services for youth and young adults beginning with career exploration and guidance;

¹ WIOA refers to the Workforce Innovation and Opportunity Act of 2014.

- provide continuing support for educational attainment and opportunities for occupational skills training in in-demand industries and occupations; and
- culminate in a good job along a career pathway or enrollment in postsecondary education.

ACTION

This policy supersedes and cancels the State's:²

- Preliminary Policy on Youth Program Design (Rev. 3/2/2015);
- Preliminary Policy on In-demand Industries and Occupations (Rev. 4/13/2015);
- Interim Policy on Pell Grants and Other Financial Aid (Rev. 7/6/2015);
- Preliminary Policy on Family Educational Rights and Privacy Act (FERPA) (Rev. 9/14/2015);
- Preliminary Policy on Career Planning (Rev. 7/17/2015);
- Preliminary Policy on Out-of-school Youth Spending (Rev. 2/23/2015); and
- Preliminary Policy on Supportive Services (Rev. 5/18/2015).

The State provides a thirty (30) day review period for this policy, during which questions and comments may be submitted in writing to the WIOA policy mailbox at ndol.wioa_policy@nebraska.gov.

Each local board must:

- ensure that its selection and procurement of eligible youth service providers complies with the requirements of this policy and the State's procurement policy;³
- ensure its local plan describes the design framework for its local youth program, including how the 14 program services required under 20 CFR § 681.460 are made available within that framework;⁴
- ensure a local policy is established that includes a method for determining when an objective assessment and/or individual service strategy (ISS) is not required due to the availability of a recent objective assessment or ISS developed under another education or training program;⁵ and

² The term "State" refers to the Nebraska Workforce Development Board and the Nebraska Department of Labor (acting on the Governor's behalf pursuant to the Governor's Executive Order No. 15-03).

³ The State's policies are accessible at <https://dol.nebraska.gov/EmploymentAndTraining/LCRWP/WIOA/Policies>.

⁴ 20 CFR § 681.420(b)

⁵ 20 CFR § 681.420(h)

- develop policies and procedures regarding the provision of supportive services to youth participants as described in [Section I\(c\)\(4\)](#).

POLICY

This policy identifies requirements for the design framework of local youth programs authorized under WIOA Title I and the services that must be made available to youth participating in the programs.

This policy is organized into two sections and one appendix.

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Section I. Program Design

(a) Selection and procurement requirements

Each local board has the option of directly providing some or all of the required youth employment and training activities. If a local board chooses to award grants or contracts to eligible youth service providers to carry out some or all of the youth employment and training activities, the local board:⁶

1. must identify and select providers based on criteria and requirements established in this policy;
2. must take into consideration the ability of providers to meet performance accountability measures;⁷
3. must ensure that providers of occupational skills training are authorized by an accrediting or governing authority to provide training services in Nebraska or to Nebraska residents;
4. must procure providers in accordance with:
 - a. local procurement policies and procedures;
 - b. 2 CFR Parts 200 and 2900 (the Uniform Guidance);
 - c. 2 CFR Part 180 (OMB Guidelines to agencies on Government-wide Debarment and Suspension (Non-procurement));⁸ and
 - d. other applicable Federal laws, regulations, and guidance, including requirements for procurement established under WIOA and its implementing regulations;

⁶ 20 CFR § 681.400

⁷ The primary indicators of performance for youth programs are described in WIOA Sec. 116(b)(2)(A)(ii).

⁸ 2 CFR § 200.213

- e. the State's procurement policy; and
 - f. state and local procurement laws.
5. must ensure that grants and contracts are awarded on a competitive basis;⁹ and
 6. if a standing youth committee has been established by the local board,¹⁰ the local board may assign the committee the function of selecting providers to which grants and contracts are awarded.

When procuring a youth *program* provider, in addition to the requirements listed above, the local board must also ensure that the provider:¹¹

7. meets referral requirements, which involve:
 - a. providing all youth participants with information about the full array of applicable or appropriate services, including supportive services, available through the local one-stop delivery system; and
 - b. referring youth participants to appropriate training and educational programs that have the capacity to serve them on a sequential or concurrent basis;
8. refers individuals who cannot be served by the youth program for further assessment or to appropriate programs to meet the basic skills and training needs of the individual.

