

25 NCAC 01K .0402 DETERMINATION OF NEED FOR TRAINING

Before utilizing non-state sources for training and development activities, an agency must determine that:

- (1) agency employees currently lack the requisite competencies to meet the specified performance need.
- (2) education and training is not available within North Carolina state government to meet the agency's need(s); Education and training is not available when:
 - (a) existing programs in state government will not meet the need;
 - (b) new programs cannot be cost-effectively established to meet the need;
 - (c) inquiry has failed to disclose available, cost-effective programs in other state agencies, the Office of State Human Resources, public education, higher education institutions, or elsewhere in state government.

History Note: *Authority G.S. 126-4;*
Eff. February 1, 1976;
Amended Eff. March 1, 2005; January 1, 1979;
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016.