



If you need to provide training for new-hires or upgrade training for existing employees, you may be eligible to have your training paid for through various workforce training programs.

Incumbent Worker Training Program

IWTP is administered by the Louisiana Workforce Commission. Businesses that have a minimum of 15 employees to be trained and are in compliance with Unemployment Insurance tax obligations may qualify for up to \$200,000*, per fiscal year for customized workforce training. Employees may be full-time, part-time, or interns. *Additional funding may be available for businesses that can provide justification.

Small Business Employee Training

SBET is administered by the Louisiana Workforce Commission. Businesses that have 50 or fewer employees and are in compliance with Unemployment Insurance tax obligations may qualify for up to \$3,000 per employee, per fiscal year for standardized workforce training. Employees may be full-time, part-time, or interns.

Louisiana Works Business & Career Solutions Centers

The newly designed Business and Career Solutions Centers offer assistance in bridging the gap between employers seeking qualified, skilled labor and the workers searching for those opportunities and can be paired with other federally funded training resources such as On The Job Training Program.

This booklet contains detailed information on the IWTP, SBET and Business & Career Solutions programs. You can obtain additional information about these and other incentive programs at the Lafayette Economic Development Authority (LEDA) Resource Center.

Contact Information:

Ryan LaGrange

Director of Workforce Development
Lafayette Economic Development Authority
211 E. Devalcourt St.
Lafayette, LA 70506
Phone: (337) 593-1405
Fax: (337) 234-3009
Email: Ryanl@lafayette.org



Incumbent Worker Training Program (IWTP)

Customized Training

Description

The Incumbent Worker Training Program (IWTP) is a partnership between the Louisiana Workforce Commission (LWC), business and industry, and training providers. The IWTP is designed to benefit business and industry by assisting in the skill development of existing employees and thereby increasing employee productivity and the growth of the company. These improvements are expected to result in the creation of new jobs, the retention of jobs that otherwise may have been eliminated, and an increase in wages for trained workers.

Funding

The program is funded by a portion of Unemployment Insurance (UI) tax contributions dedicated solely for customized training.

Eligibility Criteria

Employers must:

1. have been in business in the state for at least three years, contributing and in full compliance with state UI tax laws;
2. cannot receive IWTP Customized Training and IWTP Small Business Employee Training concurrently;
3. must have at least 15 employees to be trained (employers can form consortiums to meet this requirement); and
4. request training to either: a) prevent job loss caused by obsolete skills, technological change, or national or global competition; b) create, update, or retain jobs in a labor demand occupation; or c) update or retain jobs in an occupation which is not a labor demand occupation, if the administrator determines that the services are necessary to prevent the likely loss of jobs.

Trainees must be incumbent workers for whom the employer incurs a Louisiana UI tax liability;

Training Providers selected by employers must demonstrate a history of:

1. Successful training through its placement, retention, and satisfaction rates;
2. Collaboration with the targeted industry in the development of the training program curriculum; and
3. Use of a current industry standard as the basis for programs utilized to train students for employment in the targeted industry.

The Process

1. Employer decides what training is needed and selects a suitable training provider(s)
2. Employer and the training provider jointly develop a customized training plan to meet the needs of the company(s) and complete the IWTP online application at www.laworks.net.
3. Applications are reviewed by IWTP staff to assure that all IWTP requirements are met. Negotiations are conducted to improve the application and to provide for the most cost-effective training.
4. Applications are submitted to the Executive Director of the Workforce Commission for review and approval.
5. Upon approval of the Executive Director, a contract is developed specifying the goals to be accomplished, the scope of work and the line item budget. The contract is emailed to the employer and training provider for signature.
6. The contract is signed by the Executive Director and then forwarded to the LWC Contracts Unit. After the contract is encumbered and returned to the IWTP unit it will be e-mailed to all parties and training can begin.

For More Information Contact

Ryan LaGrange, Director of Workforce Development
Lafayette Economic Development Authority
(337) 593-1405 or ryanl@lafayette.org



Background & Funding

- Created by state legislature in 1997
- Funded through Unemployment Insurance taxes
- Administered by the Louisiana Workforce Commission
- Pre-Katrina funded at \$50 million per state fiscal year
- Currently funded up to \$20 million per state fiscal year
- Funding available for current fiscal year

Eligibility

Employers who:

- Have been operating for at least 3 years and paying into Unemployment Insurance Tax system. (in Louisiana)
- Contributing and in full compliance – Unemployment Insurance taxes (source of program funding)
- Have a minimum of 15 employees to be trained.

Other Eligibility

- Training employees in demand occupations as defined by the Louisiana Workforce Commission occupational forecasting.
- Training will result either in advancement or job creation for employees in demand occupations or retention of employees in non-demand occupations
- Special considerations include regional or statewide economic impact, request for jobs paying at least \$10 or more per hour, or company illustrates a cost sharing plan.

Outcomes

- Update job skills
- Increase employee advancement (wage increases)
- Increase employee retention
- Create jobs

IWTP funding should not replace a business' existing training program, but must be over and above the existing training budget for the previous 12 months.



Types of Training (*partial list of examples*)

- Automotive service and repairs
- Business soft skills
- Computer training in basic software
- Customer service training
- Health care industry training
- Information systems certifications
- Safety training
- Standards for compliance with OSHA
- Standards for compliance with STCW
- Transportation industry training

Industry Based Certification (*partial list*)

- API (American Petroleum Institute)
- ASE (Automotive Service Excellence)
- CNA (Certified Network Administrator)
- CNE (Certified NetWare Engineer)
- ICAR (Collision Repair)
- MMS (Minerals Management Service)
- MOS (Microsoft Office Specialist)
- NATEF (Natl' Automotive Technicians Education Foundation)
- NCCER (Natl' Center for Construction Education Research)
- OMSA (Offshore Marine Service Association)
- OSHA (Occupational Safety & Health Admin)
- SafeGulf (Contractor HSE Standards)
- STCW (Standards of Training, Certification, Watchkeeping)
- USCG (US Coast Guard)



Reimbursable Training Costs

- Tuition or Instructional Costs (classroom style, hands-on / lab training, online / computer based training, distance learning)
- Coordinator Costs (of primary trainer)
- Texts & Manuals
- Audio/Visual Materials
- CBT Software
- Raw Materials & Other Consumables
- Equipment, Furniture, & Classroom Fixtures*
- Vendor Training & Seminars
- Travel

*Limited to public training providers. Must follow state bid procedures.

