



**Policy: Transitional Jobs**

**Effective Date: 10/27/22 modified 5/11/2026**

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**Purpose** To establish policy in Essex County WIOA Services for implementation of Transitional Jobs (WIOA Section 134(d) (5)).

**BACKGROUND:** A transitional job is one that provides a limited work experience, that is subsidized in the public, private, or non-profit sectors for those individuals with barriers to employment because of chronic unemployment or inconsistent work history; these jobs are designed to enable an individual to establish a work history, demonstrate work success, and develop the skills that lead to unsubsidized employment.

The local Workforce Development Boards may use up to 10 percent of their combined total of adult and dislocated worker allotments for transitional jobs. Transitional jobs must be combined with comprehensive career services (§680.150) and supportive services (§680.900).

**Reference:** Workforce Innovation and Opportunity Act of 2014 (WIOA), Section I 34(d)(5);  
Proposed 20 CFR §680.830, §680.840, §680.900, §680.150

**Action:** Essex County WIOA Services will utilize Transitional jobs as an employment strategy that seeks to help participants overcome employment barriers and transition participants with labor market barriers into work using wage-paid, short- term employment that combines real work, skill development and supportive services. WIOA Transitional job program participants will earn a paycheck, learn skills and receive intensive supporting services.

**Program Max Amounts**

- \$6,000 per participant in a lifetime

**Essex County Employers that participate in WIOA Transitional Jobs Program must be**

- Private and Non Private sector
- Sector which is public

Essex County WDB Board recognizes the following as WIOA Adult Barriers to employment

- Age (62 and up)
- Disabilities
- Criminal record
- Domestic violence
- Drug and/or alcohol abuse
- Housing issues or homelessness
- Limited English proficiency
- Long-term welfare recipient
- Mental illness
- Gaps in employment
- Lack of formal qualifications
- Physical health issues
- Little or no work history
- Learning disabilities
- Illiteracy (TABE below 4.0)

**Essex County Youth will use WIOA eligibility barriers as an employment barrier for transitional jobs.**

**An out-of-school youth (OSY) is an individual who is:**

Not attending any school (as defined under State law); And One or more of the following:

- (I) A school dropout;
- (II) A youth who is within the age of compulsory school attendance but has not attended school for at least the most recent complete school year calendar quarter. School year calendar quarter is based on how a local school district defines its school year quarters;
- (III) A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual

and is either basic skills deficient or an English language learner;

- (IV) An individual who is subject to the juvenile or adult justice system;
- (V) A homeless individual (as defined in sec. 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C.14043e-2(6))), a homeless child or youth (as defined in sec. 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2))), a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under sec. 477 of the Social Security Act (42 U.S.C. 677), or in an out-of-home placement;
- (VI) An individual who is pregnant or parenting;
- (VII) An individual with a disability;