

Employment Training Panel Program Overview

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Today's Session/Agenda:

- ETP Overview and Updates
- Essential ETP – Aka the 101
 - Employer and Trainee Eligibility
 - Training and Reimbursement
 - Application Process
- Featured Partners
- Questions & Answers



What is ETP?

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

ETP funding is **NOT** a grant.

ETP does **not**:

- provide training
- mandate training topics for the employer
- select or approve trainers

Contracts are two years in length, based on need.



San Diego Regional Office

Proudly focused on San Diego, Riverside, San Bernardino and Imperial Counties.





Where Do ETP Funds Come From?

ETP is funded through Unemployment Insurance Collection of the **Employment Training Tax**. (roughly \$7 per worker, per year).

Funds are aggregated into the **Employment Training Fund** which is administered by **ETP (aka the Panel)**. The appropriation for ETP is established annually by the legislature but based upon UI collection estimates.

ETP estimates \$94.9M in contracting capacity for FY24/25.



Fiscal Year 2024/2025 Updates

ETP continues administering grant programs & alternative funded programs supported by the State General Fund. These include:

- \$10M for **Workforce Literacy Pilot Program**
- \$25M for equity focused job creation in the **Healthcare Workforce Advancement Fund.**

ETP has launched a new core program:

- \$10M for an **Agriculture Initiative** to serve agriculture employers by upskilling agriculture and farmworkers to transition into better jobs.



Fiscal Year 2024/2025 Updates

ETP increased reimbursement rates to strengthen the impact of awarded ETP funding.

ETP Adjusted project caps to strengthen the impacts and MECs and Critical Proposal.

ETP will institutionalize Human Centered Design principals to improve and streamline its application and contract development processes.

SB 1321 implementation



Paid Family Leave Small Business Grants - **ACTIVE**

Two awarded entities will distribute micro-grant payments to California's small businesses with 100 or fewer employees who have at least one employee utilizing the PFL program. (\$1M)

Each small business may receive up to \$2,000 per employee (FTE 1-50) and \$1,000 per employee (FTE 51-100) for each PFL usage.

www.californiapfl.com



Job Creation, Equity and Impact

Priority Industries and Small Business

- Grow businesses, create new jobs, and retain jobs
- Align training programs to fit job needs

Climate and Environmental Strategy

- RESPOND to natural disasters
- Support zero-emission vehicle technology

Aligned State / Federal Grants

- CASCADE (OPR), CADENCE, CHIPS Act

Equity

- Focus on underrepresented workers and job seekers
- Support economically disadvantaged communities



Vision 2030

“We support the importance of equitable access, support and success while bringing to the forefront equitable socio-economic mobility for historically underserved groups.”





CALIFORNIA JOBS FIRST

Building a Community-Led,
Climate-Forward Economy



California Community College Funds (CCCF)

- The state fiscal year 21/22 budget includes \$15 million in general fund dollars to ETP “to align and operate with the community college system, in partnership with the California Community Colleges Strong Workforce Program.” This ETP program is known as “California Community College Funds (CCCF)”. Funding was available for encumbrance / expenditure until June 30, 2024.

\$13 million dollars and 10,000 people trained



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Essential ETP

- Eligible Trainees
- Types Of Training We Fund
- What We Don't Fund
- Trainees
- Performance
- Reimbursement: \$11/\$24/\$28
- In Kind Contribution



Who can contract with ETP?

- **Employers** – Private for profit and certain private, non-profit Employers
-
- **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



Multiple Employer Contracts (MECs)

- A Multiple Employer Contractor (MEC) is an eligible entity who holds an ETP Contract to fund training for ETP Eligible Participating Employers.
- Participating Employers are subject to the same eligibility requirements as a Single Employer.
- MEC alternative to Single Employer Contracts may support:
 - Immediate or short-term training needs,
 - Industry specific training or certification needs, or
 - No desire to administer an ETP Contract

(Link to current MEC List on ETP website:

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



Are you an Eligible Employer?

