

Section-04 Training	P-0400200	Effective Date: 06/17/2021
Replaces TAWDB P-0400200 Eligible Training Providers dated 06/18/2020		
Delaney Rea, GCWDB Chair		

## Eligible Training Providers

The Green Country Workforce Development Board (GCWDB) will establish criteria incorporating performance and information requirements which identify quality training programs and the desired outcomes for GCWDB's clients enrolled in these programs. In addition to the steps and requirements outlined in the Oklahoma Office of Workforce Development policy #09-2020, entitled "Training Provider Eligibility and State List of Eligible Training Providers (ETPs) and Programs", dated October 8, 2020, these criteria will be used to implement the initial and subsequent eligibility policies required under WIOA (Workforce Innovation and Opportunity Act).

**I. Eligible Providers of Training Services:** With few exceptions, only providers the State determines to be eligible, in accordance with WIOA sec. 122, may receive training funds to provide training for participants who enroll in a WIOA-funded program of training services. The following entities may qualify as eligible training providers:

- A. Institutions of higher education that provide a program or programs that lead to recognized postsecondary credentials.
- B. Apprenticeship programs, including Industry Recognized Apprenticeship Programs (IRAPs) and Registered Apprenticeship Programs (RAPs).
- C. Other public or private providers of training
  - 1. Community-based organizations or private organizations of demonstrated effectiveness that provide training under contract.
  - 2. Joint labor-management organizations, and
  - 3. Eligible providers of adult education and literacy activities under Title II if such activities are provided in combination with occupational skills training.
  - 4. Private vocational schools, including but not limited to, private educational institutions eligible to receive federal funds under Title IV of the Higher Education Act of 1965.

**II. Training Programs:** A program of training services is defined as one or more courses or classes, or a structured regimen, which lead to a recognized post-secondary credential, secondary school diploma or its equivalent, employment, or measurable skill gains toward such a credential or employment. These training services may be delivered in person, online, or in a hybrid approach.

**EQUAL OPPORTUNITY AND NONDISCRIMINATION:** All providers must comply with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title-I financially assisted program or activity. Auxiliary aids and services are available upon request to individuals with disabilities. Green Country Workforce is an equal opportunity employer/program.

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- A. Allowable Training under WIOA Title I WIOA Title I Section 134(c)(3)(D) allows the following types of training:
1. Occupational skills training, including training for nontraditional employment.
  2. On-the-Job Training (OJT).
  3. Incumbent Worker Training (IWT).
  4. Programs that combine workplace training with related instruction, which may include cooperative education programs.
  5. Training programs operated by the private sector.
  6. Skill upgrading and retraining.
  7. Entrepreneurial training.
  8. Job readiness training provided in combination with the training services described in (1) through (7) above, or with transitional jobs, found at WIOA 134(D)(5) and 20 CFR §680.190.
  9. Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services provided in any of clauses (1) through (7); and
  10. Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.
- B. Exempt Training Services:
1. On-the-Job training (OJT),
  2. Customized training,
  3. Incumbent worker training, and
  4. Transitional employment, paid or unpaid work experiences or internships
- C. When the Local Board determines that:
1. There are an insufficient number of eligible training providers, such as in a rural area, or
  2. There is a program of training services with demonstrated effectiveness offered in the local area by a community-based organization or other private organization to serve individuals with barriers to employment, or

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3. It would be most appropriate to award a contract to an institution of higher education or other eligible provider of training services in order to facilitate the training of multiple individuals in in-demand industry sectors or occupations, and such contract does not limit customer choice.
  4. When the Local Board provides training services through a pay-for-performance contract.
- D. Eligible Training Providers and Programs Outside the Local Area or State: An individual may choose a training provider and program located outside the local area or the State, including an online training program, provided the training program is on Oklahoma's ETPL.

### **III. Eligibility Requirements:**

- A. Training providers must apply for inclusion on the statewide ETPL through Oklahoma's virtual case management system, OKJobMatch.com. Criteria and information requirements are established by OOWD (Office of Workforce Development).
- B. After one year of initial eligibility, these programs are required to meet specific performance data required of all training programs to remain on the ETPL.
- C. After the first year, if the program meets subsequent approval requirements, continued eligibility will be reviewed every two years.
- D. For subsequent approval, performance data will be collected by the GCWDB.
- E. The following factors must be considered by GCWDB, and addressed in the comments section as appropriate, when electronically recommending subsequent eligibility approval to OOWD:
  1. The specific economic, geographic, and demographic factors in the workforce areas in which providers seeking eligibility are located.
  2. The characteristics of the population served by providers seeking eligibility, including the demonstrated difficulties in serving such populations, where applicable.
  3. The degree to which training programs relate to in-demand industry sectors and occupations.

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4. The performance of a provider of program(s) of training services.
5. The program cost of training services.
6. The involvement of employers in the establishment of skills requirements for the training program; and
7. The impact provider performance will have on State-negotiated WIOA Performance Measures for all program participants.

F. With the exception of Registered Apprenticeships, state policy allows local boards to require additional information and/or set higher levels of performance for providers to become or remain eligible to provide services in their particular area. GCWDB is adding the following requirements:

1. Wages at Placement (Hourly): Participants must earn an hourly wage of \$10.42 in their program related field of employment. This figure is based on 70% of the LLSIL of \$21, 691 per year for a family of three ( $\$21,691 \div 2080 = \$10.42$ ) as established in OWDI #06-2019 entitled U.S. Department of Health and Human Services (HHS) 2019 Poverty Guidelines and U.S. Department of Labor's 2019 70% and 100% Lower Living Standard Income Levels (LLSIL) dated September 11, 2019.
2. Training Providers will provide a list of the provider's partnerships with businesses as requested.

**IV. Approval of Training Programs:** The approval of training programs/courses, initial and subsequent, will occur on the last business day of each month, when possible.

**V. Training Provider Appeal Process:** The training provider appeal process must follow the process outlined in OWDI #09-2020 Training Provider Eligibility and State List of Eligible Training Providers (ETPs) and Programs.


**VI. Equal Opportunity and Nondiscrimination Statement:** All recipients, and subrecipients/subgrantees must comply with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title-I financially assisted program or activity.

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**VII. Action:** The Executive Director is responsible for compliance of this policy. The Executive Director is responsible for annual review and revisions if needed. Any exceptions to this policy statement will require prior written approval from the Executive Director or chair of the Green Country Workforce Development Board.

This policy will be effective immediately upon approval of the GCWDB membership.



06/17/2021

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Chair, Green Country Workforce Development Board / Date

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