

## On-the-Job Training

**Definition:** Workforce Solutions can provide funds to defray an employer's cost of on-the-job training for those individuals that Workforce Solutions has sourced, screened for the employer's requirements, determined eligible for Workforce Solutions funds, and that the employer has hired as full-time employees. Employers are reimbursed 50% of the new hires' wages for up to 400 hours. The required minimum wage is \$12/hour and \$21/hour is the maximum wage for reimbursement.

**Example for ROI =** minimum reimbursement per trainee if 400 hours used at \$12/hour @ 50% is \$2,400. At the max rate of \$21/hour would yield a return of \$4,200.

## Apprenticeship

**Definition:** Projects that train individuals through an approved Department of Labor apprenticeship system while employed. Apprenticeships have structured and federally approved curricula that has required on-the-job training and classroom education components toward skills milestones and scheduled pay increases.

**Example of ROI=** Scholarship opportunity per new trainee if eligible \$6,000.00. This will be provided for the classroom portion. The OJT portion for reimbursement for new hires eligible will be \$12.00/hour @ 75% is \$5,760. Reimbursement increases to 75%. This can be a total per eligible employee of \$11,760.00

## Talent Acquisition

**Definition:** Our talented team of recruiters will provide a pipeline of talent through sourcing, recruiting and prescreen to find the right fit for your position. Through our Work in Texas system and multiple other resources, we will provide your future workforce. **Example of ROI =** (1 recruiter x \$304.00 per x 42 days an average time to fill = \$12,768)

**For more information please email:**

**Recruiting@wrksolutions.com**

## Current Worker Training

**Definition:** Training for current workers of an employer. This can include skill training, skill upgrading, basic education or combinations. The employer chooses a provider or Workforce Solutions can help find a training provider for them. Cost is shared between the employer and Workforce solutions. Employer chooses who to train and 50% of the trainees must be employed at least 6 months with the company.

**Example of ROI=** Depending on company size, we will either match from 10% - 90% of training cost depending on the training and number of trainees.

## Paid Work Experience

**Definition:** Comparable to a "Paid Internship" Paid work experience helps offset the cost of hiring a new employee that may lack skills or knowledge entering the workforce for the first time or after a long hiatus. It allows the employer to try the individual on a temp-to-hire basis before they commit to permanent employment. Workforce Solutions will help offset 100% of the employees' wages for up to 10 weeks and will serve as the employer of record. Standard hours per week is 29.

**Example of ROI =** New hire that is eligible at 10.00/hour for 10 weeks (290 hours) = \$2,900.00.

## Recruiting Services “Stacking” Example

## Retention Services “Stacking” Example

### WORKINTEXAS.com

Provides job posting, recruitment, and labor market information on occupations.

### Career Centers

Provide access to Hiring events, interview space, and more.

### Social Media

Events and hot jobs are advertised on social media platforms and occasionally on ABC13.

### Work Based Learning (WBL)

Work based learning teams will work with interested candidates on worksite selections.

### On The Job Training (OJT)

Talent Development teams will source for qualified applicants for all open OJT positions.

### Registered Apprenticeships

Provides skills training and certifications with employer reimbursement.

### Labor Market Info

Provided up to date information on occupations across the Gulf Coast to remain competitive and informed.

### HR Seminars/Custom Training

Provides latest information for HR Professionals to maintain compliance as well as other hot topics.

### On The Job Training/Registered Apprenticeships (OJT/RAP)

Provides skills training and certifications with employer reimbursement

### Adult Education

Provides services to assist job seekers achieve basic qualifications like English as a second language and High School Equivalency preparation.

### Current Employee E-Learning

Currently provided by METRIX to give employers upskill opportunities for current staff.

And even your Employer Services Newsletter



For more information please email:

[Recruiting@wrksolutions.com](mailto:Recruiting@wrksolutions.com)