



## **Community Based Training FAQ's**

### **How long does the training last?**

Consumers can participate in training for a maximum of 80-160 hours in a month. The exact hours will be discussed and agreed upon at the time of placement. We allow the training site supervisor to make schedules that accommodate their needs. Depending on consumers' performance, training can end prior to the agreed upon number of hours being reached. In some instances, consumers have performed so well in their first week or three weeks that employers have decided to hire them!

### **Do I have to pay consumers/ participants?**

No. The Achievement Center-Easter Seals is responsible for paying the consumers wages during the training period.

### **Have participants had background checks and drug screens?**

Most have not had drug test or back ground checks done, but they can be done upon request at the expense of the Achievement Center.

### **Am I obligated to hire participants?**

Agreeing to train our consumers does not obligate you to hire them. However, if a consumer has performed well and could be an asset to your business, you do have the first option to hire them.

### **Who is responsible for workers compensation/liability?**

The Achievement Center-Easter Seals assumes responsibility for worker's compensation/liability. Upon request, AC-ES will provide documentation indicating that you, the training site are not responsible.

### **Who addresses issues that may occur during training (i.e. attendance, tardiness, insubordination, etc.)?**

It is a joint effort between the consumer's supervisor at the training site and AC-ES staff. We ask that issues be addressed by the supervisor immediately, as this is to be treated like a job, and AC-ES staff will reinforce what the supervisor has discussed. In the event you are not comfortable with addressing concerns with a consumer, contact AC-ES staff and we will happily address any issues or concerns you have.

### **What if the participant isn't working out?**

At any time during the training process you reserve the right to end a participant's training. We ask that you keep in mind that participants are placed with you to be trained, and that you give each individual time to learn their responsibilities. If you find that the participants are not a good match for your business, you are not obligated to continue to training them.