

EMPLOYED WORKER TRAINING/CUSTOMIZED TRAINING POLICY

The Business Competitiveness Council will review all EWT applications and will be responsible for approving all EWT initiatives:

1. Dependent upon funding, up to ten (10) Employed Worker Training/Customized Training grants may be issued during a fiscal year to businesses currently in operation for one year in Santa Rosa County or Escambia County.
2. Funding for each grant will be capped at no more than \$20,000 per employer.
3. An employer can only receive one grant per fiscal year.
4. Priority shall be given to private-sector businesses.
5. Training must result in:
 - Attainment of a Specialized Skills Training Certificate
 - Result in Job Retention
 - Result in wage growth for employees completing training
 - Represent a significant upgrade in employees' skills
 - Represent a significant layoff avoidance strategy
6. A request for employed worker/customized training applications will be made no less than once per year through local advertisements, website and partner participation. Additional solicitations may be made throughout the year if funding permits.

ON-THE-JOB-TRAINING POLICY

Escarosa's Executive Director or Assistant Executive Director will approve all OJT contracts and will report OJT contracts to the Business Competitiveness Council for review:

1. Dependent upon funding, private sector businesses who have been in operation for at least one year prior to the current fiscal year, may apply for OJTs for *newly created positions* established within the past 3 months.
2. The employer must advertise all job openings with Escarosa through the Employ Florida Marketplace management information system.
3. All job applicants must register with EFM prior to their hire date with the employer and must meet WIA eligibility criteria.
4. OJTs cannot exceed \$6,000 per employee, and shall not exceed \$30,000 per employer.
5. All other policies regarding prior work experience, skill level of the occupation, skill level of the participant to justify and OJT, and length of OJT remain in effect.
6. Priority shall be given to private-sector businesses.

* All of the above services are dependent upon funding and available budget for these programs.

** For businesses which are locating to our area through local/regional economic development efforts, exceptions to the above may be may on a case-by-case basis, as determined by the Executive Director and dependent upon available funding.

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