



Workforce Solutions

HOW TO ACHIEVE SUCCESS THROUGH TALENT DEVELOPMENT

www.wrksolutions.com 1.888.469.JOBS (5627)

Workforce Solutions is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. (Please request reasonable accommodations 48 hours in advance.)

Relay Texas: 1.800.735.2989 (TDD) 1.800.735.2988 (voice) or 711

A proud partner of the  americanjobcenter network

On-the-Job Training

- Provides employers with partial reimbursement of an employee's hourly wage, helping to offset the cost of hiring and training a new employee
- Reimbursement up to 50% of the hourly wage for positions paying \$12.00 per hour or more
- Applies to full time positions, minimum of 30 hours per week
- Up to 400 hours of training is available, depending on the new hires experience and training plan content.

Work-based Learning: Apprenticeship

Projects that train individuals for jobs through an apprentice system at a specific employer or union. Apprenticeships have structured and federally approved curricula that has required on-the-job training and classroom education components toward skills milestones.

When combined with On the Job Training, the reimbursement is enhanced to 75% for up to 640 hours.

Work-based Learning: Paid Work Experience

Paid work experience helps offset the cost of hiring a new employee that may lack skills or knowledge entering in 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 pay 100% of the salary for an designated timeframe during the “test driving” period.

Current Worker (Incumbent Worker) Training

Training for employees of an employer who currently work for that employer. This can include skill training, skill upgrading, basic education or combinations.

- The employer selects the training provider. Workforce Solutions may assist in provider selection at the request of the customer, including using adult education providers for basic education projects.
- Paying Workforce Solutions share – Workforce Solutions will pay its agreed upon share of project costs to the employer. When Workforce Solutions contributes funds toward the cost of a current worker project, it can participate as follows:
 - Contribute up to 90% of total project costs for employers with 50 or fewer employees;
 - Contribute up to 75% of total project costs for employers with 51 to 100 employees; and
 - Contribute up to 50% of total project costs for employers with more than 100 employees

Soft-Skills/Employability Skills Training:

Workshops and training on various Job Readiness topics including Soft or Employability Skills. This type of training might braid well with the “hard” skill training provided by the other strategies to build more well-rounded workers

- Conflict Management
- Communication
- Effective Time Management
- Customized Training based on your training needs

Adult Education & Literacy, including English Language Education

- Training of customers toward high school equivalency, citizenship, and increased English fluency.
- Additionally, Adult Education often integrates work-ready skills and certifications through formal training that occurs concurrently or contextually with the academic components.
- Projects that seek to increase the literacy and the hard and soft work skills of the trainees and employees might find opportunities to bolster the value of training with Adult Education & Literacy.