Application Process

- Identify training needs company wide.
- For consortiums, identify partner businesses.
- Select training provider to administer the “grant”
- Obtain “Authorization Code” at laworks.net.
- Monitor application online.

Application Cycle

- Training provider completes online application
- Application reviewed by regional IWTP specialist (will assist throughout Application review process)
- Application reviewed by Louisiana Workforce Commission (LWC) review committee
- Approved application sent to LWC appointing authorities
- Training provider begins procurement and training site preparation
- Contract emailed to training provider and employer(s) for signature(s)
- Contract to LWC Contract Review
- Training Begins



Other Criteria

Additional Guidelines

- Typical cost per student = \$1,000* (weighted average).
- Contract duration is 12 months.*
- Training must take place in state. (out of state vendors may come to Louisiana to deliver specialized training)
- Should not replace existing training, “supplanting” rule applies.
- Generally 5% average wage increase to applicable trainees.
- Hard skills over “soft” skills.
- Equipment, furniture and fixtures are minimized.
- In-kind donation – Preferred first application; 15% subsequent applications.

** Negotiable for businesses that can provide justification for additional funding or time.*

Comparison to Small Business Employee Training Program

(for businesses eligible for both programs)

IWTP	SBET
“Supplanting” rule	No supplanting rule.
5% average wage increase per year (negotiable).	Hourly employees can receive pay increase OR be paid while attending class.
No out-of-pocket expenses.	Employer pays for training and is reimbursed by the state.
Training provider administers grant.	Business administers grant.
Business determines when and where training will take place.	Training provider determines schedule and location.
In-kind Donation preferred	No in-kind donation required.



Who's Using IWTP?

Approved IWTP Awards for Fiscal Year '16-'17. Lafayette

As of 07/01/2017

Employer	City	Award \$
Dynamic Industries (Dynamic Industries Inc, Dynamic Fabrication Contractors, Dynamic Energy, LQT Industries)	New Iberia	\$254,798
Newpark Consortium (Newpark Drilling Fluids, Newpark Mats & Integrated Services,	New Iberia	\$104,390
Acadian Ambulance Ser	Lafayette	\$577,313
Acadiana Golf, LLC Db	Broussard	\$43,780
Aqueos Corporation	Broussard	\$253,023
Aries Marine Corporat	Lafayette	\$44,961
Baker Hughes Oilfield	Broussard	\$308,534
Blue Fin Services, LL	Broussard	\$78,867
Blueline Manufacturin	Scott	\$93,438
City Club At River Ra	Lafayette	\$86,145
Cleanblast LLC	Crowley	\$73,036
Expro Americas LLC	Broussard	\$179,700
Omni Energy Services	Carencro	\$97,379
Preferred Electric In	New Iberia	\$64,235
Samson Rope Technolog	Lafayette	\$60,859
St Martin Iberia Laf	Lafayette	\$46,980
Stuller Inc.	Lafayette	\$152,350
Swiftships LLC	Morgan City	\$63,301
T & D Towing LLC	Morgan City	\$16,258
Tesco Offshore Servic	Lafayette	\$61,659
The Bayou Companies L	New Iberia	\$174,862
Waveland Services Inc	Eunice	\$174,829

Acadiana businesses using IWTP – 22

Training Dollars - \$3,010,697

Workforce Development Programs



IWTP Primary	SBET	Company	Contact Name	Phone Number	Website
		Computer Software Training			
✓	✓	Lantec of Louisiana LLC	Brad Berard	(337) 233-2016	www.lantecctc.com
		Louisiana Convergence Services	Richard Young	(337)501-1830	www.laconvergence.com
	✓	Skylark Services	Linda Larkan	(337) 234-8121	www.skylarkservices.com
✓	✓	South Louisiana Community	Margaret Beard	(337) 373-5105	www.solacc.edu
✓	✓	UL Lafayette – Continuing Ed.	Dawn Provost	(337)482-6391	www.ce.louisiana.edu
	✓	D3 Technologies		(337)269-9965	www.d3tech.net/learning
		Business / Soft Skills Training			
		Acadiana Training & Development	Crystal Mire	(337) 442-6181	www.acadianatraining.com
	✓	Accelerated Leadership	Mike Williams	(337)706-8889	www.tregistry.com/altrainer.htm
	✓	Blueprints for Business LLC	Jason Lopez	(337)319-1313	www.blueprintsformanagers.com
	✓	Biz Knocks!	Shanna Dorion	(337)534-4424	www.bizknocks.com
	✓	Customer First Personnel	Linda Broussard	(337)984-7570	
	✓	Dale Carnegie—The Winner	John Oubre	(337) 278-0713	www.batonrouge.dalecarnegie.com
	✓	ERI Services	Phyllis Dupuis	(337) 501-5847	www.eriservices.com
✓	✓	Excelerant	Elise Bouchner	(337)344-4573	www.exexp.com
	✓	Hornung Creative Consulting	Wendy Hornung	(337)278-1274	www.wendyhornung.com
	✓	Nicholyn Coaching, LLC	Nicky Stansbury	(337) 592-2725	www.nicholyncoaching.net
	✓	Pyramid Group	Brent Henley	(337) 501-9057	www.thepyramidgroup.com
✓	✓	South Louisiana Community	Margaret Beard	(337) 373-3248	www.southlouisiana.edu
	✓	Success Source LLC	Cookie Tuminello	(337) 984-1506	www.cookieuminello.com
✓	✓	UL Lafayette – Continuing Ed.	Dawn Provost	(337)482-6391	www.ce.louisiana.edu
		Safety Training			
	✓	Advanced Safety & Training		(337) 231-1323	www.advancedsafetytraining.com
	✓	Agile Performance	Baxter Saucier	(337) 366-2370	
✓	✓	Bulldog Safety Services	Lamar Hutchinson	(337)406-1646	www.bsllc.com
	✓	CPR 2 Geaux	Nicole Johnson	(337) 322-0490	www.CPR2geaux.com
✓	✓	Crescent Safety Services	Claudia Munn	(504) 450-3031	www.crescentsafetyervices.com
✓	✓	DMA Training Services	Allen Clanton	(337)578-1971	www.dmatraining.com
✓	✓	Falck Alford	Katie Hernandez	(337)892-5154	www.falck.com
✓	✓	Global Safety Consultants LLC	Steve Hamm	(337)254-7851	www.safetygsc.com
✓	✓	Global Safety Management	Maddie Darby	(337) 330-8188	www.globalsafetymgmt.com
✓	✓	Global Training & Environmental	Jeffrey Peatross	(337)593-8693	www.globaltraining.com
✓	✓	J. Schneider and Associates		(337)237-9486	www.jschneiderltd.com
✓	✓	Kheiron Corporation	Shane Istre	(337) 552-7242	Www.kheironsafety.com
✓	✓	LSU Continuing Education	Lisa Verma	(225) 578-4316	www.outreach.lsu.edu
✓	✓	M&A Safety Services	Yvette Choate	(337) 451-4685	Www.masafetyervices.com
✓	✓	Premier Safety & Training LLC	Dean Schexnayder	(337)356-8689	www.premiersafetyandtraining.net
✓	✓	Safety Environ.& Op. Training		(337)264-0323	www.seot.com
✓	✓	Safety & Training Consultants		(337)608-0252	www.safetytrainingconsultants.com
✓	✓	Safety Compliance Services, Inc.	Paula Mendoza	(337)896-6899	www.scsla.com
✓	✓	Safety Management Systems	Melissa Juneau	(337)521-3424	www.safetymys.com
✓	✓	South Louisiana Community	Margaret Beard	(337) 373-5105	www.solacc.edu
	✓	Southwest Safety Training Inc.	Glenda Poulan	(337)989-0120	www.southwestsafetytraining.com
✓	✓	Technical Resource Services	Neil Collins	(337)837-4519	www.trssafety.com
✓	✓	UL Lafayette – Continuing Ed.	Dawn Provost	(337)482-6391	www.ce.louisiana.edu