(1) List of eligible youth service providers

The State is required to disseminate a list of eligible youth service providers.¹² Each local board or its designee must submit a list of its eligible youth service providers to NDOL on an annual basis according to the schedule listed in Table 1, using the form provided by NDOL.¹³

Table 1. Schedule for annual submission of eligible youth service provider lists

Program year	Due date
Program Year 2017	March 15, 2018
Program Year 2018 and all subsequent Program Years	March 31 of the applicable Program Year

(b) Community involvement¹⁴

Each local board and local youth program must provide opportunities for involvement of community members in the design and implementation of the program, including parents, participants, and other members of the community with experience working with youth.

⁹ Refer to the State's procurement policy for information on competitive selection.

¹⁰ 20 CFR § 681.400(a)(3). Refer to the State's policy on workforce development boards and chief elected officials for information on standing youth committees.

¹¹ 20 CFR § 681.420(d) – (f)

¹² TEGL 21-16

¹³ The form is available upon written request submitted to ndol.wioa_policy@nebraska.gov.

¹⁴ 20 CFR §§ 681.420(g) and 681.650

Involvement in the youth program may occur in a number of ways, including:

- serving on the local youth standing committee, if one exists and the individuals are appointed by the local board;
- providing input into the design and implementation of the program; and
- serving as youth mentors and tutors.

In addition, each local board must make volunteer opportunities available for successful youth participants to help other participants as mentors, tutors, or through other activities.

(c) Framework

The design framework of each local youth program must:¹⁵

1. provide for an objective assessment of each participant that includes:
 - a. the provision of information about the full array of applicable or appropriate services, including supportive services, available through the local one-stop delivery system;
 - b. a review of the academic and occupational skill levels, service needs, and strengths of each participant for the purpose of:
 - i. identifying appropriate services and career pathways for the participant; and
 - ii. developing an appropriate ISS;
 - c. referral to appropriate training and educational programs that have the capacity to serve them on a sequential or concurrent basis;
2. require the development of an ISS for each participant that:
 - a. is based on the participant's individual needs;
 - b. is directly linked to one or more indicators of performance;¹⁶
 - c. identifies a career pathway that includes education and employment goals;
 - d. considers career planning and the results of an objective assessment;
 - e. prescribes achievement objectives and services for the participant; and
 - f. is reviewed and updated as needed;
3. provide for case management of each participant, including follow-up services.

¹⁵ 20 CFR § 681.420(a)

¹⁶ The primary indicators of performance for youth programs are described in WIOA Sec. 116(b)(2)(A)(ii).

An objective assessment and/or ISS is not required if the youth program provider determines that it is appropriate to use a recent objective assessment or ISS developed under another education or training program.¹⁷ The method for making such a determination must be established in local policy.

(1) Connections

The local youth program must be linked with entities that will promote participation of eligible local youth in the program, such as connections to local:¹⁸

- justice and law enforcement officials;
- public housing authorities;
- education agencies;
- human service agencies;
- WIOA Title II adult education providers;
- agencies and providers serving individuals with disabilities;
- health and mental health providers;
- Job Corps representatives; and
- representatives of youth initiatives, such as YouthBuild, those that serve homeless youth, and other public and private youth initiatives.

(2) Co-enrollment

Youth participants must be co-enrolled in partner programs when eligibility permits and co-enrollment benefits the participant and the participant agrees to co-enrollment.¹⁹

IMPORTANT. ISY ages 18 through 21 must be co-enrolled in the adult program before ITA funds can be used for training services.²⁰

(3) Coordination of services

Each local board must ensure that the local youth program:²¹

- coordinates the provision of services, including supportive and training services, with one-stop partners and other entities;

¹⁷ 20 CFR § 681.420(h)

¹⁸ 20 CFR § 681.420(c)

¹⁹ Refer to the State's policy on co-enrollment for additional information.

²⁰ TEGL 21-16. Refer to [Section II\(b\)\(1\)](#) for additional information on youth and ITAs.

