

OVERVIEW

Individual Training Accounts (ITA) are vouchers that applicants can take to any eligible training provider for training in a specific occupation or industry. They are enabled in federal legislation, the Workforce Investment and Opportunity Act, and are administered by local workforce boards in the states. Research has shown positive results in the ways Workforce Development Boards have implemented ITAs nationally as a means of promoting movement to employment.

ITAs can transform the lives of youth, adults, and dislocated workers. Youth—for the purposes of WIOA—are defined as persons under the age of 18, who are out of school and unemployed. For adult eligibility, an individual must be 18 or older. According to the WIOA, Title I funds the country's three primary workforce training programs (youth, adult, and dislocated workers). To be eligible for dislocated worker training, an individual must be 18 or older; have been terminated or laid off from employment (or have received notice of termination/layoff); be eligible for—or exhausted entitlement to—unemployment compensation; and be unlikely to return to a previous industry or occupation.

HOW IT WORKS

Workforce Development Boards provide training to those who have lost their jobs and/or are seeking employment. ITAs are one tool available to case managers to support a participant's movement to employment.

In order to receive job training assistance, applicants must generally follow this process:

- The case manager makes a determination regarding the individual's need for training to retain employment
- The individual has the skills needed to successfully participate in identified training
- Applicants must be 18 years or older

(Continued on back)

WHAT YOU CAN DO

Speak with your local Workforce Development Board and local WIOA training providers (e.g., community colleges) about ITAs and ask the following questions:

- Can you share with me the process of securing an ITA?
- What is the average ITA voucher amount awarded to local residents in the program?
- Do you find this process particularly open to newcomers?
- How many people in our county are currently utilizing ITAs?
- What are you doing to promote and connect more eligible workers to this retraining tool?

Speak with local elected officials and ask the following questions:

- Are you familiar with Individual Training Accounts?
- Do you see the importance of ensuring ITAs are being fully utilized in our community?
- How are you engaging with Workforce Development Boards?
- What could be done to make more opportunities available to more people looking for work?
- How can I work with you to address this issue?

HOW IT WORKS (CONT'D)

In order to receive an ITA, applicants must have a valid, unexpired work authorization. Next, applicants will visit their local Workforce Development Boards (also known as Job Centers) and meet with a case manager. ITAs may be available if applicants meet the requirements, however, there is no guarantee that any given applicant will receive one. WIOA is not an “entitlement” program; applicants are just potentially able to get an ITA.

Funding Available for Training: There is, on average, \$7,122 dollars (using maximum funding for two years, which will lead into an associate degree, diploma, certificate, or moderate term on-the-job training) available in each ITA provided by workforce development offices.

IMPACTS IN N.C. TO DATE

Data from North Carolina suggest a positive impact of ITAs: 72.5 percent of those leaving training programs funded through WIA (the former name of the Workforce Investment and Opportunity Act) received an ITA in 2013 while only 14 percent received training only. ITAs served 12,876 North Carolinians exiting the WIA system in 2013-2014. Among different groups, adults were most likely to get ITAs while only slightly more than half of youth and two-thirds of dislocated workers received one.

ADDITIONAL RESOURCES

- **A list of NC Workforce Development Boards can be found here:** www.ncawdb.org/local-boards/
- **A list of NC WIOA training providers can be found here:** <http://bit.ly/2BLVXBW>
- **NCWorks Job Seeker Services can be found here:** <http://bit.ly/2BMzCUJ>