Workforce Development Programs



IWTP Primary	SBET	Company	Contact Name	Phone Number	Website
		Healthcare Training			
	✓	Flex Med Staffing & Training	Sarah Dunbar	(337)261-3539	www.flexmed.com
	✓	Apex Innovations	Marianne Bourgeois	(337) 216-4599	www.apexinnovations.com
✓	✓	Partners for Strategic Advantage	Valerie Roy	(318)219-4094	
✓	✓	UL Lafayette College of Nursing	Pat Miller	(337)482-1614	www.nursing.louisiana.edu
	✓	Wellness Express	Shirlene Young	(337)988-1138	www.wellnessexpress.org
		Marine Industry Training			
✓	✓	Delgado Community College	Rick Schwab	(504)483-4038	www.dcc.edu
✓	✓	Falck Marine	Julie Tompkins	(504)289-5962	www.houstonmarine.com
✓	✓	SCL- Young Memorial		(985)380-2436	www.scl.edu
✓	✓	UL Lafayette – Continuing Ed.	Dawn Provost	(337)482-6391	www.ce.louisiana.edu
		Other Industry Specific Training			
✓	✓	ABC Associated Builders &	Janie Arceneaux	(225)752-1415	www.abcpelican.org
	✓	Agile Performance Consulting	Baxter Saucier	(337) 366-2370	
	✓	Children at The Center	Patti Endsley	(337) 278-5823	www.childrenatthecenter.org
✓	✓	Louisiana Bankers Association	Ginger Laurent	(225)387-3282	www.lba.org
✓	✓	MEPOL	Mike Wolff	(337)482-5844	www.mepol.org
		Tech Service Products	Brock Dumestre	(337)733-4275	
	✓	Wynn L. White Consulting	Shelley Tassin	(225)810-0014	www.wynnwhite.com
		Career Training			
		Acadiana Area Career College		(337)896-9776	www.aaccweb.com
		Academy of Interactive Entertainment		(337) 456-1845	www.theaie.us
		Cosmetology Training Center		(337) 237-6868	www.cosmetlafayettela.com
		Coastal College – Truck Driving		(800) 982-8455	www.coastaltruckdriving.com
	✓	Louisiana State University –		(337)550-1445	www.lsue.edu
	✓	Louisiana State University Med		(337)261-6012	www.medschool.lsuhs.edu
		Neill Institute		(337)365-6570	
✓	✓	South Louisiana Community College	Margaret Beard	(337) 373-35105	www.solacc.edu
✓	✓	University of Louisiana at Lafayette		(337)482-6457	www.louisiana.edu
		Unitech Training Academy		(337) 988-6764	www.unitechtrainingacademy.com
		University of Phoenix		(337)354-4731	www.phoenix.edu

Contact La. Louisiana Workforce Commission—Lafayette Region:

SBET Specialist

(225)342-8987

IWTP Advisor

Effie Archangel

(337) 262-1277



SBET Overview





Incumbent Worker Training Program (IWTP) Small Business Employee Training Program

Description:

The IWTP Small Business Employee Training Program (SBET) is designed to benefit business and industry by assisting in the skill development of existing employees through individual, standardized (off-the shelf) training. Employers are reimbursed for tuition and required textbooks and manuals once the training has been completed and proper documentation has been submitted to the Louisiana Workforce Commission (LWC). Training costs cannot exceed \$3,000 per trainee per state fiscal year (July 1 – June 30). Funding is provided through the Workforce Development Training Account, at 2.3% of all IWTP funds available.

Training Can Consist Of:

1. Classes at an educational institution under the policy or direct management authority of the Board of Regents. Training providers must be domiciled in Louisiana, contribute data to LOIS Scorecard, and show a demonstrated history of successful training in the area of instruction to be given (Referred to as Training Type G-1). (Visit www.laworks.net for list of successful training programs.);
2. Training from a manufacturer or their representative within one year of the purchase of equipment valued at more than \$3,000 where the training is not otherwise incorporated into the purchase price of the equipment; (Referred to as Type G-2);
3. Training from a manufacturer or their representative to upgrade computer skills (Referred to as Type G-3); or
4. Training from a national, regional, or state trade association that offers an independently certified training curricula and testing, which can demonstrate a successful training history of at least five years (Referred to as Type G-4).

