

b. Employment Standards

Subsidized employment must meet the employment standards listed below. When the subsidized employment does not meet all of the criteria, the client has good cause for refusing or failing to accept the position.

- The employer must not be in violation of the Civil Rights Act, the Americans with Disabilities Act or any other law governing the equal treatment of employees in the workplace.
- The employment must not impair existing contracts for service or collective bargaining.
- The starting wage must be at or above the applicable state or federal minimum wage.
- The recipient is not eligible for a \$25 transportation payment.

F. EMPLOYER INCENTIVE PROGRAM (EIP)

EIP provides participants hired by either public or private employers, with subsidized training and employment. Prior to the placement, the employer must commit to retain the employee after the completion of the contract. It is a hire-first program with training paid for by the Department.

EIP provides the participants with structured skills training, an opportunity to improve skill levels, and provides the marginally employable with an opportunity to become employed. The expected outcome at the conclusion of the contract is unsubsidized employment.

1. Who May Be An EIP Employer

Any employer, including a public agency, not-for-profit organization, and private business which is licensed to conduct business in West Virginia is eligible to be an EIP employer, provided all business tax payments are current. In addition, the employer must agree to the requirements specified below.

2. Employer Requirements

The employer must meet the following requirements:

- The employer must guarantee appropriate standards for employment.
- The employer must guarantee there will be no displacement/replacement.
- EIP placements must not provide more than 50% of the employer's labor force.
- The contract must be for at least 20 hours per week.
- Out-of-state training sites must be within 15 miles of the WV border.
- The employer must make a commitment to retain the client at the conclusion of the contract.
- The employment must be permanent and not on a seasonal basis.
- The number of EIP training hours are based upon the starting wage as shown:

Beginning Hourly Wage	EIP Training Hours
\$7.25 through \$7.99	400
\$8.00 through \$8.99	500
\$9.00 or more	600

Contracts are not written for the following:

- Employers in a highly mobile industry
- Contracts are not written for occupations that require certification and/or licensure, such as for a CNA, LPN or RN, if the schooling/training results in a certificate or license.
- Occupations requiring minimal training
- A transportation payment of \$25 may be made for each month of participation.