

Career Pathways: Options for Clients

Bob Lanter
U.S. DOLETA, Region 6

Gene Eisenbeisz, Miguel McQueen, and Emily Petrus
**San Bernardino County Department of Workforce
Development**

John Sparks, LA Harbor Community College

Slides can be found @ <http://www.doleta.gov/regions/reg06>

INDIVIDUAL TRAINING ACCOUNTS (ITA'S)

- Given to One-Stop Career Center customers who need occupational skills training to become gainfully employed
- Supported by assessment & informed decision-making, customers may use an ITA to purchase training slots in any program on the Eligible Training Provider List (ETPL)
- Provided for the local area Demand Occupations:
 - *Aviation*
 - *Advanced Manufacturing*
 - *Healthcare Occupations*
 - *Green Industry*
 - *Transportation and Logistics*
 - *Other careers where job growth is anticipated or jobs are available*

Eligible Training Provider List

- Training Providers
 - Universities
 - Colleges
 - Community Colleges
 - Technical Institutes
 - Apprenticeships
 - Public and Private Training Schools

WIA ITA Training Services

- Occupational Skills or Vocational Training
- Private Sector Training Programs
- Skill Upgrading & Retraining
- Entrepreneurial Training
- Apprenticeships

Setting up an ITA

- An ITA is written for a specific amount of training money reserved for one WIA registered customer to complete one program of training services.
- Customers encouraged to apply for PELL grants, scholarships and other funding sources.

How Does the Training Provider Get Paid?

- Benchmarks – Training Provider Invoices WDD...
 - After the customer completes two weeks of attendance may invoice for 50%
 - Upon customer completion with verification of certificate may invoice for the final 50%

ITA Others...

- ITA Training time limits – up to 24 months
- Authorization levels – based upon current WIA funding maximum of \$7500 per ITA, without prior Director approval

Classroom Training: Collaborations

3.8 Million in ARRA funds contracted out to Regional Occupation Programs, Adult Education and Community Colleges

- **Met with local Regional Occupations Programs (ROP), Adult Education, and Community Colleges within Six (6) weeks of ARRA legislation being signed into law**
- **Targeted existing Vocational and Certificated courses/programs that had successful completion and high placement rates**
- **Agencies submitted proposals that outlined the program design, curriculum, cost, completion rates, and labor market information on available jobs and/or future job and industry growth**
- **The majority of the course would have otherwise been eliminated due to budget cuts**
- **Focused on local demand occupations in following areas:**
 - ***Aviation***
 - ***Advanced Manufacturing***
 - ***Healthcare Occupations***
 - ***Green Industry***
 - ***Transportation and Logistics***

Classroom Training Opportunities

~Samples~

Regional Occupational Programs

Medical Assistant-Clinical
Phlebotomy Technician
Medical Insurance Billing
Shield Metal ARC Welding
Air Conditioning (HVAC)
EKG technician
LVN/RN
Medical Front Office

Community College Programs

Wastewater Management
Water Supply Technician
Aviation Mechanics
Welding Programs
Diesel Mechanic/Technician
Computer Numeric Control (CNC)
Solar panel installation/Inspection

****Victor Valley Aviation Consortium**

****Irrigator Technical Training School**

...And the list continues to grow...

Classroom Training: Procurement via Request for Proposal (RFP)

San Bernardino County WIB/Workforce Development Department issued an RFP soliciting interested and qualified community based organizations, labor organizations, state approved apprenticeship programs, and public/private educational institutions to provide classroom vocational/occupational skills training, to WDD customers under a fee-for-service contract.

The RFP focused on bringing in innovative courses (Green Technology), courses that were in (or in a related field) one of the Five identified local demand occupations:

- *Aviation*
- *Advanced Manufacturing*
- *Healthcare Occupations*
- *Green Industry*
- *Transportation and Logistics*

Classroom Training Courses via RFP

~Samples~

- Electrical for Green technology
- Building Analyst/Energy Auditor
- Green Technology Training
- Hybrid Vehicle Maintenance/Repair
- Solar Photovoltaic Design and installation
- Energy Retrofit Technician Program
- LEAN basics
- LEAN Healthcare
- Clean Energy- Home energy rating
- Clean Energy-Weatherization technician
- LVN
- Heavy Mobile Mechanic

