



WORKFORCE INNOVATION AND OPPORTUNITY ACT PROGRAM CUSTOMIZED TRAINING PROGRAM FAQ SHEET FOR EMPLOYERS

Q: What is the Workforce Innovation and Opportunity Act Program?

The Workforce Innovation and Opportunity Act (WIOA) engages a diverse range of businesses and identifies their needs to keep them competitive in their respective industry. One unique opportunity the WIOA program provides is upgrading employees' skills through customized training programs. The WIOA program is made possible by a federal grant administered locally by the Marin County Workforce Development Board through the Marin Employment Connection (MEC).

Q: What services are available?

Customized training services in a variety of areas are available to businesses that would like to upgrade their employees' workplace skills. Trainings are provided at the employer's worksite or another convenient location.

Q: What is required of the employer?

In order to qualify for a customized training program, a business must meet the following criteria:

- Employees must be earning under \$31.00, the self-sustainable hourly wage in Marin County.
- Male employees must have filed with Selective Service or be eligible to request a Status Information Letter.
- The employer is required to make a good faith effort of continued employment for a period of one year following end of training (recognizing that California is an "at will" employment state), as well as a wage increase for employees successfully completing the training.

Q: What does the WIOA Program provide?

- The program works with businesses to identify their specific training needs, helps to identify training resources or trainers, evaluates and documents employee progress, and meets with the employer at regular intervals to evaluate program success.
- At the end of training, those employees who have successfully completed the training will receive a Certificate of Competency.
- An Employment Development Counselor provides ongoing, individualized case management for up to one year following completion of training.

Q: How is the training paid for?

Federal funds are available to assist employers. The normal requirement for the employer is to pay up to 50% of the cost of training. The WIOA Program underwrites 50% of the cost of training and also pays for the cost of texts and materials.

Q: What are the advantages to an employer?

- Training tailored to industry need
- Delivery in a time frame and location convenient to business and their employees
- Savings up to 50% of the cost of training and 100% savings on cost of texts and materials
- Verification of competencies learned
- Support from an Employment Specialist for up to one year following training.

More questions?

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