

CUSTOMIZED TRAINING GUIDELINES

Effective

July 1, 2026

Purpose

The purpose of this policy is to outline customized training guidelines, if offered by the local area.

Applies To

1. Stark Tuscarawas Workforce Development Board (STWDB)
2. Workforce Initiative Association (WIA)
3. All Area Subrecipients

References

1. [WIOAPL No. 15-24.1](#) Customized Training Guidelines
2. Workforce Innovation and Opportunity Act (WIOA)

Related Documents

Not applicable

Background

Work-based training is employer-driven with the goal of unsubsidized employment after participation. Customized training involves a commitment by an employer or employers to employ successful participants after they have completed the program.

Customized training is one type of work-based training model and is designed to meet the specific requirements of an employer or group of employers, allowing them to tailor and design work-based skills training. Section 3 (14) of the Workforce Innovation and Opportunity Act (WIOA) and the accompanying regulations in 20 CFR 680.760 and 680.770 establish that local workforce development boards (WDB) and the state may offer customized training through an agreement with either a vendor or employer.

Definitions

- **Customized training:** training that is designed to meet the specific requirements of an employer (including a group of employers); is conducted with a commitment by the employer to employ an individual upon successful completion of the training; and for which the employer pays:
 - A significant portion of the cost of training as determined by the local board involved, taking into account the size of the employer and such other factors, as the local board determines to be appropriate, which may include the number of employees participating in training, wage and benefit levels of those employees (at present and anticipated upon completion of the training), relation of the training to the competitiveness of a participant, and other employer-provided training and advancement opportunities; and
 - In the case of customized training involving an employer located in multiple local areas in the state, a significant portion of the cost of the training, as determined by the Governor of the State, taking into account the size of the employer and such other factors as the Governor of the State determines to be appropriate.
- **Planning region:** two or more local workforce development areas assigned by the state to align workforce development activities and resources with larger regional economic development areas and

available resources to provide coordinated and efficient services to both job seekers and employers.

Policy & Procedure

Stark Tuscarawas Workforce Development Board does not offer customized training at this time.

Responsible Party

Assistant Director, Stark Tuscarawas Workforce Development Board

Approving Authority

Executive Director, Stark Tuscarawas Workforce Development Board

Revision History

07-01-2026