²¹ 20 CFR §§ 680.230 and 681.430(b).

- identifies and tracks funding streams that pay the costs of services provided to co-enrolled participants; and
- ensures no duplication of services across programs.

(A) Occupational skills training²²

Each local youth program must ensure that occupational skills training is WIOA-funded only when assistance from other sources is not available through other agencies or programs. When WIOA funds supplement other sources of funding for training, the local youth program must:

- along with training providers, coordinate funds made available for training;
- make funding arrangements with one-stop partners and other entities regarding participants who require assistance beyond that available under grant assistance from other sources; and
- consider the availability of other sources of grants to pay for training costs such as Temporary Assistance for Needy Families (TANF), training funds available from the state, Federal Pell Grants, and other funding sources.

(B) Pell Grants²³

In the event a participant has been awarded a Pell Grant, the Pell Grant must be applied against the cost of occupational skills training and any education fees the training provider charges to attend training before WIOA funds are utilized. If the participant has been awarded Pell Grant assistance for education-related expenses, the assistance must not be used to offset or reduce WIOA funding for the cost of occupational skills training and education fees.

If a participant's application for Pell Grant assistance is pending, a participant may enroll in occupational skills training and WIOA funds may be used to pay the costs of training, including any education fees, while the application is processed, subject to the following three (3) requirements.

1. The local youth program must arrange with the training provider and participant for allocation of the Pell Grant should it be subsequently awarded.
2. If the Pell Grant is subsequently awarded and:
 - a. does not cover the cost of occupational skills training and required education fees to be paid during the Pell Grant award period, the training provider must reimburse the local youth program for WIOA funds paid to the training provider using the full amount disbursed for the Pell Grant award period; or
 - b. exceeds the cost of the occupational skills training and required education fees to be paid during the Pell Grant award period, the training provider must reimburse the local youth program only for the amount paid to the training provider by the program, with the balance belonging solely to the participant.

²² 20 CFR § 680.230

²³ 20 CFR § 680.230(b) – (c)

3. Pell Grant assistance disbursed on the participant's behalf for education-related expenses belongs solely to the participant and must not be used to offset or reduce WIOA funding for the cost of occupational skills training and education fees.

(4) Supportive services²⁴

Local boards must develop policies and procedures regarding the provision and coordination of supportive services for youth program participants. Local policy on supportive services:

- must be developed in consultation with one-stop partners and other community service providers in the local area;
- must ensure resource and supportive service coordination in the local area;
- must comply with the requirements of 20 CFR §§ 680.900 through 680.970;
- must require that supportive services are provided only when necessary to enable the participant to take part in career services, training activities, or youth employment and training activities;
- must ensure that supportive services are:
 - WIOA-funded only when supportive services are not available through other agencies or programs; and
 - necessary for the individual to participate in WIOA youth, adult, or dislocated worker activities;
- must require that participants in need of ongoing supportive services are taking part in career services (other than follow-up services), training services, or both to receive ongoing supportive services;
- if the local board elects to provide needs-related payments:
 - must establish maximum levels of needs-related payments for youth, adults, and dislocated workers;
 - must require that participants:
 - meet eligibility requirements for needs-related payments as described in 20 CFR §§ 680.940 and 680.950; and
 - are enrolled in training services in order to receive needs-related payments;
- should address procedures for referral to supportive services, including how the services will be funded when not otherwise available from other sources;
- may establish limits on the provision of supportive services;

²⁴ TEGL 19-16. While 20 CFR §§ 680.900 through 680.970 relate primarily to adults and dislocated workers, the State requires that local policy on supportive services also address supportive services for youth.

- may provide the one-stop operator with the authority to establish limits on the provision of supportive services to an individual participant, including the maximum amount of funding and maximum duration; and
- may allow individual one-stop centers to grant exceptions to established limits.

(5) Duration of services²⁵

Each local youth program must provide services to a participant as long as necessary to ensure successful preparation to enter postsecondary education and/or unsubsidized employment. There is no minimum or maximum time a participant is allowed to take part in a local youth program.

