WEBINAR: JOB-DRIVEN TRAINING & EMPLOYER DEVELOPMENT
AUGUST 28, 2014
Logistics

- Asking questions during the webinar
  - All participant phone lines are muted
  - You’ll be unable to ask questions by phone
  - Please type your question in the on screen chat box

- Can’t hear the audio through your computer?
  - Call in: 1-877-366-0711 and provide the following Participant Code: 26432122

- Post webinar survey
Asking Questions During the Training

- Submit questions in the chat box on the webinar
- E-mail questions to hvrp@nchv.org
- Submit questions through the post-training survey
1. Provide TA & Training to HVRPs
2. Identify Best Practices and Support Other Research
3. Respond to Inquiries
4. Disseminate Information to Stakeholders
5. Outreach to Employers
EMPLOYMENT PRACTICE PRINCIPLES

1. Honor military veterans service, experience and family
2. Provide employment service to all comers
3. Integrate employment and supportive services, including housing
4. Competitive employment is the goal
5. Provide benefits counseling
6. **Partner with employers**
7. Rapid job matching
8. Engage customers based on their preferences
9. Provide job retention services
10. **Job training choices linked with labor market needs**
Better Skills to Better Match Employer Requirements
Employers spent $450 billion on training in 2013
- Includes recruiting, hiring, job fairs, partnerships with local workforce investment boards

Three identified problems:
- Employers cannot find enough skilled workers to hire for in demand jobs they must fill now
- Education and training programs need better information on what skills those in demand jobs require
- Workers are unaware of the training resources that are or can be available to them
FEATURES OF JOB-DRIVEN TRAINING

- Focus on job market demands
- Relies on employer partnerships
- Collaboration with occupational training services
  - Training based on in-demand jobs
  - On the job training
  - Apprenticeships
- Matches skilled jobs with job seekers
1. ENGAGE EMPLOYERS

- Work up front with employers to determine local or regional hiring needs
- Design training programs that are responsive to those needs
- Start early!
- Skills should = jobs
- Make training a commitment for program participants
- Obtain commitments to:
  - hire
  - train
  - Provide equipment and technology
2. EARN AND LEARN APPROACH

- Training is not classroom centered
- Employers are involved in curriculum development and training delivery
- Meeting requirements for reading, math, as well as soft skills are not stand alone activities but are incorporated into occupational skill training
- Trainees receive an income
3. MAKING RIGHT CHOICES

- Program offerings
- Job seeker training and career choices
4. MEASUREMENT MATTERS

- How well do job seekers acquire needed skills?
- Do job seekers complete the program?
- Are trainees getting jobs for which they received training?
- Are customers satisfied?
- Are trained works advancing?
5. STEPPING STONES

Progressive pathway
To succeed at basic education to post-secondary programs
6. OPEN DOORS

- Role as a workforce intermediary
- Breakdown barriers to training
- Vocational case management
- Streamline access to training and jobs
- Wrap around supports as needed
7. LOCAL & REGIONAL PARTNERSHIPS

- Who might you connect with?
- How can you form a consortium to address employer development and job seekers in your community?
- What are some initial steps you might take?
UNDERSTANDING JOB MARKET DEMANDS

What are the labor needs of employers in your local market?
WHAT DOES JDT MEAN FOR SMALL EMPLOYMENT PROGRAMS?

- Partnering with local job training programs
- Identifying local niche markets where employers need talented labor
- Review employer job descriptions, flesh out the competencies needed for those jobs
- Engage your local American Job Center (AJC)
EXAMPLE – DENVER’S ROAD TO WORK

- Focused on the hospitality sector & needs of its employers
- Started with 3 employers – now includes 21 hotels and hospitality businesses
- Employer guided curricula, delivered by employers and the intermediary
- Trainees receive a stipend
- Intern at hotels in job shadowing experiences
The OJT program:

- Provides training for specific positions with the employer
- Veteran is often hired at a training or apprenticeship wage
- Results in permanent full-time employment
“...grant funds may not subsidize participant’s wages. However, reasonable costs of providing training and additional costs related to the training are allowable.”
COMMON ELEMENTS IN HVRP-OJT

1. Veterans get training on the job site, usually by the employer
2. Duration of OJT can be 1 week or 3 months
3. The veteran is employed by the employer
4. HVRP staff have a relationship with the employer, there may or may not be a written agreement
5. HVRP provides support to the veteran in training
6. HVRP funds may or may not be paid for training at the employers place of business
OTHER OJT FUNDING SOURCES

- State vocational rehabilitation agencies
- Temporary Assistance to Needy Families (TANF)
- Department of Veteran Affairs, VR & E, Special Employer Incentive Program
- WIOA (WIA) funded OJT
WHAT IS EDP℠?

