



PIEDMONT REGION

Title:	Customized Training Policy	Policy #:	18
Effective Date:	June 15, 2017	Revision Date:	January 17, 2019

Purpose:

Customized training for Adults and Dislocated Workers is provided for under the Workforce Innovation and Opportunity Act of 2014:

- a. To meet the special requirements of an employer (including a group of employers);
- b. Is conducted with a commitment by the employer to employ, or in the case of incumbent workers, continue to employ, an individual upon successful completion of the training; and
- c. The employer pays for not less than 50% of the cost of the training.

Policy:

Based on availability of funds, customized training may be provided for an employer or a group of employers to meet their training needs, and to offer workers the opportunity to progress toward self-sufficiency. Customized training requires the intent of the employer or group of employers to employ, retain, or promote the participant upon successful completion of the training. The employer's contribution must be no less than 50 percent of the cost of the training.

Funds provided to employers for customized training must not be used to directly or indirectly assist, promote, or deter union organizations. In addition, funds may not be used to directly or indirectly aid in the filling of a job opening which is vacant because the former occupant is on strike, or is being locked out in the course of a labor dispute, or the filling of which is otherwise an issue in a labor dispute involving a work stoppage.