Suggestions of Job-Driven Training Strategies

“We fund forklift training and are getting into ServSafe food handling certifications.”

“HVRP Knoxville sponsors Job fairs for the employers in the area. This gives the employers a chance to seek out veterans at no cost to them. It also helps us get a list of employers that are hiring veterans.”

“We have a forklift training scheduled on 9/9 and then we have employers looking for forklift drivers on 9/10.”

“In East TN we have partnered with a local group of Veteran Business owners. That might be something that everyone might try?”

“We have worked with the Food bank on their OGJ program. If the candidate does well they may be hired on with them. Goodwill also has some non grant programs where we pay their salary for six weeks and most of them are hired on with those companies. The name of the program is FEXCO here in Houston.”

“We provide tools that the veteran might need in order to go thru employer paid training.”

“Check out VAE Veterans Assembled Electronics they provide free to Veterans with service connected disability free electronics training contact Dave Seely dseeley@vaellc.com”

Questions

With a lot of employers using Temp to hire agencies, it is getting really hard to get one on one with employers and their HR dept. as far as job training, any suggestion on how to overcome this?

We are actively soliciting success strategies from grantees. Have a strategy you want to share for getting that one on one time with employers? E-mail us at hvrp@nchv.org.

Jon mentioned something about grants for resources on job driven training in 34 States. Is that with DOL?

You can find more information about the Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant Program by going here: http://www.doleta.gov/taaccct/.

What are some occupations that are in high-demand that can be trained for within a 9-10 month period?

Some examples provided by HVRP programs include forklift operation, OSHA compliance (for construction), and CDL. However, high-demand occupations are highly dependent on
the labor market in your area! Want to learn more about accessing local labor market information? Ask your American Job Center for information, as each state compiles this list in a different way. You can find contact information for your AJC here: 

Is there a specific reference in HVRP policy and procedures that detail the common elements in HVRP-OJT?

OJT is referenced in DOL-VETS HVRP documents in a few places.

First, you will find the following statement in the Solicitation for Grant Applications (SGA) (emphasis added):

Page 38: “5. Use of Grant Funds for Participant Wages: Organizations that receive grants through this SGA may not use grant funds to pay for the wages of participants. Further, the provision of stipends for training enrollees for the purposes of wage replacement is not an allowable cost under this SGA. Grantees referring participants to on the job training (OJT) may use grant funds for reasonable costs of providing training and additional costs related to training.”

Page 48: “Applicants must demonstrate how they will directly provide or refer participants to the following employment services: job search workshops; job counseling; resume writing techniques; interviewing skills; OJT, or registered apprenticeship; job development services; and unsubsidized employment placement…. With regard to OJT, grant funds may not subsidize participant’s wages. However, reasonable costs of providing training and additional costs related to the training are allowable.

OJT is defined in the Glossary of Terms located here:
http://www.dol.gov/vets/grants/main.htm
This definition states:
“On-the-Job Training (OJT) – means training by an employer that is provided to a paid participant while engaged in productive work in a job that: (a) provides knowledge or skill essential to the full and adequate performance of the job; (b) provides reimbursement to the employer of up to 50 percent of the wage rate of the participant, for the extraordinary costs of providing the training and additional supervision related to the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the service strategy of the participant, as appropriate. Usually in the OJT agreement, there is a promise on the part of the employer to hire the trainee upon successful completion of the training.”

We would definitely be interested in participating in a study group concerning Job Driven Training. How are we able to do that?

For more information, e-mail John Rio at jrio@ahpnet.com.

Labor market research seems like a good point to discuss in an HVRP grant renewal application, so more discussion about what can be considered labor market information and how to find it would be helpful.
Your TA partners can work with you one-on-one to identify sources of local labor market information. Please contact us so we can set up time to work through this with you. In the meantime, take a look at labor market information from your AJC located here: [http://jobcenter.usa.gov/](http://jobcenter.usa.gov/). You can also find career sector LMI through MyNextMove and the O*NET [http://www.onetonline.org/](http://www.onetonline.org/).

I would like to see a training specifically for grant renewals. How to show our new initiatives and share how we are continuing to grow the program so we don't get cut. Thank you for this feedback! We will continue to put out resources for HVRP grantees and encourage you to talk with your GOTR about the best way to showcase your job-driven training efforts in your quarterly reporting and annual grant modifications, as well as your grant applications.

**Other Follow-Up**

If you have questions you want us to answer in next week's Community of Practice call, please e-mail hvrp@nchv.org.
