



# TRI-PARISH WORKS

WORKFORCE SOLUTIONS

ST. TAMMANY · ST. BERNARD · PLAQUEMINES



A proud partner of the AmericanJobCenter network

**Workforce Solutions  
for Employers:**

**On-the-Job Training**

# MAKING WAVES IN 2019 ! TRI-PARISH WORKS



## IMPACTING THE COMMUNITY

**12,000** annual visits to the Centers

**\$1.2 MILLION** in training investments



## OUR COMMITMENT - EVERY DAY!

Meeting the needs of Employers and Job Seekers

**RECRUIT – TRAIN – RETAIN** their Workforce

Career Counseling and Placement

Removing Barriers to Employment

Training in **HIGH-SKILL, HIGH-DEMAND, HIGH-WAGE JOBS**

## IMPACTING EMPLOYERS



Nearly **2,000 EMPLOYERS** served each year

**10,500 JOB OPENINGS POSTED** in the last 12 months

**\$400,000** direct to businesses through **EMPLOYER-BASED TRAININGS**



## IMPACTING THE ECONOMY

**\$10.8 MILLION** in annual wages back into the community



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# On-the-Job Training

- What is On-the-Job Training (OJT)
- Purpose and Goal of OJT
- Financial Benefit
- Eligible Employer
- Eligible Trainee
- Process
- Examples





# What is On-the-Job Training

- **Training** that takes place while employees are working.



**Local Workforce system can reimburse a portion of an eligible trainee's wages while they receive the occupational skills they need to be successful in the job**



# Purpose & Goal of OJT Training Program

**Most New Hires do not have 100% of the skills to be fully productive on day one**

- **Purpose** of the funding is to reimburse the cost associated with training a person that does not possess all of the skills needed to do the job on Day One
  - Productivity lost during learning curve
  - Time pulled from supervisors and peers to get a new hire up to speed
- **Goal:** to ensure the employer has a fully trained employee and the employee has gained skills necessary to be successful in a full-time, long-term position



# Financial Benefit

**Reimbursement to employer of up to 50% of the wages for any OJT New Hire**

- Averages approximately \$6,000 per trainee and some areas may offer more or less, depending on local policy.

*(Average varies by local area)*

- Up to 6 months – based on actual training needs
- Amount allocated based on funding availability



# Eligible Employer

- Have a **Federal Tax ID**
- Pay into the **Unemployment Insurance** system (UI #)
- Have at least **10 FT employees**
- Carry **Workers' Comp** Insurance
- Able to receive federal funding (lower tier)
- Intention for OJT participant:
  - Full-time, permanent employment
  - Does not displace another full-time employee
- **Minimum wage of \$12/hr** for the position  
*(Minimum may vary by local area)*

**BASIC EMPLOYER  
INFORMATION**



# Eligible Trainee

- Can be referred to position by employer, employer's designated recruiter or Tri-Parish Works
- Meets eligibility criteria of an available funding stream
  - WIOA Dislocated Worker (laid off, recently separated veteran, etc.)
  - WIOA Adult (typically low income or unemployed)

*Tri-Parish Works will handle eligibility determination*

- Does not have all of the training and/or experience required for the position
- Eligible to work in US







## *Example 1: Entry Level*

**Boudreaux's Energy Services is seeking to hire Inside Salesperson in the next year. How much can they receive?**

- **50% reimbursement**
- **Sales person** (a high-demand occupation) is authorized up to 1,040 reimbursable OJT hours
- Wage for the employee is \$19
- Reimbursement rate is 50% of \$19 = \$9.50/hour
- Total reimbursement is \$9,880
- But will hit cap of \$9,000 (*subject to change based on funding*)
- Paid out over 24 weeks before hitting cap



## *Example 2: Experienced Worker*

**Krewe Builders wants to hire a Carpenter that already has  
14 months prior experience**

- Max OJT reimbursable hours is 800 for carpentry
- Adjustment made for each month of “experience at the same job with different employer”
  - Subtract 40 hours for each month of prior experience
  - 14 months x 40 hrs = 560 hours reduction
  - Total reimbursable hours = 240 hours
- Wage for the employee is \$17/hr
  - 50% Rate of Reimbursement (\$8.50/hour)
  - \$2,040 total reimbursement
  - Paid out to the employer in 6 weeks



## *Ideal for OJT*

- Nearly any position within a company
  - Any **Full-time, High-demand** positions, including
    - Craft trades
    - Administrative
    - Sales
    - Healthcare
    - Semi-professional
  - **Entry-level to mid-level**
  - Union or Non-union
- Requires **minimum starting wage** of \$12 for position  
*(minimum can vary by local area)*

# Additional Options



- **Workforce funded Internship**
  - Geared towards recent post-secondary graduates
  - Trained in a program, but lacking practical experience
  - Reimbursement for **100% of wages** for **up to 240 hours**
- **Customized Training**
  - Designed to meet special requirements for specific employer(s)
  - Examples: Ochsner's Med Assist program or Entergy's Lineman Training
  - 50/50 cost sharing of training
- **Incumbent Worker Training & Upgrade OJT**
  - Upgrading skills of existing workforce
  - Either cost sharing or partial wage reimbursement
  - Results in increased pay, worker promotion, and/or creates backfill opportunities

# Customized



- One size does not fit all
- We work with the employer to meet their needs
  - Simplified process
  - We adjust to the employer's recruitment/hiring process
- Eliminate unnecessary paperwork
  - Online pre-screening available
  - On-site eligibility if needed
- We do what makes sense for the employer/employee



## Your Business Services Team



**TRI-PARISH WORKS**

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Not in the Tri-Parish area...

Greater New Orleans & Surrounding Area

**[www.RegionOneWorks.net](http://www.RegionOneWorks.net)**

Out of Region...

**[www.LaWorks.net](http://www.LaWorks.net)**