

Resolution 16-08

On-the-Job Training (OJT) Policy for Jefferson-Lewis Workforce Development Area

Whereas, WIOA Section 134 (3) (D) (ii) provides for On-the-Job Training Contracts with employers within the Jefferson-Lewis LWDA,

Whereas, the individual contract will be subject to the funding limits as prescribed by an ITA (Individual Training Account).

Whereas, the employer agrees that the employee will be compensated at the same rates as similar employees situated in similar occupations by the same employer. The employer shall be held to all Labor Standards law. The employer cannot displace any workers, have high turnover, impair any existing contract for services or collective bargaining agreement, have any other individuals that are on lay-off from the same or any substantially equivalent jobs, terminate the employment of any regular employee or otherwise reduce the workforce of the employer with the intention of filling the vacancy so as to create a position for the purpose of OJT. All health and safety standards established under Federal and State law applicable to working conditions of employees shall be equally applicable to working conditions of participants engaged in specified OJT activities. The employer shall maintain a drug free environment. The employer shall be subject to monitoring of the OJT.

The OJT shall be for no less than \$10.70 per hour and shall outline the training and/or skills upgrade that the employee shall receive. In the event of an upgrade, the employee shall receive no less than a \$1.00 increase in pay upon completion of the training. The employer shall also seek to retain the employee after the conclusion of the OJT. A wage reimbursement of 50% shall be made to the employer following the submission of a voucher for the duration of the training.

Therefore, be it resolved that the Jefferson-Lewis Workforce Development Board supports the OJT program and hereby will conduct OJT within the provisions of the WIOA Act of 2014 Section 134.