

**Resolution 13-08**  
**On-the-Job-Training**  
**Individual Training Account**

**Whereas**, WIA SEC. 181 provides for On-the Job Training Contracts with employers within the Jefferson-Lewis LWIA.

**Whereas**, the individual contract will be subject to the funding limits as prescribed by a revision of ITA (Individual Training Account) to reflect the greater need of training individuals and with the increase in the State's minimum wage.

**Whereas**, the employee will be compensated at the same rates as similar employees situated in similar occupations by the same employer. The employer shall be held to all Labor Standards laws. In accordance with SEC 181, the employer cannot displace any workers, have high turnover, impair any existing contract for services or collective bargaining agreement, have any other individuals that are on lay-off from the same or any substantially equivalent jobs, terminate the employment of any regular employee or otherwise reduce the workforce of the employer with the intention of filling the vacancy so as to create a position for the purpose of OJT. All health and safety standards established under Federal and State law applicable to working conditions of employees shall be equally applicable to working conditions of participants engaged in specified OJT activities. The employer shall maintain a drug free environment. The employer shall be subject to monitoring of the OJT.

**Whereas**, the OJT shall be for no less than \$10.50 per hour and shall outline the training and/or skills upgrade that the employee shall receive. A wage reimbursement of 50% shall be made to the employer for the duration of the training with a cap limit of the current ITA of up to \$3,000.00

**Therefore, be it resolved** that the Jefferson-Lewis Workforce Investment Area supports the On-the-Job Training program and hereby will contract OJT within the provisions of the WIA Act of 1998, SEC 181 with a minimum starting wage of \$10.50 per hour as of July 1, 2014.