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April 2021 Collaborative Statewide Peer to Peer Presentation

featuring:

Employment Training Panel



- **Welcome & Introductions**
- **Housekeeping & Zoom Etiquette**
 - Mic's have been muted upon entry, please remain muted.
 - Feel free insert questions into the chat box and the presenters will address them at the end of the presentation.
 - Closed Caption option is available on the bottom of your screen next to the chat box.
 - Session is being recorded.
 - Todays event will be sent to all attendees within the next 7-10 days.



- **Reason for Presentation**

- This Peer-to-Peer presentation will highlight the Employment Training Panel as they highlight their statewide partnerships, challenges, and implementation efforts that leverage technical assistance to help scale your efforts locally and regionally.

- **Your Feedback**

- Will be solicited via Polls/Survey.

Presenter's Biography



Robert Meyer
ETP

Director of Economic Development



Elsa Wadzinski
ETP

Senior Economic
Development Analyst,
Southern District

Employment Training Panel

Collaboration and Partnership: Program Update

**Robert Meyer
Director of Economic
Development**

www.etp.ca.gov



ETP Program Update

What is ETP?

Who Can Contract?

Basic Employer and Trainee Eligibility

All Things Training

Reimbursement and Application Process

Program Updates for FY2020/2021

Looking forward into FY2021/2022

What is successful partnership?

Example Contractors

Questions & Answers



What is ETP?

ETP is a business and labor supported State agency that uses a **pay-for-performance contract** to reimburse the costs for employer-customized job skills training.

ETP does not:

- provide training
- mandate training topics for employers
- select or approve trainers



What is ETP?

ETP is department within the Labor and Workforce Development Agency.

ETP is led by an eight-person **Panel** appointed by the Governor, Assembly and Senate Leaders and Governor's Office for Business and Economic Development.

ETP has 4 Regional Offices to develop and monitor contracts. The Economic Development Unit is responsible for ETP's inter-agency engagement and project support.



How is ETP funded?

ETP is funded through Unemployment Insurance Collection of the Employment Training Tax.

ETT is 0.10% of reported wages for the first \$7,000 in reported income (roughly \$7 per worker, per year).

Funding is aggregated into the Employment Training Fund administered by ETP.

ETP will fund nearly \$80 Million in training for FY2020/2021. For FY2021/2022, we anticipate approximately \$68 Million available for training contracts.



Who can contract with ETP?

- **Employer** – Private for profit and certain private, non-profit Employers
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- **Group of Employers** – Chambers of Commerce, Trade Association, Economic Development Corporation
 - Public or Private **Training Agency**
 - **Workforce Development Board**
 - Workforce Investment and Opportunity Act (WIOA) **Grant Recipient/Administrator**

Key term – Multiple Employer Contractor



Basic Employer Eligibility

Employers must be subject to the Employer Training Tax and use EDD to report wages for employees. This is private-for-profit employers, primarily.

- excludes most non-profit and public employers.

Employers retraining workers must face **Out-of-State Competition** or meet alternative eligibility requirements including:

- High wage occupations
- High Unemployment Areas or
- Serving individuals with multiple barriers to full time employment (veterans, justice-involved workers)



ETP Program Details

Trainees: New and Existing Full-time Workers
Unemployed Individuals
Apprenticeship and Journey Workers
Small Business Owners

Training: Employer-Customized Job Skills
May include job readiness training and
exclude legally-mandated training

Flexible Delivery Methods and Provider Choices

Contracts require an *In-Kind Contribution*



Basic Trainee Requirements

Trainees meet, receive or have exhausted Unemployment Insurance Benefit claim eligibility.

Trainees must complete a minimum of 8 hours of training within the contract term.

- New Hire Maximum is 260 hours of training.
- Retraining Maximum is 200 hours of training.

Training Funds are **EARNED**

- after a post-training employment retention period (usually 90-days) AND
- worker is earning in excess of a contract-specified minimum wage.



2021 ETP Minimum Wages

Effective for contracts approved on or after January 1, 2021 and before December 31, 2021.

