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Title 22@ Social Security

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Division 1@ Employment Development Department

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Subdivision 1@ Director of Employment Development

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Division 3@ Employment Services Programs

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Part 1@ Employment and Employability Services

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Chapter 1.5@ Employment Training Panel

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Article 2@ Proposal Process

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Section 4427@ Temporary Agency

## 4427 Temporary Agency

(a) The Panel may fund training for employees of a "temporary services agency" or "leasing agency" within the meaning of Unemployment Insurance Code Section 606.5 (Agency), as set forth herein.

### (b)

Agencies employ both permanent and temporary workers. The permanent worker performs administrative duties, usually on the premises of the Agency (Permanent Worker). The temporary worker provides services for the Agency's clients, ranging from clerical to professional, usually on the premises of the client (Temporary Worker).

### (c)

Employment retention for purposes of a Panel contract will be permitted with Agencies only in the following circumstances: (1) As Permanent Workers under a single employer contract, if the Agency is otherwise eligible. (2) As Temporary Workers under a Multiple Employer Contract.

#### (1)

As Permanent Workers under a single employer contract, if the Agency is otherwise eligible.

#### (2)

As Temporary Workers under a Multiple Employer Contract.

**(d)**

In addition, new-hire placements as a Temporary Worker shall be no more than 20% of the total new hire trainee population. This cap will be applied by ETP to the number of trainees who have completed training and retention and reached the applicable Minimum Wage, at the time of fiscal closeout for the training project as a whole. The panel may modify this 20% cap on a case-by-case basis for good cause shown.

**(e)**

On a case-by-case basis, Temporary Workers may be trained so long as they are hired by a single employer under a single-employer contract, or by a participating employer under a multiple-employer contract, for purposes of full-time retention and related requirements. The Panel may approve this type of "temporary to permanent" hiring model based on the extent to which the training is designed to further overall goals and objectives of the ETP program.