



Absentee Shawnee Tribe of Oklahoma



WORKFORCE TRAINING AGREEMENT

The Absentee Shawnee Tribe of Oklahoma (Tribe), by establishing the Workforce Development and Career Initiative (Program), values the benefits of training to the labor force within the Tribe and the surrounding area within the State. In furtherance of the Program, the Tribe is committed to training certain qualified individuals (Trainees) and to providing on-the-job training during employment for the benefit of the Trainee. Trainee benefits include training, education, and experience (Program Investment) at the Tribe's expense. During the training, the Trainee will be paid by the Tribe as a supervised employee.

Upon completion of the training, resulting either in a program completion certificate or other qualification certification, the Trainee agrees to work for the Tribe for a period of time under a training payback program, wherein the Trainee agrees to work for the Tribe for a period of time (Payback Program Period) as a compensated statutory employee, so that the Tribe may realize the benefit of its Program Investment.

With this understanding, the Trainee hereby agrees to enter into the Program to receive the benefit of the program in the area of: _____.

The training, education, and experience will involve the following:

- a. _____
- b. _____
- c. _____
- d. _____

Upon completion of the training and education program above, the Trainee agrees to work for the Tribe as a compensated statutory employee for a period not less than _____ months (Payback Program Period), for which the successful Trainee shall be paid a salary and/or hourly wage and benefits as would any other compensated statutory employee at the same level of employment with an Incremental Pay Period Credit towards Payback Cost of \$_____ per month. (Per Worksheet A)

In the event the Trainee fails to complete the program or should find employment prior to the expiration of the Program Payback Period (Default), the Trainee shall be obligated to pay back the actual cost of training incurred or expended by the Tribe on behalf of the Trainee for training, education, and experience. (See Worksheet A) Default may also include any terminable action committed by the Trainee while employed by the Absentee Shawnee Tribe of Oklahoma as determined by the Trainee's supervisor, the Project Coordinator, or Human Resources in accordance with the Tribe's Administrative Manual.

While the expectations and terms of this Agreement are contractual and defined above, the Tribe recognizes life is not always predictable. In the event the Trainee needs modification or revision of the Agreement due to unforeseen events, the Trainee is encouraged to update the Project Coordinator over the Program for assistance, which could include an extension, modifications, release, or other benefits which would lead to the successful completion of the Program. Successful completion of the Program would be beneficial to the Trainee upon entry into the workforce with the skills and training necessary for gainful employment, which is the goal and ultimate purpose of this Program. Please notify the Project Coordinator of any problems or completion issues as they occur. We will work with you.

This Agreement shall be interpreted under the laws of the Absentee Shawnee Tribe of Oklahoma and any litigation or dispute shall be resolved exclusively within the Courts of the Absentee Shawnee Tribe of Oklahoma.

Executed this _____ day of _____, 2022, between the Parties hereto.

Trainee

**Absentee Shawnee Tribe of Oklahoma
Lt. Governor &/or Representative**

Workforce Project Coordinator