

**Allowable Programmatic Training and ITA Costs Crosswalk  
For WIOA Adult and Dislocated Worker Programs**

Activities	Add-Up Cost Category	NonAdd-Up Cost Category	NonAdd-Up Cost Category	Name of NonAdd-Up Cost Category
	Training	Federal ITA	State ITA	State ITA
<b>Direct Training Services</b>				
1) Occupational Skills Training (ITA), including training for non-traditional employment	Yes	Yes	Yes	Occupational Skills Training
<b>2) Supportive services required for participation in a training program, including but not limited to: books; mandatory fees; equipment; tools; supplies; uniforms and shoes/boots; drug tests, physicals, eye exams, immunizations; background checks; application, graduation, and GED fees; credential, license or exam fees; lodging (when a part of the cost of attending training out of area); auxiliary aides and services necessary for persons with disabilities to participate in training, etc.</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	Occupational Skills Training (if delivered through an ITA), otherwise select Other WIOA Specified Training
3) On-the-Job Training (OJT)	Yes	Yes	Yes	Other WIOA Specified Training
4) Incumbent Worker Training	Yes	Yes	Yes	Other WIOA Specified Training
5) Programs that combine workplace training with related instruction, which may include cooperative education programs	Yes	Yes	Yes	Other WIOA Specified Training
6) Training programs operated by the private sector	Yes	Yes	Yes	Other WIOA Specified Training
7) Skill upgrading and retraining	Yes	Yes	Yes	Other WIOA Specified Training
8) Entrepreneurial training	Yes	Yes	Yes	Other WIOA Specified Training
9) Job readiness training provided in combination with the training services described above or with transitional jobs	Yes	Yes	Yes	Other WIOA Specified Training
10) Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services provided in any of the above (Includes: <b>General Education Development/High School Equivalency Tests</b> )	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	Other WIOA Specified Training
11) Customized Training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training	Yes	Yes	Yes	Other WIOA Specified Training
<b>12) Registered Apprenticeship Programs</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	Other WIOA Specified Training
<b>13) Industry Recognized Apprenticeship Programs</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	Other WIOA Specified Training
<b>Career Services</b>				
Basic Career Services	No	No	No	N/A
Individualized Career Services (Work Experience and Transitional Jobs)	No	No	No	N/A
Follow-up Services	No	No	No	N/A
Work Experience	No	No	Yes	Work Experience and Internships
Internship	No	No	Yes	Work Experience and Internships
Transitional Jobs with no provision for training	No	No	Yes	Work Experience and Internships
<b>Career Services - Staff and Related Program Costs</b>				
Training Program Management	No	No	Yes	Training Program Management
Training Case Management	No	No	Yes	Training Case Management
Allocated Share of costs in support of training program and case management	No	No	Yes	Allocated between Training Program Management and Training Case Management
<b>Career Services - Supportive Services (services not included in #2 under Direct Training Services)</b>				
Assistance with transportation	No	No	Yes	Supportive Services
Assistance with child care and dependent care	No	No	Yes	Supportive Services
Linkages to community services	No	No	Yes	Supportive Services
Assistance with housing	No	No	Yes	Supportive Services
Prerequisites to enter a training program (e.g., TABE)	No	No	Yes	Supportive Services
Needs related payments	No	No	Yes	Supportive Services
Reasonable accommodations for individuals with disabilities for <b>employment</b>	No	No	Yes	Supportive Services
Referrals to healthcare	No	No	Yes	Supportive Services
Legal services	No	No	Yes	Supportive Services