Each local youth program must link program participation to the participant's ISS, not the timing of contracts with youth service providers or program years.

IMPORTANT. In its coordination of youth program services, the local one-stop operator must refrain from establishing practices that create disincentives to providing services to individuals with barriers to employment, including youth, who may require longer-term services, such as intensive employment, training, and education services.

(6) Privacy

Each local board must ensure that the local youth program adheres to the confidentiality requirements of the Family Educational Rights and Privacy Act, established under Section 444 of the General Education Provisions Act,²⁶ including requirements regarding circumstances requiring written consent for disclosure of personally identifiable information from an education record.

(d) Expenditures

(1) Outreach and recruitment

Youth funds may be expended for costs associated with the following activities that relate to individuals who are not yet participants in the youth program:²⁷

- outreach and recruitment; and
- assessment for eligibility determination prior to eligibility determination, such as assessing basic skills levels.

²⁵ 20 CFR § 681.450; TEGL 15-16

²⁶ 20 USC § 1232g; 34 CFR Part 99

²⁷ TEGL 21-16

(2) OSY spending²⁸

The local board must ensure that the local youth program expends at least 75 percent of allocated youth funds on the provision of services to OSY. Local area administrative costs are not subject to this 75 percent minimum expenditure requirement.²⁹

(3) Work experience priority³⁰

Each local board must ensure that its local youth program:

- expends at least 20 percent of allocated youth funds on paid and unpaid work experiences for OSY and ISY; and
- tracks program funds spent on paid and unpaid work experiences, including wages and staff costs for the development and management of work experiences.

The percentage of funds spent on work experience is calculated based on the total amount of youth funds allocated to the local area and is not calculated separately for ISY and OSY.

Local area administrative costs are not subject to this 20 percent minimum expenditure requirement.

Supportive services and leveraged resources³¹ must not be used to fulfill any part of the 20 percent minimum.

(4) Incentive payments

Incentive payments to youth participants are permitted under 20 CFR § 681.640. The local youth program must establish written policies and procedures governing the award of incentives, the requirements for which are restated here to stress their importance.

Local policies on incentive payments must ensure that the payments are:³²

- tied to the goals of the incentive payment program;
- connected to recognition of achievement of milestones in the program and tied to work experience, education, or training;
- outlined in writing before the commencement of the incentive payment program;
- aligned with the local youth program's organizational policies; and
- made in compliance with the requirements of 2 CFR Part 200.

²⁸ 20 CFR § 681.410

²⁹ Local area expenditures for administrative purposes under WIOA formula grants are limited to no more than 10 percent of the amount allocated to the local area under WIOA Secs. 128(b) and 133(b) [20 CFR 683.205(a)(2)].

³⁰ 20 CFR § 681.590; TEGL 21-16; TEGL 8-15

³¹ Refer to the State's procurement policy for information on leveraged resources.

³² 20 CFR § 681.640; TEGL 21-16

Section II. Program Services

Local youth programs:³³

- must make available to all youth program participants each of the services described in 20 CFR § 681.460 and TEGL 21-16 and listed Table 2;
- have the discretion to determine the services a youth program participant receives based on the individual's objective assessment and ISS;
- are not required to provide every service to each youth program participant.

Table 2. Required youth program services

Required service	Parameters
1. Tutoring, study skills training, instruction and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a: a. high school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities); or b. recognized postsecondary credential	Defined at 20 CFR § 681.460 and TEGL 21-16
2. Alternative secondary school services (such as basic education skills training, individualized academic instruction, and English as a Second Language training) or dropout recovery services (such as credit recovery, counseling, and educational plan development)	Defined at 20 CFR § 681.460 and TEGL 21-16
3. Paid and unpaid work experiences that have academic and occupational education as a component of the work experience, which <u>may</u> include the following types of work experiences: a. summer employment opportunities and other employment opportunities available throughout the school year; b. pre-apprenticeship programs; c. internships and job shadowing; and d. on-the-job training opportunities	Generally defined at 20 CFR § 681.600 and TEGL 21-16 Specific parameters for: <ul style="list-style-type: none">▪ summer employment opportunities are defined at 20 CFR §§ 681.610 and 681.620;▪ pre-apprenticeship programs are defined at 20 CFR § 681.480 and TEGLs 21-16 and 13-16; and▪ OJT is defined at 20 CFR § 680.700 and in the State's current policy on OJT.
4. Occupational skill training	Defined at WIOA Sec. 123, 20 CFR §§ 681.540 and 681.550, TEGL 21-16
5. Education offered concurrently with and in the same context as (1) workforce preparation activities and (2) training for a specific occupation or occupational cluster	Defined at 20 CFR § 681.630 and TEGL 21-16
6. Leadership development opportunities, including community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors	Defined at 20 CFR § 681.520 and TEGL 21-16 Parameters for: <ul style="list-style-type: none">▪ leadership development opportunities are defined at 20 CFR § 681.520; and▪ positive social and civic behaviors are defined at 20 CFR § 681.530.

