

# TRAINING PROGRAMS EXAMPLES<sup>1</sup>

6/2/08

Administering Agency	Program	Program Description	Funding	Who receives the funding	Outcome Criteria
Department of Workforce Development	Workforce Investment Act (WIA)	<p>The purpose of the WIA program is “to provide workforce investment activities, through statewide and local workforce investment systems, that increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation”. WIA provides for a continuum of services to be made available to adults and dislocated workers that, depending on the needs of the individual, includes: core, intensive, and training services.</p> <p>Through the One-Stop system, adults and dislocated workers needing training are provided Individual Training Accounts (ITAs) and access to lists of eligible providers of training. This list, maintained by DWD in coordination with local Workforce Development Boards (WDBs), contains quality consumer information, including cost and performance information for providers, so that participants can make informed choices on where to use their ITAs.</p>	For Program Year 2007 the base amount on which the 35% requirement was calculated was approximately \$19.9 million; the target amount for the 35% was \$6.97 million	The Department allocates funding to the Workforce Development Boards	<ul style="list-style-type: none"> <li>• Department policy requires that 35% of the Adult, Dislocated Worker and Special Response formula grant funds (less the 10% for administration) must be used to provide training leading to high wage jobs.</li> <li>• Workforce Development Boards are monitored to determine if they have met the 35% goal.</li> </ul>

<sup>1</sup> Information sources included Inventory of Wisconsin's Workforce Education and Training Programs, State Administered, June 2005; Informational Paper 91: State Economic Development Programs Administered by the Department of Commerce, etc.

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Department of Commerce	Customized Labor Training Program (CLT)	This program is designed to assist companies that are investing in new technologies or manufacturing processes by providing a grant of up to 50% of the cost of training employees on the new technologies (not to exceed \$2,500 per employee trained).	For State Fiscal Year (SFY) 2008 \$2.04 million	Any business making a firm commitment to locate a new facility in Wisconsin or expand an existing facility within the state, which is upgrading a product, process or service that requires training in new technology and industrial skills is eligible.	Training must focus on new technology, industrial skills or manufacturing processes and not currently be available through other resources (e.g., the Wisconsin Technical College System).

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Department of Commerce	Business Employees Skills Training (BEST) Program	This program helps small businesses (25 or fewer employees) in industries that are facing severe labor shortages upgrade the skills of their workforce. Applicants are provided with a tuition reimbursement grant to help cover a portion of the costs associated with training employees.	For SFY 08 \$50,000	Wisconsin for-profit businesses that have 25 or fewer full time employees or annual sales of less than \$2.5 million and are in state-designated industry clusters. The state has designated ten industry clusters for which BEST funds can be used: automation, agriculture/food products, biotechnology, information technology, manufacturing, medical devices, paper/forest products, printing, tourism, and childcare (not including in-home childcare)	Funding determinations are made based on a number of criteria including: <ul style="list-style-type: none"> <li>• whether the business is in an industrial cluster;</li> <li>• the wage level and benefit package provided to the employee being trained in relation to the cost of the training;</li> <li>• the impact the training will have on the applicant's business operations;</li> <li>• viability of the applicant;</li> <li>• qualifications of the trainer.</li> </ul>

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Wisconsin Technical College System	Workforce Advancement Training Grants	<p>The purpose of this program is to promote increased investment in the development of incumbent workers, improve Wisconsin's businesses' productivity and competitiveness, and augment the state's economic base by expanding technical college training services to businesses and industry. Grants will be awarded to upgrade the skills and productivity of employees of established, for-profit businesses operating in Wisconsin, with the broader objective of supporting regional workforce and economic development efforts. The training can include any combination of academic, occupational and employability topics or courses.</p> <p>Projects that would accomplish one or more of the following will receive special consideration:</p> <ul style="list-style-type: none"> <li>• increase employees' wages;</li> <li>• expand employees' job and career opportunities, including by helping employees improve their standing by taking advantage of career pathways;</li> <li>• implement part of a formal regional development collaboratively planned by business and industry and workforce and economic development organizations;</li> <li>• strengthen the position of the state's driver industries and related industry clusters.</li> </ul>	SFY 09: General Business: \$2,000,000 Small Business: \$1,000,000	<p>The 16 Technical College Districts are eligible to apply for the grants; grant funds are allocated to two categories of businesses:</p> <ul style="list-style-type: none"> <li>• General Businesses</li> <li>• Small Businesses</li> </ul>	<ul style="list-style-type: none"> <li>• Skills acquisition by employees.</li> <li>• Increases in business productivity.</li> </ul>