

Customized Training fact sheet

Customized Training is designed to partially reimburse a business for the additional expenses needed to upgrade the training of existing employees in order to increase employee retention, reduce turnover, and/or increase wages as a result of new skills development/skills upgrades involving new technologies, processes or procedures.

The Business pays not less than 50% of the total cost of the training for eligible employees. Total cost includes; specific direct training costs for eligible employees, supplies or materials necessary for the training process, plus any costs associated with the development of curriculum or delivery of training. In addition, the wages of eligible employees during training can be included towards the Business' 50% match but WIOA funds cannot be used to pay these wages. WIOA funds also cannot be used to purchase hardware, software or other equipment, nor are funds available for administrative costs. The maximum reimbursement per person/project ranges from \$5,000 to \$20,000 depending on whether wage increases will result from the training.

The training itself typically takes the form of on-site training, but could include other methods as approved by the local Workforce Development Board. The training must be provided by an outside training provider...it cannot be given by an employee of the business. The Training *must* involve increasing the in-demand skill sets of the trainees.

Eligibility:

Employee

- United States resident
- At least 18 years of age
- Earning below \$30/hr.
- Registered for Selective Service (if candidate is unsure they can check at www.sss.gov)
- Additional eligibility factors may be involved in a limited-funding situation

Business

- In compliance with all State and Federal labor laws and regulations
- Have at least one established location in Niagara County and offer full time, year round employment plus fringe benefits
- No layoffs in the last 120 days
- The expectation is all trainees will continue to be retained as permanent employees

**** Please remember...completed applications must be submitted a minimum of two weeks prior to the start of training ****

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Equal Opportunity Employer/Program, Auxiliary aids and services available