

**ARRA NEG OJT and Formula WIA Title I OJT**

**Compare and Contrast:**

**What's Different? What's the Same?**

<b><i>What's Different?</i></b>	
<b>ARRA NEG OJT</b>	<b>Formula WIA Adult/DW OJT</b>
<p><b>Limited Program Period:</b></p> <ul style="list-style-type: none"> <li>- Until 6/30/12</li> </ul>	<p><b>Program Period:</b></p> <ul style="list-style-type: none"> <li>- Within Local Plan and Budget</li> </ul>
<p><b>Narrower Participant Eligibility:</b></p> <ul style="list-style-type: none"> <li>- Dislocated Workers Only</li> <li>- Dislocated Workers: Hardest-to-Serve; Greatest Barriers to Employment</li> <li>- Prolonged Unemployment” Defined: “Unemployed Beyond the State’s Average UI Duration”</li> <li>- Determined to Be “Unlikely to Return to Their Previous Industry or Occupation”, if Laid-Off Since 1/1/08</li> </ul>	<p><b>Broader Participant Eligibility:</b></p> <ul style="list-style-type: none"> <li>- Adults and Dislocated Workers</li> <li>Adults: Priority Only When “Training Funds Are Limited”</li> <li>- Dislocated Workers: Not Targeted by “Barriers” or “UI Duration”</li> <li>- Depending on State Policy Definition, Laid Off-Workers Must be Determined and Documented as “Unlikely to Return”</li> </ul>
<p><b>Limitations on OJT Contracts:</b></p> <ul style="list-style-type: none"> <li>- Reimbursed Wages: Capped at State Average Wage Rate</li> <li>- OJT Duration: 6-Months Max</li> </ul>	<p><b>Fewer OJT Contract Limitations:</b></p> <ul style="list-style-type: none"> <li>- Unless Local or State Policy:  No Wage Cap; Duration Limited to Time Needed</li> </ul>

<b>ARRA NEG OJT</b>	<b>Formula WIA Adult/DW OJT</b>
<p><b>Limitations on OJT Employers:</b></p> <ul style="list-style-type: none"> <li>- No Public Sector Employers</li> <li>- No ARRA-Funded OJT: Swimming Pools, Golf Courses, Casinos, Aquariums, or Zoos</li> </ul>	<p><b>OJT Employers:</b></p> <ul style="list-style-type: none"> <li>- Private, Not-for-Profit, Public</li> <li>- No ARRA-Funded Prohibitions on Employer Types</li> </ul>
<p><b>Increased Wage Rate Reimbursement Waiver:</b></p> <ul style="list-style-type: none"> <li>- Up to 90%, Based Upon: Employer Size and/or Participant/Job “Skill Gap” Size (As Defined in State Policy)</li> </ul>	<p><b>Wage Rate Reimbursement (Unless State Granted Waiver):</b></p> <ul style="list-style-type: none"> <li>- Up to 50%</li> <li>- No variance by Employer Size and/or “Skill Gap” Size</li> </ul>
<p><b>Exemption from “Credential Attainment” Performance Measure for ARRA NEG OJT Participants:</b></p> <ul style="list-style-type: none"> <li>- Must Still Report</li> </ul>	<p><b>If No Common Measures Waiver:</b></p> <ul style="list-style-type: none"> <li>- “Credential Attainment” Performance Measure, Includes Exited OJT Participants</li> </ul>
<p><b><i>What’s the Same?</i></b></p>	
<ul style="list-style-type: none"> <li>- Hire and Then Train</li> <li>- Expected Retention After OJT Period</li> <li>- Core and Intensive Before Training</li> <li>- Detailed and Justified Training Plan</li> <li>- Individual Employment Plan Documentation</li> <li>- Pre-Award Review</li> <li>- General OJT Contract Provisions and Requirements</li> <li>- Section 181 WIA Regulations: Employer Contracting Prohibitions</li> <li>- Contract Monitoring Requirements</li> </ul>	