Eligibility Criteria:

1. Louisiana based businesses with fifty or fewer employees;
2. Employers that have been in business in the state for at least three years, contributing and in full compliance with state UI tax laws;
3. Trainees must be incumbent workers for whom the employer incurs a state UI tax liability; Employers can not receive IWTP Small Business Employee Training and IWTP customized training concurrently; and
4. The request for training must be in a labor demand occupation(s) as defined for Workforce Investment Act (WIA) purposes, www.laworks.net or in a cluster based industry as defined in Vision 2020, www.led.state.la.us

The Process:

1. Employer decides what training is needed and selects a suitable training provider(s).
2. Employer completes and submits the SBET Application (online for quicker turnaround).
3. Applications are reviewed by LWC staff to assure that all SBET requirements are met.
4. Applications are submitted to the Executive Director of LWC or their designee for review and approval.
5. After approval of the Executive Director or his/her designee, employer is notified and training begins.

In order to receive reimbursement for training, an employer must submit invoices for training expenditures along with: 1) proof of payment; 2) proof of completion from the training provider; 3) proof that wages were paid to the participant during training hours or proof that the participant received a wage increase within 30 days upon the completion of the training.

For More Information Contact
Ryan LaGrange, Director of Workforce Development
Lafayette Economic Development Authority
(337) 593-1405 or ryanl@lafayette.org



Description

The Small Business Employee Training Program (SBET) is designed to benefit business and industry by assisting in the skill development of existing employees through individual, standardized (off-the-shelf) training. Employers are reimbursed for tuition and required textbooks and manuals once the training has been completed and proper documentation has been submitted to the Louisiana Workforce Commission (LWC). Training costs cannot exceed \$3,000 per trainee per state fiscal year (July 1— June 30). Funding is provided through the state Incumbent Worker Training Program account.

Eligibility

- Employers with 50 or fewer employees,
- Who have been operating in Louisiana and paying in the Louisiana Unemployment Insurance tax system for at least 3 years,
- Contributing and in full compliance with state U.I. tax laws.

Standardized Training

- Non-customized training course/class
- Offered by a training provider at the time the application is filed with LWC

Types of Training

- Classes at an institution, public or private, under policy or authority of Board of Regents (G1).
- Training from a manufacturer or representative for equipment valued at \$3,000 or greater within one year of the purchase (G2).
- Computer software training from a manufacturer or representative (G3).
- National, regional or state trade association that offers independently certified training curricula and testing (G4).

SBET Funding

- Funding up to \$3,000 per trainee per state fiscal year (July 1 – June 30)
- Approximately \$1 million based on current funding level
- *Funding for current fiscal year is available.*



Other Eligibility Criteria

- Employers cannot receive SBET and IWTP customized training concurrently.
- Trainees must be incumbent workers (on the payroll) for whom the employer incurs a state UI tax liability.
- Training providers under board of regents (G1) must contribute data to LOIS scorecard and show demonstrated history of successful training. Any successful class or unit under the course of study/curriculum qualifies.

How To Apply?

- Easy on-line application - http://www.laworks.net/qm_IWTP.asp
- Application must be submitted minimum of 30 days in advance of course start date.

Need help? Contact Ryan LaGrange at LEDA, 593-1405

Needed to complete online application

- Federal tax ID number
- State unemployment ID number
- Social Security number and job title of trainees
- Names of courses, training provider, hours of course, tuition price per student, and text or book costs per student.

Needed to submit once online application is completed:

- Company W9 form
- Paycheck stub for each employee participating in the training
- Signed application signature sheet (prints once online application is complete)

On Completion Of Training

Funds are reimbursed to employer for:

- Tuition
- Training Texts & Manuals

Reimbursement

Submit online invoice with:

- Proof of payment for class/course,
- Proof of completion from training provider,
- Proof that wages were paid to participant during training hours **OR** Proof that participant received a wage increase upon the completion of training.

***Requests for reimbursements must be submitted
within 30 days of completion of training.***

YOU MUST RECEIVE LWC APPROVAL, IN WRITING, PRIOR TO START OF TRAINING.

Workforce Development Programs



Current SBET Awards — page 1 of 7

Who's Using SBET?

Approved SBET Awards for Fiscal Year '16-'17 . Lafayette Region

As of: 07/01/2017 *NOTE—Dollar amounts indicate amount approved not amount expended.