³³ 20 CFR § 681.460; TEGL 21-16

Required service	Parameters
7. Supportive services	Defined at 20 CFR § 681.570 and TEGL 21-16
8. Adult mentoring	Defined at 20 CFR § 681.490 and TEGL 21-16
9. Comprehensive guidance and counseling, including drug and alcohol abuse counseling, mental health counseling, and referral to partner programs	Defined at 20 CFR § 681.510 and TEGL 21-16
10. Financial literacy education	Defined at 20 CFR § 681.500 and TEGL 21-16
11. Entrepreneurial skills training	Defined at 20 CFR § 681.560 and TEGL 21-16
12. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services	Defined at 20 CFR § 681.460 and TEGL 21-16
13. Activities that help youth prepare for and transition to postsecondary education and training, such as: a. exploring postsecondary education options; b. assisting youth to prepare for SAT/ACT testing; c. assisting with: i. college admission applications; ii. searching and applying for scholarships and grants; and iii. filling out FAFSA and other financial aid applications; d. connecting youth to postsecondary education programs	Defined at 20 CFR § 681.460 and TEGL 21-16
14. Follow-up services ³⁴ for not less than 12 months after the last expected date of service in the youth program (and any other program in which the participant is co-enrolled, such as adult, dislocated worker, Trade, or Wagner-Peyser programs)	Defined at 20 CFR § 681.580 and TEGL 21-16

(a) Work experience³⁵

Work experience is a planned, structured learning experience that takes place in a workplace for a limited period of time. Work experiences must include academic and occupational components.

- The work-experience employer can provide the academic and occupational component or they may be provided separately in a classroom or through other means.
- The academic and occupational education component may occur inside or outside the work site.
- The academic component may occur concurrently or sequentially with the work experience.

³⁴ Follow-up services are critical services provided following a youth's exit from the program to help ensure the youth is successful in employment and/or postsecondary education and training [TEGL 21-16].

³⁵ 20 CFR § 681.600; TEGL 21-16

(b) Occupational skills training

Occupational skills training is an organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate, or advanced levels.³⁶ Requirements for occupational skills training are defined at 20 CFR § 681.540 and restated here to stress their importance:

- Local areas must give priority consideration to programs that lead to recognized postsecondary credentials that align with in-demand industry sectors or occupations in the local area.
- Occupational skills training must:
 - be outcome-oriented and focused on an occupational goal specified in the participant's ISS;
 - be of sufficient duration to impart the skills needed to meet the occupational goal; and
 - lead to the attainment of a recognized postsecondary credential.

Occupational skills training must be provided by:³⁷

- competitively selected eligible youth service providers, as described in [Section I\(a\)](#); or
- Eligible Training Providers, subject to the requirements and limitations described in subsection (1) below.³⁸

(1) ITAs and youth³⁹

In order to enhance individual participant choice in education and training programs and to provide flexibility to youth *program* providers, individual training account (ITA) funds may be used, when appropriate, for the provision of occupational skills training for OSY youth ages 16 through 24.⁴⁰ ITAs funded by the youth program may be used for OSY only. The youth program cannot fund ITAs for ISY. However, ISY between the ages of 18 and 21 may:

- co-enroll in the adult program, if the individual's needs, knowledge, skills, and interests align with the adult program; and
- receive training services:
 - through an Eligible Training Provider; and
 - under an ITA funded by the adult program.