Category	New Hire (Minimum Wage After Retention)	Retrainee (Minimum Wage After Retention)
Standard ETP Minimum Wage	\$15.65 - \$17.39	\$19.12 - \$20.86
High Unemployment Area (with Wage Waiver)	\$14.00	\$14.34 - \$15.65*

Job Creation Retrainee minimum wage is \$15.00 (effective 7/1/19)

SET Frontline Workers	\$34.77
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SET Frontline Workers (Critical Proposal/Priority Industry)	\$26.08
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* The contract will reflect the employers minimum wage if greater than the ETP required minimum wage.



Common Training Topics

Business Skills (Sales, Customer Service)

Computer Skills (CAD/CAM, MRP/ERP, Cybersecurity, Cloud Computing)

Commercial Skills (Non-Manufacturing Processes)

Manufacturing Skills (Equipment and Processes)

Continuous Improvement (SPC, Project Management, ISO Processes)

Hazardous Materials and OSHA10/30

Literacy and Remedial Skills (job-related, assessed)



All Things Training: Delivery

ETP funds the following delivery methods:

Classroom/Laboratory [1:20 Retraining and 1:15
New Hire trainer-to-trainee Ratios]

Interactive E-Learning/Videoconference [1:20]

Non-Interactive Computer-Based Training

Advanced Technology [1:10]

Productive Laboratory [up to 1:3, 1:1 preferred]



Reimbursement *(the good part)*

The cost of training is the cost of training.

ETP uses a **fixed-fee training reimbursement rate** that is inclusive of all administration and training costs. Support Costs may add up to 8% to ETP reimbursement rates for MECs.

ETP reimbursement rates are contract specific but range from \$9 - \$23 per trainee, per training hour.

**ETP reimbursement = total training hours provided
x the training reimbursement rate.**

New Hire Training costs can not be passed to trainee.



FY 20/21 Reimbursement Rates

Training Type	Class/Lab, Productive Lab Videoconference, E- Learning Rates
CBT (Self-paced/Non-Interactive)	\$9
Apprenticeship and Pre-Apprenticeship	\$18
Non-Priority Industry	\$20
Special Populations, Priority Industry, Critical Proposal, Advanced Technology	\$23

ETP Related Costs

Administrative Fees: ETP Contractors may hire an administrator to provide record-keeping and other administrative duties and pay them any amount up to 13% of the *earned* amount of ETP funding.

Development Costs: ETP Applicants may hire a subcontractor to assist in development of the project, which may NOT be paid for with ETP funds.

ETP has dedicated help desks for Administrative and Technical Assistance during the development of the Application and through the full term of the Contract!



ETP Administration *(the catch)*

Contractor is responsible for all contract administration including record keeping and payroll documentation

- *even* if a third-party has been contracted to provide these services.

ETP provides technical assistance throughout the contract development process and during the training delivery.

Have an issue? Talk with ETP staff as quickly as you can.



ETP Application Process

1. Orientation
2. Preliminary Application
3. Site Visit
4. Application for Funding
5. Panel Approval
6. Training Begins*

* training can not be reimbursed retroactively by ETP



Fiscal Year 2020/2021 Updates

ETP will have funded nearly \$80M in training for FY2020/21; \$18.7M remains in development.

To ensure funding availability ETP:

- Lowered project caps and funding allocation levels (except for small business)
- Focused funding toward most competitive projects
- Focused contract development on reopening the economy

COVID-19 Response Plan and Pilot

Placed limits for non-priority industry projects and moratorium on the lowest program priorities



Key Initiatives for FY2021/2022

Job Creation, Equity and Impact

COVID Response Plan

Priority Industries

Critical Proposal (GO-Biz)

Zero Emission Vehicle Technology (GO-Biz)

CASCADE and CADENCE (OPR)

RESPOND (Natural Disaster)

Apprenticeship, Pre-Apprenticeship and
Journey Worker Training

Aligned State and Federal Grants including
SEED Initiative, PFL



Heading into FY2021/2022

Better Job Higher Wages

Aligned Workforce Opportunities and
Increased Collaboration

Pursuit of Additional Funding Aligned with
State and Federal Grants

Cal-E-Force

New Software Backbone for ETP
Application and Contract Development
Administration and Invoicing processes.