Employer	City	Training Provider	Award \$
Abbeville Bldg & Ln A State Chart Sav Bk	Abbeville	Louisiana Bankers Association	\$1,525.00
Abell & Crozier & Davis Architects Inc.	Lafayette	Deltek-Ajera	\$7,585.12
Abform Inc.	Lafayette	Lantec Computer Training Center	\$8,900.00
Absolutely Irresistible	Lafayette	The Winner Institute, Inc.	\$3,590.00
Acadian Ent	Lafayette	Hornung Creative Consulting #050558	\$19,500.00
Acadian Federal Credit Union	Lafayette	Louisiana Credit Union League	\$420.00
Acadiana Medical Federal Credit Union	Lafayette	Lantec Computer Training Center/laf	\$245.00
Acadiane Renovations Inc.	Franklin	Kheiron, LLC.	\$34,150.00
Ace Machine Fabrication And Consion LLC	New Iberia	Dma Training Services, LLC	\$16,500.00
Ace Plumbing Inc.	Lafayette	La Assoc. Of Plumb-Heat-Cool Contr.	\$2,700.00
Advanced Fire Safety LLC	Broussard	Louisiana State University-Baton Rouge, M & A Safety Services, Society Of Louisiana CPAs, Univ. Of Louisiana-Lafayette Cont. Ed	\$6,433.00
Advanced Graphic Engraving LLC	Broussard	Excelerant	\$8,000.00
Advanced Graphic Engraving LLC	Broussard	Hornung Creative Consulting #050558	\$9,500.00
Advanced Graphic Engraving LLC	Broussard	University Of Louisiana At Lafayette	\$500.00
Advanced Integrated Services Inc.	Youngsville	Global Safety Management	\$27,793.75
Advanced Logistics LLC	Lafayette	Bulldog Safety Service, LLC	\$9,580.00
Advanced Logistics LLC	Lafayette	New Horizons-Lafayette, New Horizons-New Orleans	\$18,277.00
Affiliated Blind Of La Training Ctr Inc.	Lafayette	Lantec Computer Training Center	\$750.00
Affiliated Blind Of La Training Ctr Inc.	Lafayette	The Winner Institute, Inc.	\$2,464.00
Alpha Omega Tax Service LLC	Crowley	National Association Of Tax Profess	\$2,010.00
Amcol Health & Beauty Solutions Inc.	Lafayette	Louisiana State Univ Div Of Cont Ed	\$1,699.00
American Tank Company Inc.	New Iberia	Dma Training Services, LLC	\$7,300.00
Arc Energy Equipment, LLC	Scott	Kheiron, LLC.	\$6,580.00
Architects Southwest Apc	Lafayette	The Winner Institute, Inc.	\$6,160.00
Arsement Redd & Morella LLC	Lafayette	Society Of Louisiana CPAs	\$4,000.00
Atlas Feed Mills Inc.	Breaux Bridge	Kheiron, LLC.	\$12,675.00
B & B Oilfield Services LLC	New Iberia	Sygnvs Integrated Solutions	\$6,400.00
B N A Marine Services LLC	Amelia	Coastal Safety Management, LLC	\$12,915.00
Balmar LLC	Lafayette	Lantec Computer Training Center/laf	\$250.00
Balmar LLC	Lafayette	Safety Management Systems	\$1,830.00
Bank Of Erath	Erath	Louisiana Bankers Association	\$11,586.00
Bank Of Gueydan	Gueydan	Louisiana Bankers Association	\$841.25
Bank Of Sunset & Trust Company Inc.	Sunset	Louisiana Bankers Association	\$6,957.50
Barras Family Dentistry LLC	Lafayette	Peak Performance Solutions, LLC	\$1,500.00
Basile State Bank Inc.	Basile	Louisiana Bankers Association	\$4,855.00
Bbr Creative Inc.	Lafayette	(g1) Excelerant	\$3,375.00
Buck & Johnny LLC	Breaux Bridge	The Winner Institute, Inc.	\$7,555.00

Workforce Development Programs



Current SBET Awards — page 2 of 7

Employer	City	Training Provider	Award \$
Bbr Creative Inc.	Lafayette	Lantec Computer Training Center Laf	\$22,475.00
Bluetide Communications Inc.	Broussard	Lantec Computer Training Center/laf	\$2,495.00
Boudreaux & Hebert CPAs LLC	Lafayette	American Institute Of Certified Pub	\$129.00
Boudreaux & Hebert CPAs LLC	Lafayette	National Business Institute	\$250.00
Boudreaux & Hebert CPAs LLC	Lafayette	Society Of Louisiana CPAs	\$2,890.00
Bridge Ministry Of Acadiana Inc.	Lafayette	Lantec Computer Training Center Laf	\$5,500.00
Briney Foret Corry Llp	Lafayette	Lantec Computer Training Center/laf	\$490.00
Briney Foret Corry Llp	Lafayette	Univ. Of Louisiana-Lafayette Cont. Ed	\$1,706.00
Bs&g Rentals LLC	Broussard	Safety Compliance Services, Inc.	\$15,450.00
Buck & Johnny LLC	Breaux Bridge	Peak Performance Solutions, LLC	\$375.00
Buck & Johnny LLC	Breaux Bridge	The Winner Institute, Inc.	\$7,180.00
Butcher Distributors LLC	Broussard	Dale Carnegie Training	\$750.00
C B M	Breaux Bridge	Lantec Computer Training Center/laf	\$12,730.00
Casa Of Sola Inc.	Lafayette	Lantec Computer Training Center	\$2,712.50
Cci Piping Systems	Breaux Bridge	Global Safety Management	\$9,437.50
Cci Piping Systems	Breaux Bridge	Lantec Computer Training Center Laf	\$9,277.50
Champagnes Marche Inc.	Leonville	The Winner Institute, Inc.	\$1,795.00
Channel One Digital Inc.	Lafayette	Lantec Computer Training Center/laf	\$600.00
Chapman Consulting Inc.	Lafayette	J. Schneider And Associates LTD	\$300.00
Chemlogic Inc.	Crowley	Proactive Consulting & Engineering	\$1,600.00
Childrens Museum Of Acadiana	Lafayette	Lantec Computer Training Center Laf	\$7,550.00
Clint P Dutil DDS LLC	Youngsville	Louisiana State Univ Div Of Cont Ed	\$330.00
Complete Marine Services, LLC	Amelia	Coastal Safety Management, LLC, On-Site Traning Inc.	\$9,382.50
Computer One Inc.	Lafayette	Lantec Computer Training Center/laf	\$3,485.00
CPAc	Lafayette	Coastal Safety Management, LLC	\$8,465.00
Daileys Fence Company	Crowley	University Of Louisiana At Lafayette	\$458.00
Damon T Cudihy MD LLC	Lafayette	The Winner Institute, Inc.	\$1,232.00
Dehart Shipyard LLC	Abbeville	Bulldog Safety Services, LLC, Bulldog Safety Servies, LLC	\$14,720.00
Dexter Duhons Tax Services Inc.	Abbeville	La. Society Of Independent Accounta	\$2,700.00
Dexter Duhons Tax Services Inc.	Abbeville	Society Of Louisiana CPAs	\$1,090.00
Diamond Services Corporation	Amelia	Coastal Safety Management, LLC, Falck Safety Services	\$11,651.25
Domingue-Szabo-Associates Inc.	Lafayette	Lantec Computer Training Center/laf	\$4,200.00
Dore & Company Inc.	Abbeville	Internal Revenue Service, La. Society Of Independent Accounta	\$765.00
Drake Specialties LLC	Lafayette	Lantec Computer Training Center	\$3,100.00
Dugas Soileau & Breaux LLC	Crowley	Lantec Computer Training Center	\$8,810.00
Dunns Designs LLC	Lafayette	The Winner Institute, Inc.	\$1,232.00