Employer Development Portfolio (EDP) is a web-based application used to build comprehensive employer development portfolios for current and future employer customers.

EDP combines three critical management systems to support employment agencies and organizations to increase employment outcomes, performance and profitability.

Features:

- **Contact Management System**
  Record critical information about your employer customers

- **Knowledge Management System**
  Create, store and share critical employer development information

- **Customer Relationship Management System**
  Get a 360 degree view of each of your employer customers to enhance customer service efforts
APPRENTICESHIP PROGRAM

- Structured training program
- Set of industry/job specific criteria
- Must meet parameters established under the National Apprenticeship Act
- Sponsored by an individual business or an employer association
- May be partnered with a labor organization
Are registered apprenticeships available?

http://www.doleta.gov/oq/
## HAWAII CONSTRUCTION APPRENTICESHIP

### LABORER SKILLS:

<table>
<thead>
<tr>
<th>Concrete Placement</th>
<th>Scaffold Building and Removal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pipe Laying</td>
<td>Form Stripping</td>
</tr>
<tr>
<td>Backfilling</td>
<td>Mason Tending</td>
</tr>
<tr>
<td>Trenching and Shoring</td>
<td>Safety Training</td>
</tr>
</tbody>
</table>

...and much more...
REQUIREMENTS

- 18 years of age
- High School Diploma, GED equivalent preferred or proof of a 10th grade education
- Valid Driver’s License
- Must successfully complete the Pre-Construction Apprenticeship Evaluation Course
<table>
<thead>
<tr>
<th>Course Description</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Construction Safety &amp; General Courses</strong></td>
<td></td>
</tr>
<tr>
<td>Pre-Construction Evaluation - Craft Orientation &amp; Life Skills</td>
<td>40</td>
</tr>
<tr>
<td>First Aid/CPR/AED &amp; Bloodborne Pathogens</td>
<td>6</td>
</tr>
<tr>
<td>Back Training &amp; Nutrition</td>
<td>3</td>
</tr>
<tr>
<td>Flag-person Traffic Control &amp; Work Zone Safety</td>
<td>6</td>
</tr>
<tr>
<td>OSHA 10</td>
<td>10</td>
</tr>
<tr>
<td>Air Tools &amp; Small Gas Engines</td>
<td>20</td>
</tr>
<tr>
<td>Computer Basic Training</td>
<td>3</td>
</tr>
<tr>
<td>Asbestos Awareness</td>
<td>4</td>
</tr>
<tr>
<td>Lead Awareness</td>
<td>4</td>
</tr>
<tr>
<td>Confined Space Awareness</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
</tr>
<tr>
<td><strong>Site Construction</strong></td>
<td></td>
</tr>
<tr>
<td>Sewer Pipe, Drain Pipe, Streets &amp; Roads</td>
<td>40</td>
</tr>
<tr>
<td>Water Pipe Systems</td>
<td>40</td>
</tr>
<tr>
<td>Total</td>
<td>80</td>
</tr>
<tr>
<td><strong>Building Construction</strong></td>
<td></td>
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<tr>
<td>Concrete Training</td>
<td>40</td>
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<tr>
<td>Mason Tender (Includes the following 2 courses)</td>
<td>32</td>
</tr>
<tr>
<td>• Fall Protection</td>
<td>4</td>
</tr>
<tr>
<td>• Scaffold User Training with hands on component</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>80</td>
</tr>
<tr>
<td><strong>Plan Reading</strong></td>
<td></td>
</tr>
<tr>
<td>Plan Reading &amp; Line and Grade</td>
<td>30</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
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</tbody>
</table>
# WAGES AND BENEFITS:

<table>
<thead>
<tr>
<th>Step</th>
<th>Hours</th>
<th>Wages</th>
<th>Benefits</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>1-1000</td>
<td>$16.15</td>
<td>Health &amp; Welfare (only)</td>
</tr>
<tr>
<td>2</td>
<td>1001-2000</td>
<td>$19.38</td>
<td>Annuity: $2.00/hr. Vac/Hol: $.60/hr. All other benefits, including diverted funds, to follow Laborer I contribution rate.</td>
</tr>
<tr>
<td>3</td>
<td>2001-3000</td>
<td>$22.61</td>
<td>Same as step 2</td>
</tr>
<tr>
<td>4</td>
<td>3001-4000</td>
<td>$25.84</td>
<td>Same as step 2</td>
</tr>
</tbody>
</table>
RESOURCES

- Job Driven Training  
  http://www.whitehouse.gov/sites/default/files/docs/skills_report.pdf/
- Job Centers  
  http://www.servicelocator.org/onestopcenters.asp
- Apprenticeships:  
  http://www.doleta.gov/oa/
- Sector Initiatives:  
  http://www.insightccced.org/communities/nnsp.html