

It also is recommended that Boards examine opportunities to establish summer employment in the health care field. These summer employment opportunities can be linked with ongoing training and education, beyond the summer months, leading to credential attainment.

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Boards may establish a combination of public sector, private sector, and nonprofit summer employment opportunities.

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Boards must provide extensive public announcements on the availability of these summer employment opportunities, and adopt selection criteria to ensure that one employer is not favored at the expense of another employer.

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Summer Employment/Work Experience Worksites

Boards must ensure that:

- arrangements do not unfavorably impact current employees and do not impair existing contracts for services or collective bargaining agreements;
- arrangements do not impact the profit margin of a for-profit company; and
- opportunities are *not* in any casino or other gambling establishment, aquarium, zoo, golf course, or swimming pool.

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Boards also must ensure that each work experience worksite complies with the following:

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- Health and Safety regulations;
- Fair Labor Standards Act; and
- All other applicable federal and state employment laws, including wage and hour provisions and child labor laws.

Minimum Amount of ARRA Adult and Dislocated Worker Funds for Training

Boards must ensure that 67 percent of ARRA adult and dislocated worker program funds are expended on costs for participants to engage in training, including necessary support services and needs-related payments (NRPs). Training includes the following:

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- Occupational/vocational training
- OJT
- ~~Internships~~
- Entrepreneurial training
- Private sector training programs
- Customized training
- Apprenticeship
- Direct contracts with institutions of higher education for training and curriculum development