**Section 302.170 Programs**

The Director may establish trainee or apprenticeship programs for new and/or incumbent employees in accordance with the Position Classification Plan or at the request of an operating agency. No trainee position under this Part shall be established in any class other than a trainee class. A trainee or apprenticeship program shall prescribe the purpose, duration and method of selection and shall include curriculum information and employee benefits in a form and manner required by the Director. A trainee or apprenticeship program may be established for one or more of the following purposes and shall be for a duration not to exceed the limits stated in the class specifications therefor.

a) To develop, through an established program of supervised training and experience, qualified employees for positions which are, in the judgment of the Director, difficult to fill with qualified employees;

b) To cooperate with recognized educational institutions and organizations by making available opportunities for supervised training and work experience required for satisfactory completion of such cooperative or affiliate training programs;

c) To provide specialized orientation and training necessary for satisfactory performance of jobs in technical or professional fields;

d) To attract and interest better qualified employees to State service by selecting outstanding persons and giving them supervised work experience during their period of academic training.

e) To provide training or developmental work experience for the socially, culturally, economically or physically disadvantaged which would assist them in acquiring or augmenting employment skills and/or provide employment opportunities of limited duration.

(Source: Amended at 3 Ill. Reg. 1, p. 63, effective January 1, 1979)