Thoughts on 14(c)

DUTIES

- Provide recommendations for modernizing the service delivery system...
- Recommend system-change strategies
- Review 14(c)
Workforce Innovation and Opportunity Act (WIOA)

Section 511

“Limitations on the use of subminimum wage”

(conditions)

“Nothing ... shall be construed to ... preference employment at subminimum wage as an acceptable vocational outcome”
Workforce Innovation and Opportunity Act (WIOA) and 14(c) + Transition

- Limits conditions of subminimum wage for individuals 24 or younger
Fair Labor Standards Act 14(c) (FLSA)

VIEWPOINTS

- Needed
- Eliminate civil rights issue
- Unsure about what else to do
- Phase out over X years
  - Youth in transition
  - Current adults
- Ignore it – Distraction from the work of increasing competitive integrated employment
- Make it unnecessary
‘Limiting 14(c)’
Where is the Working Space?

BOUNDARIES?

- Limit use – not improve use
- Nothing shall be construed to “preference” employment at subminimum wage
- Quick elimination unlikely to result in improved employment and may have unintended consequences
DIRECTION

- Alignment with federal policy on competitive integrated employment?
- What to build up to make 14(c) unnecessary?
- Time horizon?
- Exemplars to study?