To be eligible for ETP funding, or to participate in a MEC ETP funded contract for training, Employers must be:

Subject to the Unemployment Insurance contribution and the Employment Training Tax (**tax-rated**)

1. Have One or More Full-Time Employees
2. Use a California Employer Payroll Tax Account Number to report wages (DE-9, DE-6 or DE-1)

Under certain circumstances non-profit employers may benefit from ETP-trained placements. Also, special criteria may exist for alternatively funded programs.



Employers/Participating Employers Must Demonstrate the following:

- The Need for Training
- That Funding is supplemental and not supplanting the company's own funds
- That they provide Secure Jobs (low turnover rate) and
- An **In-Kind Contribution**, includes wages paid during training, course materials, equipment depreciation and facility rental. Does not mean cash on hand.

What Companies Can You Train?

Eligibility: Each participating employer must be eligible on their own

Tax Rated: Employers must pay into the ETT to receive ETP funding

Industry: Your MEC can serve a specific industry

Geography: Your MEC could focus on eligible employers in a region/zip

Common Training Needs: Employers might all need a common training across their industries and geography



Employment Training Panel - Trainee Wages

Minimum Wages for Calendar Year 2024

(Health benefits of up to \$2.50 may be used to meet all wage requirements, subject to Panel approval)

STANDARD WAGES			REDUCED STANDARD WAGES (HUA)	
COUNTIES	NEW HIRE	RETRAINEE	NEW HIRE	RETRAINEE
	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION
Alameda, Marin, San Mateo, Santa Clara, and San Francisco	\$20.50	\$24.60	\$16.00	\$18.45
Contra Costa	\$20.21	\$24.25	\$16.00	\$18.18
Los Angeles	\$19.30	\$23.15	\$16.00	\$17.37
Orange	\$18.76	\$22.55	\$16.00	\$16.91
San Diego	\$18.94	\$22.72	\$16.00	\$17.04
All Other Counties	\$18.45	\$22.55	\$16.00	\$16.91
<p>Retrainee Job Creation wage is \$1.50 above the statewide minimum wage. The minimum wage requirement for Retrainee Job Creation training shall not be lower than \$17.00.</p>				
<p>Note: Trainees must earn at least the State of California or local minimum wage rate (whichever is higher) that is in effect at the time of Final Payment, regardless of the ETP Minimum Wage set forth in this Chart.</p>				
STATEWIDE AVERAGE WAGE (SET)			MODIFIED STATEWIDE AVERAGE WAGE (SET)	
TERM BEGINNING DATE			<p><i>Trainees may earn up to 25% below the State average hourly wage. Workers must work in a priority industry sector or be funded for training under a Critical Proposal. This wage modification will be determined on a case-by-case basis</i></p>	
Jan. 1, 2024 - Dec. 31, 2024	\$41.00		\$30.75	

Note: Trainees must earn at least the State of California or local minimum wage rate (whichever is higher) that is in effect at the time of Final Payment, regardless of the ETP Minimum Wage set forth in this Chart.



2024 ETP Trainee Wages

If an employer is paying benefits to trainees, they may use Health, Dental and Vision benefits up to \$2.50 to help meet the minimum wage requirement on a case by case basis



ETP Training and Curriculum

ETP funds a broad range of employer-customized job skills training utilizing various training delivery methods.

ETP training may also include ancillary job readiness training needed for traditionally underserved workforce populations.



Common Training Topics

Business Skills (Sales, Customer Service)

Computer Skills (CAD, MRP/ERP, Cybersecurity)

Commercial Skills (Non-Manufacturing Processes)

Manufacturing Skills (Equipment and Processes)

Continuous Improvement (SPC, Project Management, ISO Processes)

Hazardous Materials and OSHA10/30

Management and Leadership Skills

Literacy and Remedial Skills (VESL, Basic Math, Basic Reading and other job-related, assessed)



Sample Curriculum

Trainees may receive any of the following:

Continuous Improvement Skills

- Six Sigma Green Belt
- Resume Writing
- Team Building
- Interview Skills
- Quality Clinics

