



# CENTRAL ARKANSAS Workforce Development Board

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Policy Number: Section 2 Policy 4

Effective Date: 12-09-2024

## Customized Training Policy

### Purpose:

The purpose of this policy is to describe and to detail the regulations concerning Customized Training.

### References:

- WIOA §§ 3(14), 188(a)(3), & 134(c)(3)(G)(ii)(II)
- 20 CFR 680 & 683
- Comments in WIOA Final Rule concerning §680.320
- 29 CFR part 2, subpart D
- TEGLs 10-16 & 19-16
- ADWS Certification of Local Workforce Development Boards
- ADWS Policy No. WIOA I-B – 1.2 (Definitions)
- ADWS Policy No. WIOA I-B – 3.3 (Occupational Skills Training)
- ADWS Policy No. WIOA I-B – 3.7 (Customized Training)

### Policy:

Customized training is training that meets all of the following requirements:

1. Training is designed to meet the specific requirements of an employer or group of employers in the Central Arkansas Workforce Development Area.
2. Training is conducted with a commitment by the employer to employ an individual upon successful completion of the training.
3. The employer or employers pay(s) a significant portion of the cost of the training.
  - a) If the training is to be conducted by an employer or employers in one local area, the board will decide the portion of the cost of training to be paid by the employer or employers, taking into account the size of the employer and other appropriate information, such as:
    - i) The number of employees participating in the training
    - ii) The wage and benefit levels of those employees (present and anticipated upon completion of the training)
    - iii) The relation of the training to the competitiveness of a participant
    - iv) Other employer-provided training
    - v) Advancement opportunities
  - b) If training is to be conducted by an employer or employees in multiple locations, the Governor of Arkansas must determine the amount to be paid.

Customized training may be provided for an employed individual when all the following conditions apply:

1. The employee is not earning a self-sufficient wage, or wages comparable to or higher than wages from a previous employment
2. Other requirements are met, including that an individual is unlikely or unable to retain employment leading to a self-sufficiency or wages comparable to or higher than wages from previous employment without training, and the training leads to a job that provides economic self-sufficiency or pays wages comparable or higher than previous wages.
3. The training relates to the introduction of new technologies, introduction to new production or service procedures, upgrading to new jobs that require additional skills, instruction in workplace literacy.

Additional limits on funding activities are listed in ADWS Policy 3.7.

Approved by: <u>Michael Florn</u>	Date: <u>12/9/2024</u>
Title: <u>CAWDB Chairperson</u>	

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