Successful Partnership

Engage your partners to build and sustain your program

ETP Training Opportunities List for Active Contractors serving your region

<https://etp.ca.gov/training-opportunities/>

Low Cost (Free) Engagement Support
Leverage Opportunities, Coordinate
Incentives and Create New Linkages

What if?



Keys to Successful Project Planning

Understanding of Training Needs

Industry Profiles and Engagement
Assessment

Local and Regional Workforce Partners

Available Funding and Resources

Establishing and Honoring Roles

Planning / Assessment

Administration / Training

Stuck? **Call ETP**



Contracting Models

California Workforce Association - \$599,837

Will retrain up to 421 manufacturing and allied healthcare workers, including production workers and CNAs. Statewide.

Rising Sun Center of Opportunity - \$58,605

Will train and place 15 Workers (At-Risk Youth and Justice Involved) into full-time entry-level Construction employment. SF Bay Area.



Contracting Models

El Camino Community College District - \$749,196

Will retrain up to 764 manufacturing workers, technicians and engineers. Statewide (Upskill California)

Upskill California – Clean Transportation Program

Advanced/SMART Manufacturing - CADENCE

Cybersecurity/Continuous Improvement - CASCADE

California Polytechnic University SLO - \$175,890

Will retrain up to 110 manufacturing workers, technicians, IT/ programmers, and engineers. SLO and Santa Barbara Counties

Amazon AWS/Commercial Space - CADENCE

Cybersecurity/Continuous Improvement - CASCADE



Contractor Spotlight

Managed Career Solutions - \$208,876

Will train and place 50 Veterans into full-time employment as Executive Security Professionals and CNA. Los Angeles Region.

COVID Rapid Reemployment and Retraining Pilot project for \$200,000. Will train and place 100 Unemployed Job Seekers, primarily veterans, into full-time security, healthcare and retail employment. Los Angeles Region.

*Dr. Phillip Starr, Executive Director
Managed Career Solutions, Inc.*



Talking Brackets with Dr. Starr

What has ETP contracting and reimbursement allowed Managed Career Solutions to do?

What challenges have you had with ETP and how have you overcome them?

What have been your best partnerships supporting your work with ETP?

What Lessons learned would you share?

Any advice for Pre-ETP Dr. Starr?



Connecting to ETP

The ETP Economic Development Unit provides presentations, interactive program overviews and assistance for all interest applicants. They explore and develop leveraged funding opportunities and provide free direct application and technical assistance for potential contractors.

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Additional ETP Material Printed or Online Version Only



Paid Family Leave Small Business Grant

The PFL program administered by EDD allows California workers to take paid leave to bond with a new child or to care for a seriously ill family member.

- Beginning July 1, 2020, this leave has been expanded from six to eight weeks.
- The current proposed budget also expands the 12 week non-paid protected leave to all businesses, regardless of business size.

More Information on PFL:

https://edd.ca.gov/Disability/Paid_Family_Leave.htm



Paid Family Leave Small Business Grant

ETP has been designated to administrate \$1,000,000 in California State General Fund dollars to support Small Businesses with fewer than 10 employees that are impacted by the expansion of the Paid Family Leave Program.

The principal impacts on the employer will be:

- training and upskilling existing workers to cover the duties of the employee on PFL
- hiring and training additional workers



Paid Family Leave Small Business Grant

Any eligible small business may receive \$500 per employee utilizing PFL.

- This payment will help cover any of the costs of hiring and or training other employees to take over the duties of those out on PFL.
- Funds are paid by the PFLSB Grant Awardees. The contact information for the awardees will be posted on the ETP website once finalized:

www.etp.ca.gov/grants



Social Entrepreneurs for Economic Development Grant

SEED will support the entrepreneurship of immigrants and limited English proficient individuals, through the provision of micro-grants, training, outreach, and technical assistance to help launch or sustain small businesses aimed at addressing social problems or community needs.

This \$10M grant will be awarded to non-profit Community Based Organizations (CBOs) serving this population and these communities. The awards will be announced at the March 2021 Panel Meeting.

For More Information: www.etp.ca.gov/grants