Manufacturing Skills

- Lean Manufacturing
- CNC Manufacturing
- Convectional Manufacturing
- Non-destructive Testing
- Quality and Inspection
- Blueprint Ready
- Trigonometry
- Shop Theory (Includes Shop Safety)
- Shop Mathematics
- BluePrint (Introductory)
- CAD/CAM
- Manual Machining Set up and Operation

Sample Curriculum 2

Training Type (Level)	Course/Class Topic
Business Skills	Accounting
Business Skills	Negotiation
Business Skills	Presentation Skills
Business Skills	Project Management
Continuous Improvement Skills	Project Delivery Methods
Continuous Improvement Skills	Quality Control
Continuous Improvement Skills	Supplier Diversity
Continuous Improvement Skills	Sustainability
Hazardous Material Skills	Handling Hazardous Materials
Commercial Skills (Standard)	Energy Efficiency
Commercial Skills (Standard)	Scheduling
Commercial Skills (Standard)	Zero Harm
Computer Skills (Standard)	Financial Accounting Software
Computer Skills (Standard)	InDesign
Computer Skills (Standard)	Scheduling Software

Training ETP Does Not Fund

- **ETP excludes:**
 - Legally-mandated training e.g. Sexual Harassment or Labor Law
 - Company Orientation for Onboarding
 - Training used to meet Continuing Education Unit Requirements except RNs
 - Basic safety training
 - Generic or non-job specific training



Training Delivery Methods/Ratios

ETP funds the following delivery methods:

Classroom/Laboratory/E-Learning

Trainer-to-Trainee Ratios

[1:20 Retraining and 1:15 New Hire]

Non-Interactive Computer-Based Training (CBT)

Productive Laboratory (PL) [Up to 1:3, 1:1 Preferred]

All training delivery and documentation methods will be reviewed with your contract analyst.



Who Can Provide the Training?

The cost of training is the cost of training determined by employer's needs and how they want to deliver training.

Employer may select any combination of internal or external training provider.

- Internal or Employer Trainer e.g. SME
- California-based, Third-Party Trainer
- MEC or Training Agency

A MEC can use either employer facilities to train or use a center-based facility to accommodate multiple employers.

Reimbursement for Funding

- ETP is not a Grant
- Funds are earned based on a pay-for-performance Contract to reimburse the costs for employer-customized job skills training.
- Performance requirements include:
 - Trainees receiving 8 – 200 (260) hours of training;
 - Completing designated retention period (generally 90-days) after the completion of training; and
 - Earning the wage after retention as outlined in the Contract.
- Invoices for Unearned funding can be requested at certain benchmarks outlined in the Contract, but must be earned by the time of the closeout Invoice.



Reimbursement

Training is reimbursed based on a trainees time in training.

ETP uses a **fixed-fee training reimbursement rate** that is inclusive of all administration and training costs. NOT WAGES.

ETP reimbursement rates are contract specific but range from \$11 - \$28 per trainee, per training hour. Contractors estimate their training need a weighted average for each type of trainee based on the type of training delivered.

ETP funding = # of trainees x reimbursement rate x hours tracked and documented



Training Reimbursement Rates

2/2

Trainee/Proposal Type	Class/Lab, Productive Lab Videoconference, E- Learning Rates
CBT (Self-paced/Non-Interactive)	\$11
Industries outside of Priority Industry	\$24
Special Populations, Priority Industry, Critical Proposal, Advanced Technology	\$28

These are new higher rates that started July 2024.
MEC Support costs.

Priority Industry Sectors (FY 24/25)

- **Note:** *“Priority Industry” sector designations may not apply to the entire sector*
- Accommodation and Food Services
- Administrative and Support and Waste Management and Remediation Services
- Agriculture, Forestry, Fishing and Hunting
- Arts, Entertainment, and Recreation
- Construction
- Finance and Insurance
- Health Care and Social Assistance
- Information
- Manufacturing
- Mining, Quarrying, and Oil and Gas Extraction
- Other Services (except Public Administration)
- Professional, Scientific, and Technical Services
- Retail Trade
- Transportation and Warehousing
- Utilities
- Wholesale Trade

Project Caps*

Contract Type	FY 24/25 Cap
Single Employer	\$600 K
Critical Proposals	\$850 K
MEC	\$850 K
Apprenticeship	\$600 K

