

# Customized Training

Effective: July 1, 2018

Background:

WIOA regulations allow for customized training, which is training designed to meet the specific requirements of and employer or group of employers with the commitment that the employer(s) hire or continue to employ individuals who successfully complete the training. The Final Rules provide LWD's with flexibility to ensure that customized training meets the unique needs of job seekers and employer(s). The employer must pay a significant portion of the cost of training, as determined by the LWDB.

Reference: WIOA Section 680.760; USDOL TEGL 19-16; NYSDOL Technical Advisory 01-05.1

Policy: Consistent with WIOA regulations, the Oswego County Workforce Development Board (WDB) defines customized training as:

- Training designed to meet the specific needs of an employer (or group of employers);
- Training that is conducted with a commitment by the employer to employ, or in the case of incumbent workers, continue to employ, individuals upon successful completion of training; and
- Training for which the employer pays for not less than 50 percent of the cost of training, up to a maximum of \$3,000.00.

Proposals must:

- Identify and document the participation of an employer or group of employers,
- Identify the need for training,
- Identify the training to be provided,
- Be in a demand occupation allowed by the WDB,
- Document a commitment by the participating employer(s) to continue to employ incumbent employees or to hire a minimum of 80% of those participants that successfully complete the training,
- Include a detailed line-item budget that identifies the cost of training and addresses how the minimum 50% match by the participating employer(s) will be met, and
- Be approved by the Director of Employment and Training.