Workforce Development Programs



Current SBET Awards — page 3 of 7

Employer	City	Training Provider(s)	Award \$
Extreme Energy Services LLC	Broussard	Advanced Safety & Training Management, LLC, Lantec Computer Training Center/laf	\$16,120.00
Ez Bis Inc.	Lafayette	Lantec Computer Training Center	\$750.00
Families Helping Families Of Acadiana	Lafayette	Lantec Computer Training Center Laf	\$4,625.00
Farmers State Bank & Trust Co.	Church Point	Lantec Computer Training Center/laf, Louisiana Bankers Association	\$13,717.50
Farmers State Bank & Trust Co.	Church Point	Louisiana Bankers Association	\$2,300.00
First Pioneers Federal Credit Union	Lafayette	Calyx Software	\$470.00
First Pioneers Federal Credit Union	Lafayette	Louisiana Credit Union League	\$3,908.00
First Steps Referral & Consulting LLC	New Iberia	Lantec Computer Training Center	\$12,425.00
Gibson Pc	Crowley	La Life Safety & Security Assoc.	\$1,200.00
Girl Scouts Of La-Pines To The Gulf	Lafayette	Lantec Computer Training Center	\$25,744.00
Girl Scouts Of La-Pines To The Gulf	Lafayette	Univ. Of Louisiana-Lafayette Cont. Ed	\$1,254.00
Glenn J Armentor LTD	Lafayette	Lantec Computer Training Center/laf	\$735.00
Global Safety Management LLC	Broussard	Alliance Safety Council, M&a Safety Services	\$1,548.00
Going Sebastien Fisher & Lebouef Llp	Opelousas	Society Of Louisiana CPAs	\$2,552.00
Great Harvest Bread Co.	Lafayette	The Winner Institute, Inc.	\$1,795.00
Grit	Morgan City	Coastal Safety Management LLC	\$3,405.00
Guillory Oil Co Inc.	Eunice	Dm2	\$4,750.38
Gulf Coast Coil Tubing/nitrogen Svcs Inc.	Scott	Crescent Safety Services	\$16,730.00
Gulf Land Structures LLC	Lafayette	Global Safety Management, UI Lafayette-Mstc	\$17,006.25
H & H Well Service	New Iberia	Crescent Safety Services, Technical Resources Services, Inc.	\$20,945.00
H & H Well Service	New Iberia	Technical Resources Services, Inc.	\$8,380.00
Harry Barton CPA LLC	Lafayette	Society Of Louisiana CPAs	\$446.00
Heather Lynn Inc.	Morgan City	Advance Safety Training & Consultan	\$2,440.00
Hiltons Restaurant Supply	Lafayette	Lantec Computer Training Center	\$250.00
Huval & Associates Inc.	Lafayette	Lantec Computer Training Center/laf	\$1,400.00
Iberia Council On Aging Inc.	New Iberia	Lantec Computer Training Center	\$3,125.00
Iberia Urgent Care	New Iberia	The Winner Institute, Inc.	\$1,232.00
Iconvergence Inc.	Lafayette	Lantec Of Louisiana-Lafayette	\$1,970.00
Information Systems Solutions LLC	Ville Platte	La Life Safety & Security Assoc.	\$300.00
Instrumentation & Electrical Techs LLC	Broussard	Alliance Safety Council, Falck Alford, J. Schneider And Associates Ltd, Lantec Computer Training Center/laf, M & A Safety Svcs	\$14,305.00
Instrumentation & Electrical Techs LLC	Broussard	J. Schneider And Associates Ltd, M & A Safety Services	\$840.00
Instrumentation & Electrical Techs LLC	Broussard	Lantec Computer Training Center/laf	\$1,225.00
J B Mouton Inc.	Lafayette	Advanced Safety And Training Management	\$1,955.00
J Schneider And Associates LTD	Lafayette	Lantec Computer Training Center/laf	\$245.00
Janice Prejean & Carol K Reed	Lafayette	Society Of Louisiana CPAs	\$2,750.00
Jwra Inc.	Lafayette	La. Society Of Independent Accounta	\$1,890.00

Workforce Development Programs



Current SBET Awards — page 4 of 7

Employer	City	Training Provider(s)	Award \$
Kelly L Cobb, MD	Lafayette	Lantec Computer Training Center/br	\$650.00
Kenneth R Dugas CPA	Crowley	Lantec Computer Training Center Laf	\$250.00
Kourco Environmental Services Inc.	Lafayette	Crescent Safety Services	\$640.00
LEDA	Lafayette	Eri, Inc.	\$2,725.00
LEDA	Lafayette	Kheiron, LLC.	\$500.00
LEDA	Lafayette	La Industrial Dev Exec Association-Lidea	\$340.00
LEDA	Lafayette	Lantec Computer Training Center/laf	\$245.00
LEDA	Lafayette	Society Of Louisiana CPAs	\$274.00
LEDA	Lafayette	The Winner Institute, Inc.	\$3,696.00
La Networx LLC	Arnaudville	Global Knowledge	\$3,000.00
La Wholesale Florist Inc.	Lafayette	Lantec Computer Training Center/laf	\$490.00
Laborde Therapy Center LLC	Lafayette	Cross Country Education	\$209.99
Laborde Therapy Center LLC	Lafayette	Lantec Computer Training Center/laf	\$980.00
Laborde Therapy Center LLC	Lafayette	Peak Performance Solutions, LLC	\$2,000.00
Laborde Therapy Center LLC	Lafayette	The Mckenzie Institute	\$650.00
Laborde Therapy Center LLC	Lafayette	The Winner Institute, Inc.	\$5,385.00
Lafayette Gardens LLC	Lafayette	Lantec Computer Training Center/laf	\$980.00
Lafayette Par Conv Vis Bur	Lafayette	Lantec Computer Training Center/laf	\$735.00
Lagraize Medical LLC	Lafayette	Lantec Computer Training Center/laf	\$845.00
Lalit Thanki DDS & Jyoti Thanki Dmd-Apdc	Lafayette	L. S. U. Health Sciences Ctr-N. O.	\$230.00
Lamb Services Inc.	Broussard	Coastal Safety Management, LLC, On-Site Training Inc.	\$2,458.75
Langlinois Broussard & Kohlenberg	Abbeville	Society Of Louisiana CPAs	\$3,330.00
Lawrence E Marino	Lafayette	Lantec Computer Training Center Laf	\$250.00
Lift Certification And Pull Testing	Erath	Bulldog Safety Services	\$6,100.00
Lige F Dunaway III LTD	Lafayette	American Dental Association	\$970.00
Logic Control Systems LLC	Broussard	Advance Safety Training & Consultan, J. Schneider And Associates LTD	\$3,010.00
Logic Control Systems LLC	Broussard	J. Schneider And Associates LTD	\$3,150.00
Louisiana Auto Collision LLC	Lafayette	The Winner Institute, Inc.	\$1,232.00
Low Construction Group LLC	Scott	Bulldog Safety Services, LLC, Bulldog Safety Services, LLC	\$37,380.00
M & E Consulting Inc.	Lafayette	Cadtech Seminars, LLC	\$13,300.00
M & E Consulting Inc.	Lafayette	Dale Carneige Action System, The Winner Institute, Inc.	\$1,232.00
M & E Consulting Inc.	Lafayette	Lantec Computer Training Center/laf	\$2,450.00
M & E Consulting Inc.	Lafayette	The Winner Institute, Inc.	\$12,338.00
M & M Oil Tools LLC	Breaux Bridge	The Winner Institute, Inc.	\$3,590.00
M P W Properties	Lafayette	The Winner Institute, Inc.	\$1,232.00
Mactech	Broussard	Bulldog Safety Services, LLC	\$19,975.00

