



ADMINISTRATIVE RULES OF MONTANA

24.22.327 GENERAL REQUIREMENTS REGARDING TRAINING

- (1) In order to qualify for reimbursement, training must:
 - (a) be provided by an eligible training provider; and
 - (b) consist of:
 - (i) skills-based training that meets the criteria contained in (4);
 - (ii) certified training that meets the criteria contained in (5); or
 - (iii) online training that meets the criteria contained in (6).
- (2) A training provider is eligible to provide training if the trainer is:
 - (a) a qualified educational institution recognized under 53-2-1216, MCA;
 - (b) a registered apprenticeship program that is in compliance with Title 39, chapter 6, MCA; or
 - (c) an entity or individual approved by the department, meeting the criteria contained in (3), to provide workforce training.
- (3) An entity or individual may be approved by the department to provide workforce training. The department may, in its discretion, reduce a grant or disapprove an individual or entity if the costs or rates are significantly in excess of costs or rates of similar training. The individual or entity may be approved based on one or more of the following criteria:
 - (a) the trainer can demonstrate substantial experience and background in the industry or occupational field relevant to the proposed course of training;
 - (b) the trainer possesses industry-recognized competency in the subject matter of the proposed training, as demonstrated by a certificate or similar credential issued by a bona fide industry source or organization; or
 - (c) the trainer demonstrates other suitable qualifications as may be reasonably accepted by the department.
- (4) Skills-based training:
 - (a) is training that:
 - (i) increases the quality of tasks an incumbent worker is able to perform;
 - (ii) increases the number of types of tasks an incumbent worker is able to perform; or

- (iii) provides the ability to demonstrate that the incumbent worker is able to execute new tasks, or old tasks in new ways, as a direct result of the training; but
- (b) does not refer to training that generally increases an incumbent worker's knowledge of a topic area or areas.
- (5) Certified training must result in a nationally recognized or industry-recognized credential being awarded in recognition of attainment of a measurable technique or occupational skill, based on standards developed or endorsed by employers.
- (6) Training must include direct, live access to the trainer.

Authorizing statute(s): 53-2-1220, MCA

Implementing statute(s): 53-2-1217, 53-2-1218, MCA

History: NEW, 2017 MAR p. 2433, Eff. 1/1/18; AMD, 2022 MAR p. 1074, Eff. 7/1/22; AMD, 2023 MAR p. 568, Eff. 7/1/23.