



Informational Announcement **ARIZONA@WORK-Yuma County Training Policy** **WIOA On-the-Job Training (OJT)**

The purpose of this Informational Announcement is to inform the Local Workforce Development Area (LWDA) of an update to the Yuma County Training Policy for On-the-Job Training (OJT). In accordance with **WIOA Section 3(44), 20 CFR §680.700, and 20 CFR §680.720**, guidance allows the Local Workforce Development Board (LWDB) to increase the OJT reimbursement wage rate up to seventy-five (75) percent.

The LWDB is announcing that, due to funding availability, we are able to support the increase in OJT reimbursement wage rate **up to 75%** for a **limited period**. This temporary enhancement is intended to encourage greater employer participation, strengthen our local workforce system, and support the skill development of eligible participants.

Effective September 10, 2025, LWDAs are permitted to develop OJT agreements that reimburse employers **up to seventy-five (75) percent of the wage rate** to compensate for training costs. This is available for eligible OJT contracts executed during the approved period of **September 10, 2025 to May 2026**.

LWDAs must take into consideration the following factors when considering and approving an increase to the OJT reimbursement rate up to 75%, pursuant to 20 CFR 680.730.

- The Characteristics of the participants, by taking into consideration whether they are “individuals with barriers to employment”, as defined in WIOA sec. 3(24)
- The size of the employer, with emphasis on small businesses
- The quality of the employer-provided training and advancement opportunities
- OJT contract is in an in-demand occupation, and other factors that LWDB staff determine appropriate including:
 - a. The number of employees participating;
 - b. The wage and benefit level of the employee (both presently and completion); and
 - c. The relation of the training to the occupational competitiveness of the participant.

The maximum total amount awarded to employers per fiscal year is \$30,000 as approved by the LWDB.

LWDAs must document the applicable factor(s) in the participant’s case notes and Individual Employment Plan (IEP) or Individual Service Strategy (ISS).

All requests for clarification regarding implementation may be sent to Compliance@ypic.com.