Workforce Development Programs



Current SBET Awards — page 5 of 7

Employer	City	Training Provider(s)	Award \$
Manuel Builders LLC	Lafayette	Lantec Computer Training Center/laf	\$8,245.00
Marcantel-Dupre LLC CPA	Lafayette	Louisiana Bankers Association	\$1,000.00
Marcantel-Dupre LLC CPA	Lafayette	Society Of Louisiana CPAs	\$1,156.00
Maternal Fetal Medicine Of Acadiana-Apmc	Lafayette	The Winner Institute, Inc.	\$1,795.00
Meche & Whipple C P As	Lafayette	La. Society Of Independent Accounta	\$1,080.00
Meche & Whipple C P As	Lafayette	Society Of Louisiana CPAs	\$578.00
Merrimac Asset Management LLC	Lafayette	Skylark Services-Linda Larkan	\$225.00
Micah R Vidrine CPA	Lafayette	Nbi, Inc.	\$349.00
Miles Perret Center	Lafayette	Lantec Computer Training Center	\$2,490.00
Mit International Of La Inc.	Broussard	Crescent Safety Services	\$3,725.00
Moncla E-Line Services Inc.	Broussard	Coastal Safety Management, LLC, Falck Safety Services, Safety & Training Consultants, LLC	\$39,675.00
Moncla E-Line Services Inc.	Broussard	Lantec Computer Training Center, M & A Safety Services	\$16,676.25
Moresi Foundry	Jeanerette	Lantec Computer Training Center/laf	\$4,100.00
Mr Electric	Carencro	Lantec Computer Training Center Laf	\$7,790.00
N E I	Lafayette	The Winner Institute, Inc.	\$2,464.00
Neunerpate	Lafayette	Lantec Computer Training Center/laf	\$735.00
Noble Plastics Inc.	Grand Coteau	Sigmasoft	\$9,000.00
Noble Plastics Inc.	Grand Coteau	The Winner Institute, Inc.	\$5,385.00
Nxt Oilfield Rentals LLC	Broussard	Crescent Safety Services	\$21,740.00
Oats & Marino	Lafayette	Lantec Computer Training Center/laf	\$4,235.00
Oil Center Research International LLC	Lafayette	Univ. Of Louisiana-Lafayette Cont. Ed	\$620.00
Oil Center Research LLC	Lafayette	Lantec Computer Training Center/laf	\$12,175.00
Oil Center Research LLC	Lafayette	Louisiana State Univ Div Of Cont Ed	\$495.00
One Acadiana Inc.	Lafayette	Lantec Computer Training Center/laf	\$11,945.00
Operations & Maintenance Solutions LLC	Broussard	J. Schneider And Associates Ltd, Technical Resources Services, Inc.	\$650.00
Parkway Services Group LLC	Lafayette	Global Safety Management, Technical Resources Services, Inc.	\$25,847.50
Peoples Credit Union	Rayne	Louisiana Credit Union League	\$345.00
Periodontics Associates	Lafayette	L. S. U. Health Sciences Ctr-N. O.	\$230.00
Perret Law LLC	Lafayette	Lantec Computer Training Center/laf	\$790.00
Peter D Vizzi MD	Lafayette	Lantec Computer Training Center	\$4,500.00
Pixus Digital Printing	Lafayette	The Winner Institute	\$3,590.00
Pneumatic & Hydraulic Co.	Lafayette	Advanced Safety And Training Management	\$3,297.50
Primeaux Rv LLC	Carencro	Bulldog Safety Services, LLC	\$25,150.00
Progressive Medical Services Inc.	Breaux Bridge	Lantec Of Louisiana	\$6,000.00
Pro-T Co Inc.	Broussard	Global Safety Management	\$26,505.25
Rader Solutions Limited Inc.	Lafayette	Lantec Computer Training Center/laf	\$20,417.00

