

Training Options Overview

Business Council

June 17, 2014

Individual Training Account (ITA)

- WIA eligibility required
- Training Provider listed on the ETPL
- Limited to \$8,000 per individual
- Referred to as Occupational Classroom Based

On-the-Job Training (OJT)

- WIA eligibility required
- Employer pays 50% of training wage
- Limited to \$6,000 per individual
- Trainee must have measurable skill gap
- Min. 30 hour per week position
- Employer should retain worker

Employment Training Panel (ETP)

- WIA Eligibility NOT required
- ETP reimburses employer for training costs
- Employer selects training provider
- Employer determines training need, duration, schedule, & delivery method
 - 8 hours min training per trainee for small
 - 24 hours min training per trainee for large
- Jobs must pay \$16 per hour or more
- For-profit manufacturer or service co. that sells some services outside CA
- Via referral from Business Services provider

Customized

- WIA eligibility required
- Employer match on a sliding scale based on size:
 - 10% for < 50 employees
 - 25% for employers with 51-250 employees
 - 50% for employers with 250+ employees
- Designed to meet special requirements of employer or group
- Employer commits to employ/retain upon successful completion
- Provider must be on ETPL
- Provider competitively procured

Incumbent Worker Training (IWT)

- Requires State approval to use A/DW funds
- WIA eligibility required for Adult funds
- Adult funds serve low-income only
- DW funds only for “layoff aversion”
- No employer contribution
- Training restricted to Skill Attainment activities
- Process for:
 - determining whether training would avert layoff
 - Determine whether training itself is appropriate

Incumbent Worker Training (IWT)

- WIA eligibility NOT required for RR funds
 - Must be a “layoff aversion”
 - Skill Attainment activities only
- No employer contribution
- Process for:
 - identifying employers with potential layoffs
 - Identifying IWT needs within industries

Cohort

- WIA eligibility required
- Either direct contract with institution of higher education or provider on the ETPL
- Cannot limit customer choice
- Benefits include team learning, peer support & networking

Contracts with Institutions of Higher Education

- Occupational Skills, Adult Education & Literacy
- Allows for curriculum development to result in short-term increase in training capacity
- May procure a portion of training class
- WIB pays for full cost of training at beginning
- Contracts cannot limit customer choice
- Assess current offerings to ensure no duplication of existing training courses & curricula

Entrepreneurial Training

- WIA eligibility applies
- Performance Metrics:
 - Completion of program
 - Development of a business plan
 - Attainment of a Federal Employer ID number
 - Registration as a “dba”
 - Proof of business checking account
 - Secure home occupancy permit or local business license

Apprenticeship

- WIA for “apprenticeable occupations” including pre-apprenticeship
- Programs must be approved by Div. of Apprenticeship Standards
- WIA funds for Related Supplemental Instruction (RSI) up to 144 hours of instruction
- Employer pays 100% of wages