

On-the-Job Training

Definition: Workforce Solutions can provide funds to defray an employer's cost of on-the-job training for those individuals that Workforce Solutions has sourced, screened for the employer's requirements, determined eligible for Workforce Solutions funds, and that the employer has hired as full-time employees. Employers are reimbursed 50% of the new hires' wages for up to 400 hours. The required minimum wage is \$12/hour and \$21/hour is the maximum wage for reimbursement.

Example for ROI = minimum reimbursement per trainee if 400 hours used at \$12/hour @ 50% is \$2,400. At the max rate of \$21/hour would yield a return of \$4,200.

Apprenticeship

Definition: Projects that train individuals through an approved Department of Labor apprenticeship system while employed. Apprenticeships have structured and federally approved curricula that has required on-the-job training and classroom education components toward skills milestones and scheduled pay increases.

Example of ROI= Scholarship opportunity per new trainee if eligible \$6,000.00. This will be provided for the classroom portion. The OJT portion for reimbursement for new hires eligible will be \$12.00/hour @ 75% is \$5,760. Reimbursement increases to 75%. This can be a total per eligible employee of \$11,760.00

Talent Acquisition

Definition: Our talented team of recruiters will provide a pipeline of talent through sourcing, recruiting and prescreen to find the right fit for your position. Through our Work in Texas system and multiple other resources, we will provide your future workforce. **Example of ROI =** (1 recruiter x \$304.00 per x 42 days an average time to fill = \$12,768)

Current Worker Training

Definition: Training for current workers of an employer. This can include skill training, skill upgrading, basic education or combinations. The employer chooses a provider or Workforce Solutions can help find a training provider for them. Cost is shared between the employer and Workforce solutions. Employer chooses who to train and 50% of the trainees must be employed at least 6 months with the company.

Example of ROI= Depending on company size, we will either match from 10% - 90% of training cost depending on the training and number of trainees.

Paid Work Experience

Definition: Comparable to a "Paid Internship" Paid work experience helps offset the cost of hiring a new employee that may lack skills or knowledge entering the workforce for the first time or after a long hiatus. It allows the employer to try the individual on a temp-to-hire basis before they commit to permanent employment. Workforce Solutions will help offset 100% of the employees' wages for up to 10 weeks and will serve as the employer of record. Standard hours per week is 29.

Example of ROI = New hire that is eligible at 10.00/hour for 10 weeks (290 hours) = \$2,900.00.