



Business Services

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Workforce Development Board

\$40 Million Budget





U.S. Department of Labor



State of California



Workforce Development Boards



Employment and Training Providers

**SAN DIEGO
WORKFORCE
PARTNERSHIP®**

America's JobCenter
*of California*SM



Expanding and Training



Growing and Hiring



Sustaining and Maturing



Starting Up



Downsizing and Restructuring



America's **Job**Center
*of California*SM





Starting Up **Individual Training Account (ITA)**

Recruitment Services

- 12  locations in San Diego
- In program year 2014-2015:
 - 17,765 job seekers were served with training funds
 - ~81,000 services were offered to walk-ins
- Large pool of workers to recruit from
- Send job descriptions, qualifications and requirements to Christiane@workforce.org

Individual Training Account Next Steps

- Visit an AJCC to see if you are eligible for training funds*



- AJCC locations: www.workforce.org/ajcc

**As with all of our programs, access to funds is based on funding availability*



Growing and Hiring

On-the-Job Training (OJT)

Growing and Hiring

On-the-Job Training (OJT)



- Get reimbursed up to 50% of a new hire's hourly wages for a maximum of 1040 hours*
- Employer and prospective new hire must meet certain criteria to qualify
- Position must be full-time (32 hours a week)
- Position pays \$13.09 or more per hour
- OJT completer is retained in employment for 3 months

**As with all of our programs, access to funds is based on funding availability*

On-the-Job Training vs. Customized Training

On-the-Job Training:



- Reimburse wages
- Train 1 individual

Customized Training:



- Reimburse training costs
- Train a cohort (min 6 people)



Expanding and Training

Customized Training (CT)



Customized Training



Customized Training (CT) Case Study

- Train and then hire in culinary arts
- 3-month training program
- Plan to hire 2 cooks upon CT completion, 8 other cooks to be hired at other companies
- Completed application in 1 week, agreement in 1 week
- \$48,818 reimbursement in CT funds



Expanding and Training Customized Training (CT)



- Get reimbursed up to 50-75% of the costs associated with training prospective new hires*
- CT can be for one or more employers, but only one employer can get reimbursed
- Employer(s) select training provider and curriculum
- Position criteria are same as OJT (full-time, 32 hours a week, \$13.09+per hour, retained for 3 months)

**Current workers may participate in a CT if they are at risk of losing employment*

Expanding and Training Customized Recruitments



Expanding and Training Customized Recruitments





Sustaining and Maturing

Internships

Apprenticeship Programs

c2csd.org

CONNECT2careers
SAN DIEGO

Developing Talent for Tomorrow's Workforce



Sustaining and Maturing

CONNECT**2**careers
SAN DIEGO

Developing Talent for Tomorrow's Workforce



- Internship program for young job seekers (16-24)

Our C2C team can...

- Help craft job descriptions
- Source young adults whose career interests and experience align with the company's needs
- Screen and help with interviews
- Provide work-readiness boot camp for job seekers

Sustaining and Maturing Apprenticeship Programs



- Long-term sustainability for a company's talent pipeline
- Can be union or non-union
- Recent programs have been single employer sponsored
- Help with becoming a registered apprenticeship
- Examples of apprenticeship programs in San Diego:
 - Solar Turbines & City College, Clean Energy
 - RX Research Services & Miramar College, Life Sciences
 - City of San Diego, Public Services



Downsizing and Restructuring

Employee Retention Program

Rapid Response (Layoff Transition)

WARN
(layoff notice)



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Downsizing and Restructuring Rapid Response (Layoff Transition)



Downsizing and Restructuring Rapid Response (Layoff Transition)



Downsizing and Restructuring Employee Retention Program



- Goal: Improve bottom line → prevent layoffs
- Business process improvement program for manufacturing companies at risk of laying off
- Provides layoff alternatives such as financial planning, lean six sigma, IT system development
- Let us know if you want a consultation

Downsizing and Restructuring

Rapid Response (Layoff Transition)



- Companies with 50+ employees send layoff notices or "WARNs" to the San Diego Workforce Partnership (SDWP)
- SDWP's Rapid Response team presents information to affected workers on Unemployment Insurance, job search assistance and other services to soften transition from employment to unemployment
- Laid off workers have resources for re-employment
- Employers have lower UI costs



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