

Incentive Policy for *Empowers* Youth Programs

Anoka County Job Training Center

Approved March 28, 2019

For youth participants enrolled in the WIOA Youth or MYP program

WIOA Youth funds can be used to provide incentives for recognition and achievement to eligible youth seeking assistance with academic and employment success. Funds can be used in the form of “incentives” to be used to encourage and motivate WIOA youth to reach specific goals and obtain positive outcomes. The MYP Program does not have any policy prohibiting or limiting the use of support services funds for incentives.

IMPLEMENTATION

- Incentive are awarded upon the completion of activities that are tied to goals in each participant’s Individual Service Strategy (ISS). The Empowers Counselor will have the ability to make the decision about when and if the participants receive the incentives.
- The incentive payments below shall be awarded equitably to eligible participants.
- The incentive awards will be part of the overall Supportive Services expenditures and tracked in WF1. A case note will be made for each incentive awarded and listed on the participant’s ISS.
- Incentives are not to exceed \$200 in a 12-month calendar year for an individual youth.
- All incentives may be limited by program funding availability.
- Typical incentives may include but are not limited to retail gift cards and gas cards.
- The incentive policy will be reviewed on an annual basis.

GED Students:

- \$25 Completing and passing the battery of GED Ready tests (all four sections)
- \$25 Attaining GED – must provide copy of GED

Diploma Students:

- \$50 Receiving diploma – must provide copy of diploma or transcript

Out of School Youth with Combined Educational & Employment Goals:

- \$25 Submitting documentation needed for measurable skills gained related to ISS
- \$50 Securing permanent employment at 30 hours a week and providing employment information and/or a copy of a pay stub to their Empowers Counselor.
- \$50 Submitting a copy of a credential while enrolled or within one year after exit (i.e. AA degree, CNA). For 1st credential only. Youth must turn in copy of certificate/degree to receive incentive.
- \$50 Submitting a pay stub showing employment during the 4th quarter after exit quarter

Peer or Group Learning Activities:

- \$25 For participating in peer or group activities (ex: financial literacy topics, keeping a job-workplace communication skills, labor market info and/or entrepreneurship concepts)

INDIVIDUALIZED INCENTIVES:

Counselors will award an incentive that is tied to an educational or work experience goal that is outlined in the ISS that is tailored to the individual needs of the youth and approved by the Empowers Program Manager.