On the Job Training



More Bang for Your Buck



Since the Days of JTPA



Over 1 Million since 7/09



Why do OJT's



They are cost effective



Trainee Earns \$\$ from the First Day



Training is for the Skills the Employer Needs



Hands on training is the Best



Training Includes Soft Skills



Helps Employer Recover New Hire Costs



Employers willing to Take a Chance



Incentive for Employer to Hire



Assists Unskilled Workers in Finding Employment/training



In-Demand Occupations Most often Requested



Puts Money Directly into the Local Economy



How Do OJT's Work



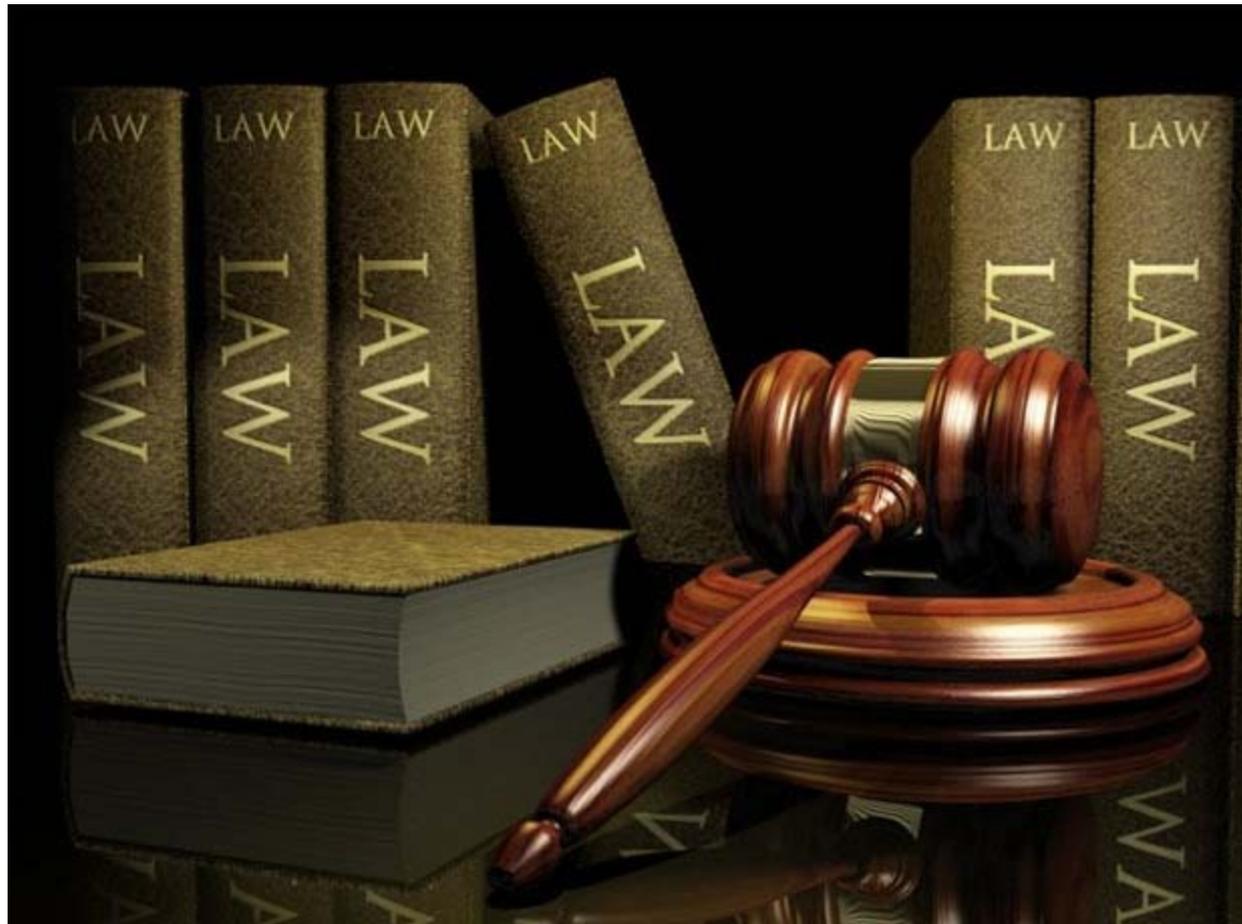
Call on Employer to Solicit Job Orders



Take Job Order With Requirements



Verify Business is Legal



Enter Job Order Into SCB-WIN.ORG

COUNTY OF
SAN BERNARDINO



WORKFORCE INVESTMENT BOARD

Refer Qualified Candidates



Employer Interviews, Selects Candidate and Notifies Job Developer



Job Developer Verifies Eligibility of Candidate



Job Developer meets with Employer to Develop Training Plan and OJT Contract



Most Contracts are for 480 Hours



Employer and WDD Sign Contract



Employee/Trainee Starts Working/Training

I GOT A



© wondercliparts.com

Job Developer Follows-up with Employer



No Obligation to keep Employee/Trainee



Contract is Boiler Plate No Changes Allowed



Contract Includes Training Plan

INDIVIDUAL OJT PLAN Attachment A

OJT Funding Category: CalWORKs _____ WiW _____ WIA Youth _____ WIA Adult _____ Dislocated Worker _____ Veteran _____

OJT Trainee Name: Kimberly Horton SSN: _____ Contract # 09/10-237

Employer Name: _____ Supervisor: _____

Job Title: Administrative Assistant DOT Code/s: _____

Starting Wage: \$ 12.00 Reimbursement \$ 6.00 Training Hrs 1040 Max \$ Obligation \$ 6,240.00

Training Start Date: 4/1/2010 Training Completion Date: 9/30/2010

SKILLS TO BE LEARNED/LEARNING OBJECTIVE (Include Performance Levels)	TRAINING HOURS	TRAINING METHOD
Skill/Learning objectives: Get familiarized with Chairman's work and travel schedule. Schedule appointments and keep track of Chairman's phone messages. Manage correspondence and emails for Chairman. Measurement Method: Observation/Review	260	Oral instruction, demonstration, observation, supported practice
Skill/Learning Objective: Administrative Assistant duties - Learn university's filing system. Coordinate with Maintenance Staff for ordering supplies, staffing expenses and requirements. Measurement Method: Observation/Review	260	Oral instruction, demonstration, observation, supported practice
