



OJT Pre-Award Analysis

Company name _____

Address _____

City _____ County (drop down box: Johnston, Wake) State NC Zip _____

Contact name _____ Title _____

Contact phone _____ Email _____

Type of Organization For Profit Non Profit Public

of Current Employees in this Location _____ Years in Existence _____

Yes No

- | | | |
|---|---|---|
| — | — | Does the employer agree to ensure that the OJT will not result in the replacement of laid-off workers? |
| — | — | Does the employer ensure that the company has not exhibited a pattern of failing to provide OJT trainees with continued long-term employment? |
| — | — | Does the employer commit to providing long-term employment for successful OJT trainees, barring unforeseen economic conditions? |
| — | — | Does the employer agree to ensure that the OJT will not result in the full or partial displacement of currently employed workers nor will it infringe on promotional opportunities of current workers? |
| — | — | Does the employer agree to ensure that trainees will be provided the same benefits and working conditions at the same level and to the same extent as other trainees or employees working a similar length of time and doing the same type of work? |
| — | — | Does the employer agree to ensure that trainee wages to be paid are at least equal to both:
a) the federal, state or local minimum wage (Fair Labor Standards Act), and
b) other employees in the same occupation with similar experience? |
| — | — | Does the employer agree to ensure that trainees are provided with the same workers' compensation coverage as regular, non-OJT employees?
a) Worker's Compensation Company
b) Account #
c) Effective Dates: _____ to _____ |
| — | — | Does the employer agree to ensure that the OJT will not result in the impairment of |

- existing contracts for services or collective bargaining agreements?
- — Does the employer agree to ensure that OJT funds will **not** be used to directly or indirectly assist, promote, or deter union organizing?
- — Does the employer agree to ensure that WIA funds will **not** be used to relocate operations in whole or in part?
- — Does the employer confirm that the company has operated at current location for at least 120 days (unless the new location did not result in the layoff of employees at another location)?
- — Does the employer agree to provide safe working conditions for OJT trainees?

Please return via email to stephen.barrington@wakegov.com or by fax at (919) 856-6038