

SAN DIEGO  
**WORKFORCE**  
  
**PARTNERSHIP**®

## 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**





**Expanding and Training**



**Growing and Hiring**



**Sustaining and Maturing**



**Starting Up**



**Downsizing and Restructuring**



America's **Job**Center  
of California<sup>SM</sup>





# **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](mailto: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](http://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

CONNECT **2**careers  
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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