Skill/Learning Objective: Human Resource department duties - Create and maintain employee files. Maintain emergency contact list. Measurement Method: Observation/Review	260	Oral instruction, demonstration, observation, supported practice
Skill/Learning Objective: Accounting Duties: Learn University's Accounts Payable and Receivable system. Administer various accounts for student tuition, student dormitories, Fox Theatre, Fitness Center, Food Court and rent.	260	Oral instruction, demonstration, observation, supported practice

* Measurement Method: How will it be determined if participant has acquired the skill - ie. Testing, Q&A, observation, product/output review, inspection, etc.

Participant Signature

Supervisor/Mentor Signature



How Does Employer Get Reimbursed



Submits Record of Hours Worked/Trained Each Month



Work/Training Evaluation Submitted with Invoice.

RATING

<input checked="" type="checkbox"/>	Exceptional
<input type="checkbox"/>	Exceeds Req
<input type="checkbox"/>	Meets Require
<input type="checkbox"/>	Needs Impro

OJT's More Bang for Your Buck



COUNTY OF
SAN BERNARDINO



WORKFORCE INVESTMENT BOARD

LAHC

SCORE (Southern California Oil Refinery Enterprise) 2009 CBJT Grant

New Hires

- Process Plant Technicians
- Instrumentation Technicians

Incumbent Workers

- Upgrade Instrumentation Technicians
- Partnership with ISA (International Society of Automation)

SCORE

Partnership

- **Community College**
- **5 Refineries**
- **South Bay Center for Counseling**
- **Pacific Gateway WIB**
- **USW Local #675**
- **LAUSD via Tech Prep Consortium**

SCORE

Program Design

- Curriculum revisions
- Scheduling of classes
- Support system for students
- Student progress
- Internships
- Job Placements

SCORE Challenges

Job Placements

- Economic downturn
- Retirements curtailed

Evaluation and Program Design

- Alter curriculum to channel skill set to other industries
- Delay start of new cohort until job market is
 - Poll refineries to determine hiring cycles
 - Consider revising number of PPT versus IT participants

SCORE Successes

Completions in 2009

- 16 IT
- 32 PPT
- 10 Incumbent worker training courses (ISA)

Placements

- 3 IT (more expected in 2010)
- 18 PPT (more expected in 2010)

New Cohorts

- 1 cohort of 40 PPT in progress
- No new IT cohort until hiring cycle warrents