

**Resolution 16-14**  
**On-the-Job Training Policy for Jefferson-Lewis Workforce Development Area**  
**Out-of-School Youth Services**

**Whereas**, WIA SEC. 181 provides for On-The-Job Training (OJT) contracts with employers within the Jefferson-Lewis Local Workforce Development Area (LWDA), and

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

**Whereas**, 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 laws. In accordance with Sec. 181, 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, or 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, and

**Whereas**, the OJT shall be for no less than minimum wage per hour for out-of-school youths and shall outline the training and/or skills that the employee shall receive. 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 for the duration of the training, and

**Whereas**, all employers must complete pre-award paperwork for review and submit to monitoring activities, and

**Therefore, be it resolved that** the Jefferson-Lewis Workforce Development Area supports the OJT for the out-of-school youth program and hereby will conduct OJT within the provisions of the WIOA Act of 2014 Sec. 181.