³⁶ TEGL 21-16

³⁷ 20 CFR §§ 681.400 and 681.550

³⁸ Refer to the State's policy on Eligible Training Providers for additional information.

³⁹ TEGL 21-16

⁴⁰ 20 CFR §§ 680.400(a) and 681.550; TEGL 21-16

IMPORTANT. Use of ITA funds for occupational skills training for ISY ages 14 through 17 is strictly prohibited.⁴¹

(A) Limitations⁴²

A local board may impose the following limits on ITAs.

- A limit may be established for an individual participant based on the needs identified in the participant's ISS or IEP, such as the participant's occupational choice or goal and the level of training needed to reach that goal.
- Local policy may establish a range of amounts or a maximum amount applicable to all ITAs.

IMPORTANT. An individual may select training that costs more than the maximum amount available for ITAs under local policy when other sources of funds are available to supplement the ITA, such as Pell Grants and scholarships.

Limitations established under local policies:

- must be described in the board's local plan; and
- must not be implemented in a manner that undermines WIOA's requirement that training services are provided in a manner that maximizes consumer choice in the selection of a training provider.

Exceptions to ITA limitations:

- may be provided for individual cases; and
- must be described in local policy.

(c) Follow-up services

Types of follow-up services for youth are described in 20 CFR § 681.580 and TEGL 21-16. Requirements regarding the provision of follow-up services for youth are described in 20 CFR § 681.580(c) and restated here to stress their importance.

- All participants must be offered an opportunity to receive follow-up services that align with their ISS.
- Follow-up services must be provided to all participants for not less than 12 months after the last expected date of service in the youth program (and any other program in which the participant is co-enrolled, such as adult, dislocated worker, Trade, or Wagner-Peyser programs⁴³) unless the participant declines to receive follow-up services or the participant cannot be located or contacted.

⁴¹ TEGL 21-16

⁴² 20 CFR § 680.310

⁴³ Refer to the State's policy on co-enrollment and common exit for additional information on common exit.

- Follow-up services may be provided beyond twelve (12) months at the local board's discretion.
- Types of follow-up services provided and the duration of the provision of follow-up services must be determined based on the needs of the individual and, therefore, the type and intensity of follow-up services may differ for each participant.

IMPORTANT. Follow-up services must be more than just an attempt to contact the participant and must not be made just to secure documentation to support or report a performance outcome.

DISCLAIMER

This policy is based on NDOL's reading of the applicable statutes, regulations, rules, and guidance released by the US Government and the State of Nebraska. This policy is subject to change as revised or additional statutes, regulations, rules and guidance are issued.

APPENDIX I. Definitions

PURPOSE. Definitions in this appendix are provided as supplemental information that supports the provisions of the policy. The terms and phrases defined in this appendix should be read and understood in the context in which they are used in the policy and not as stand-alone information independent of that context.

1. in-demand industry sector or occupation

The term *in-demand industry sector or occupation* means an:⁴⁴

- 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
- 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.

2. objective assessment⁴⁵

Objective assessment means an assessment of the academic levels, skill levels, and service needs of a participant, which must include a review of the participant's:

- | | |
|--------------------------|---------------------------------|
| ▪ basic academic skills; | ▪ interests; |
| ▪ occupational skills; | ▪ aptitudes; |
| ▪ prior work experience; | ▪ supportive service needs; and |
| ▪ employability; | ▪ developmental needs. |

The purpose of the *objective assessment* is identification of appropriate services and career pathway(s).

3. Recognized postsecondary credential⁴⁶

The term *recognized postsecondary credential* means:

- an industry-recognized certificate or certification;
- a certificate of completion of an apprenticeship;
- a license recognized by the State of Nebraska or the Federal Government; or
- an associate or baccalaureate degree.

⁴⁴ WIOA Sec. 3(23)

⁴⁵ WIOA Sec. 129(c)(1)(A); 20 CFR § 681.420(a)(1)

⁴⁶ WIOA Sec. 3(52)