

CUSTOMIZED TRAINING POLICY

Policy # 15-08
Revision #1
Effective Date: 12/2/16

Purpose

Customized Training is designed to provide a workforce solution to meet the specialized occupational skills training needs of an employer or group of employers, in order to increase the employer's productivity and/or to introduce new and advanced technology(s) or process applications, in order to increase the employer's competitiveness, through increased workforce capabilities. Customized Training is provided in accordance with Section 680.760 of the Workforce Innovation and Opportunity Act (WIOA) Final Rules and Regulations. Participants who receive Customized Training must be WIOA eligible as determined by Opportunity Inc.

Definition

Customized Training is to be provided by a qualified third party training provider identified and contracted by the employer and the training provided must result in needed workplace skills specific to the employer's business and/or industry that will result in an industry recognized training credential for the participant upon the successful completion of training. The employer must commit to employing participants who successfully complete training as full-time, non-temporary employees. While Customized Training is primarily intended for new employer hires, employed workers may be authorized at the discretion of Opportunity Inc. Should Customized Training be provided to an employed worker(s), such will adhere to the requirements set forth under Section 680.770 of the WIOA Final Rules and Regulations.

Opportunity Inc. will enter into a contract with an employer(s) for Customized Training and will provide reimbursement of up to 50% of the training cost for each authorized participant, not to exceed and overall reimbursement of up to \$5,000 per participant. The training duration should be short term, not to exceed six (6) months, unless otherwise agreed to by Opportunity Inc.

Basic Guidelines

Customized Training Contracts may be entered into when:

1. The employer has been in business for at least twelve (12) consecutive months immediately prior to contract, has at least two (2) employees, has all required licenses, certifications, insurances, etc ... and successfully completes the Customized Training Contract Pre-Award Review Process.

2. The training provided is in the region's target industries and/or occupations and the skills are transferable to similar jobs with other employers, unless otherwise authorized by Opportunity Inc.
3. The possibility for promotional opportunities exists within the employer's business and there is identified, structured career paths with income and skill advancement and/or professional development.
4. The employer offers paid employee benefits, including healthcare insurance.
5. The employer will not use Customized Training funded participants to displace any regular employee, or to replace any employee on layoff.
6. The employer has not relocated from any location within the United States within one hundred and twenty (120) days, where the relocation resulted in any employee losing their job at the original location.
7. The employer has identified a third party training provider for the delivery of Customized Training services that will result in the award of an industry recognized credential and enters into a contract with the training provider prior to the execution of a contract with Opportunity Inc. The training provider must have expertise in the training area to be delivered.
8. The employer agrees to hire all participants who successfully complete Customized Training as new employees. In the case of current employees who may be authorized and successfully complete Customized Training, the employer agrees to retain them within the business at increased earnings and the possibility for upward mobility.
9. Positions authorized for Customized Training must be full-time, non-temporary and pay at least \$12.00 per hour, unless otherwise agreed to by Opportunity Inc.