Project Caps for Approval		
Delegation	Order	\$75K

*Subject to change

ETP Application Process

1. Application completed and submitted to ETP
2. Application accepted for eligibility review
3. Application deemed eligible and assigned to Development Analyst to create ETP Proposal
4. Proposal complete and assigned to a Panel Date
5. Panel Approval
6. Funded Training Begins*

* training can not be reimbursed *retroactively* by ETP



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construction

manufacturing

packers
financial
compar

replacement medical electronic meat lpl
johnson windows mcclure
newman barnett la

corporation
controlled taylor-list
ortega

california
quality

corp
paradi
southern

erican
axelgaard

response val

imbing

walter genentech

tech
owb

wellpath

sabbia heartland

control

schilling

finch earthlite

services



Local Featured MEC Partners

Genentech

East County Economic Development Council

**The Foundation For Grossmont And
Cuyamaca Colleges**

University of California-Riverside



Contractor Stories

Guest Speakers:

**James Sly, President of East County
Economic Development Council and
Rick Urban, COO/CFO of QCMI**



East County Economic Development Council

Amount: \$118,080

Term Dates: August 2023 – 2025

Industry Sectors: Manufacturing, Warehousing

Number of Trainees: 54

Occupations: Administrative, Logistics,
Manufacturing Operations and Production Staff



QCM I

Amount: \$99,452

Term Dates: Oct 2023 – 2025

Industry Sectors: Manufacturing, Warehousing

Number of Trainees: 94

Occupations: Administration Staff, Engineering, Inspection/Inspectors, Machinists/NDT, Production/Shop Helper/Lean Coordinator Staff



Grossmont College

Amount: \$127,240

Term Dates: June 2024 – 2026

Industry Sectors: Manufacturing, Warehousing

Number of Trainees: 65

Occupations: Calibration Technician, Entry Level Inspector, Machinist Operator, Material Coordinator and Quality Clinic Technician Staff



University of California, Riverside

Amount: \$294,400

Term Dates: August 2023 – 2025

Industry Sectors: Manufacturing, Warehousing

Number of Trainees: 300

Occupations: Administrative, Project Coordinator, Engineer, Logistics and Production staff



Best Practices and Roles

Implementing ETP on your campus

TRAINER: How is training being delivered? Who will deliver training? Including Employers SME

ADMINISTRATOR: Who is tracking training? Scheduling? Who is engaging training providers and employers?

LEADERSHIP: Who is championing this project? If within one year of retirement, who will take up the project? Who at the Executive level supports the program?

EMPLOYER: Who is outlining the training needs for the company and liasoning with the contractor (College?)



Connecting to EDU

The ETP Economic Development Unit provides presentations, interactive program overviews and assistance for all interested applicants. We explore and develop leveraged funding opportunities and provide free direct engagement for potential contractors.

Bay Area and Coastal:	Elise Candelaria	(415)265-8331 elise.candelaria@etp.ca.gov
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Addendum

**RESPOND
CASCADE
CADENCE**



Rapid Employment Strategies on Natural Disasters

These guidelines were originally designed to address the Governor declared State of Emergency, due to extreme drought conditions. They have been extended to include fires, earthquakes, COVID-19 and other major disruptions to the state's economy.

Both Single Employer and MEC Employers are eligible to participate in the RESPOND Program.

Training must *specifically* address direct impacts of declared natural disaster.

Contact EDU for more information.



CASCADE

California Advanced Supply Chain Analysis and Diversification Effort bolsters California's defense supply chain cybersecurity resilience by providing technical assistance and resources to grow and sustain California's cybersecurity and smart technology workforce.

CASCADE established the ecosystem model used to by California to support several new partnerships and investments needed to meet emerging workforce needs.



CADENCE

California Advanced Defense Ecosystems & National Consortia Effort will strengthen national security through technical and workforce development assistance key advanced DOD technologies including:

Microelectronics, Smart Manufacturing
5G wireless technology, Artificial Intelligence,
Quantum Computing, Space, and
Fully networked command, control and
communications (FNC3)

