



Customized Training Activity Development Policy

I. INTRODUCTION

The WIOA Act, signed into law on July 22, 2014, replaced the Workforce Investment Act (WIA). It is designed to help job seekers access employment activities and/or services, education, training, and support services to be successful in the workforce and to match employers with the skilled workers they need to compete in the global economy.

The Customized Training Activity is intended to provide participants with training designed to meet the specific requirements of an employer or group of employers for specific jobs.

II. LEGAL BASIS

Section 3(14) of the Workforce Innovation and Opportunity Act (WIOA);

Sections 680.760 and 680.770 of the Federal Regulations - Federal Register Vol. 81 No. 161

III. CUSTOMIZED TRAINING

The term Customized Training is described in Section 680.760 of Vol. 81 No. 161 of the Federal Register as training that:

- a. It is designed to meet the specific requirements of an employer or a group of employers;
- b. It is conducted with a commitment by the employer that it will retain the participant in employment upon successful completion of the training and;
- c. The employer pays:
 - a. A significant portion of the cost of the training, as determined by the Local Board, taking into consideration the size of the employer and any other factors that the Local Board determines relevant, which may include the number of employees participating in the training, salaries, and benefits of those employees (at the beginning of the training and those to be received after the training), the relationship of the training to the participant's competitiveness,

and other training and professional growth opportunities provided by the employer.

- b. In the case of customized training where the employer is located in multiple Local Areas of the state (multiple locations), the employer will pay for a significant portion of the training, as determined by the Governor, taking into consideration the size of the employer and any other factors deemed appropriate by the Governor.

IV. CUSTOMIZED TRAINING FOR EMPLOYEE'S ACTIVITY REQUIREMENTS

According to section 680.770 of Vol. 81 No. 161 of the Federal Register dated August 19, 2016, the activity of Customized Training to an individual employee may be offered to an employer or group of employers when:

- a. The employee is not generating a self-supporting wage or a wage comparable to or higher than that generated in previous employment, as determined by Local Board policy;
- b. The requirements of section 680.760 of Vol. 81 No. 161 of the Federal Register, which sets forth the definition of activity, are met (see clause III);
- c. When the training is related to the introduction of new technology, new modes of production or service procedures, a promotion to a new job requiring additional skills, knowledge of the work area, or any other appropriate purpose.

V. EMPLOYER CONTRIBUTIONS

Employers shall make significant contributions to the training of employees. In the case of micro-enterprises, as defined by Act No. 62 of 2014, they shall contribute fifteen percent (15%) of the cost of training. In the case of small business owners, they shall contribute twenty-five percent (25%) of the cost of the training. In all other cases, the employer's contribution shall not be less than fifty percent (50%). The specific percentage of each employer's contribution shall be determined taking into consideration the number of employees participating in the training, salaries, and benefits of those employees (at the beginning of the training and those to be received after the training), the relationship of the training to the participant's competitiveness, and other training and professional growth opportunities provided by the employer. The Local Board will determine the percentage to be reimbursed on a case-by-case basis.

VI. USE OF WIOA FUNDS - CUSTOMIZED TRAINING

The Local Board authorizes the disbursement of a maximum amount of five thousand (\$5,000) per participant for the Customized Training activity. Under this policy and the WIOA Act, it is established that funds may only be disbursed for this activity for expenses directly related to

the training. Examples include, but are not limited to:

- a. Wages/Compensation of Instructors while providing authorized training (does not apply to company employees serving as instructors) ;
- b. Curriculum Development;
- c. Materials, equipment, books, manuals, etc.

On the other hand, the use of funds to subsidize the following items, but not limited to, is not permitted:

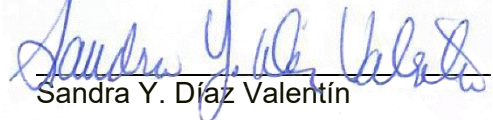
- a. Salaries and fringe benefits of participants while they are in training;
- b. Costs that are not directly related to the Customized Training activity for Title I eligible individuals;
- c. Purchase of capital equipment

VII. APPROVAL AND EFFECTIVENESS

This public policy shall become effective immediately after its approval. The Executive Director shall inform the staff within five (5) days of approval.


Angel San Miguel Hernández

Local Workforce Development Board
President


Sandra Y. Díaz Valentín

Local Workforce Development
Board Secretary

25- abril - 2017

April 25rd ,2017

Date

CERTIFICATE OF TRANSLATOR

Smile Again Learning Center, Corp., certifies that a fluent translator in English and Spanish translated this document, that the above is a true and correct translation of the original document provided, in our best judgment, the translated text truly reflects the content, meaning, and style of the original text and constitutes in every aspect a complete and accurate translation of the original document. This is to certify the correctness of the translation only. We do not make any claims or guarantees about the authenticity or content of the original document. Further, Smile Again Learning Center assumes no liability for the way in which the translation is used by the customer or any third party, including end-users of the translation. Any translation into another language shall be deemed as reference and the original version shall prevail in any case. A copy of the translation is attached to this certification.

In Isabela, Puerto Rico, June 30, 2024

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