Workforce Development Programs



Current SBET Awards — page 6 of 7

Employer	City	Training Provider(s)	Award \$
Ralphs Of Lafayette Inc.	Lafayette	Kheiron, LLC.	\$28,875.00
Rayne Building & Loan Association	Rayne	Lantec Computer Training Center/laf	\$250.00
Rayne Building & Loan Association	Rayne	Louisiana Bankers Association	\$2,910.00
Rayne Building & Loan Association	Rayne	Society Of Louisiana CPAs	\$231.00
Rick Stutes CPA LTD	Duson	Society Of Louisiana CPAs	\$520.00
Robin L Jones LLC	Lafayette	Lantec Computer Training Center Laf	\$250.00
Roto Rooter Of Lafayette	Lafayette	La Assoc. Of Plumb-Heat-Cool Contr.	\$900.00
S Scott Soileau CPA	Crowley	Lantec Computer Training Center Laf	\$250.00
Section 705 Federal Credit Un	Lafayette	Louisiana Credit Union League	\$2,212.00
Seidl & Associates Inc.	Youngsville	Lantec Computer Training Center/laf	\$1,195.00
Service Seal LLC	Lafayette	Lantec Computer Training Center/laf	\$1,500.00
Service Seal LLC	Lafayette	Safety Management Systems	\$120.00
Smith Marine Towing Corporation	Amelia	Coastal Safety Management, LLC, On-Site Traning Inc.	\$2,097.50
Southwest La Educ/refl Ctr Inc.	Lafayette	Lantec Computer Training Center/laf	\$4,165.00
St Jules Credit Union	Lafayette	Louisiana Credit Union League	\$229.00
St Martin Parvol Coun Agi Inc.	Breaux Bridge	Lantec Computer Training Center	\$7,750.00
Stephen A Raymond CPA	Lafayette	Society Of Louisiana CPAs	\$867.00
Stephen J Oats	Lafayette	Lantec Computer Training Center/laf	\$495.00
Stephen J Oats	Lafayette	Lexisnexis University	\$325.00
Sterling Wellness Solutions LLC	Crowley	Lantec Computer Training Center	\$9,425.00
Stockstill Boat Rentals Inc.	New Iberia	Bulldog Safety Services, LLC	\$6,860.00
Stric Lan Companies LLC	Duson	J. Schneider And Associates LTD	\$900.00
Stric Lan Companies LLC	Duson	Lantec Computer Training Center, M & A Safety Services	\$15,941.25
Swivel Rental & Supply LLC	Lafayette	Kheiron, LLC.	\$22,725.00
Sycon International LLC	Lafayette	International Society Of Automation (isa)	\$22,376.00
Tana Exploration Company LLC	Lafayette	Safety Compliance Services, Inc	\$24,295.00
Team Management & Consulting LLC	Lafayette	Lantec Computer Training Center/br	\$2,495.00
Teche Bank & Trust Co Inc.	St Martinvle	Louisiana Bankers Association, Southern Financial Exchange	\$592.50
Techneaux Technology Services, LLC	Lafayette	Lantec Computer Training Center	\$24,454.00
Theriot Family Dental Care Inc Lafayette	Lafayette	Expanded Duty Dental Assistant	\$330.00
Theriot Family Dental Care Inc Lafayette	Lafayette	Louisiana State Univ Div Of Cont Ed	\$330.00
Thomassee & Associates Inc.	Lafayette	Cadtech Seminars, LLC	\$3,420.00
Tim's Air Conditioning	Broussard	Univ. Of Louisiana-Lafayette Cont. Ed	\$500.00
Tobias Inc.	Erath	Bulldog Safety Services, LLC	\$17,280.00
Tops Appliances And Cabinetry	Lafayette	Hornung Creative Consulting #050558	\$15,500.00
Total Energy Solutions LLC	Lafayette	Advanced Safety And Training Management	\$2,837.50

Workforce Development Programs



Current SBET Awards — page 7 of 7

Employer	City	Training Provider(s)	Award \$
Total Pump & Supply LLC	Carencro	Crescent Safety Services	\$16,965.00
Touche Printing Inc.	Lafayette	Lantec Computer Training Center	\$1,390.00
Travis M Brinsko CPA	Lafayette	Society Of Louisiana CPAs	\$578.00
Troy J Breaux CPA	Crowley	Lantec Computer Training Center Laf	\$250.00
Univ Of Louisiana At Lafayette Found Inc.	Lafayette	Lantec Computer Training Center	\$3,300.00
Universal Lending Services Inc.	Lafayette	The Winner Institute, Inc.	\$5,385.00
University Of Louisiana Fed Credit Union	Lafayette	Lantec Computer Training Center/laf	\$490.00
University Of Louisiana Fed Credit Union	Lafayette	Louisiana Credit Union League	\$1,960.00
Valve & Wellhead Specialists LLC	Lafayette	Bulldog Safety Services, LLC	\$12,440.00
Variable Bore Rams Inc.	Broussard	Lantec Computer Training Center Laf	\$250.00
Vermilion Bank & Trust Co Inc.	Kaplan	Louisiana Bankers Association	\$2,181.25
Vige Tujague & Noel	Eunice	Acpen, Society Of Louisiana CPAs	\$1,351.00
Vige Tujague & Noel	Eunice	La. Society Of Independent Accountants, Louisiana Association Of Tax Administrators, Society Of Louisiana CPAs	\$6,558.00
Waste Auditors Inc.	Lafayette	Bulldog Safety Services, LLC	\$11,460.00
Web Systems, LLC	Lafayette	Lantec Computer Training Center Laf	\$11,250.00
Wet Tech Energy Inc.	Maurice	Kheiron, LLC	\$12,250.00
Wilkinson Technologies LTD	Youngsville	Bulldog Safety Services, LLC	\$15,960.00
Womans Foundation, Inc.	Lafayette	Lantec Computer Training Center	\$6,925.00
Womans Foundation, Inc.	Lafayette	The Winner Institute, Inc.	\$1,795.00
X-Treme Service Group Inc.	New Iberia	Dma Training Services, LLC	\$13,400.00
X-Treme Service Group Inc.	New Iberia	Lantec Computer Training Center/laf	\$4,370.00

Acadiana business using SBET – 190

Total training dollars – \$1,465,198.49



Other Local Workforce Resources





The newly designed Louisiana Works Business and Career Solutions Centers throughout the state offer customized recruitment services to businesses at NO cost to your business.

- Job Vacancies posted on state online job web-site - www.LAWORKS.net
- Screening of applicants.
- Access to search large statewide resume database.
- Use of facilities for offsite interviewing.

The Business Solutions section provides a team of business service professionals who are able to inform employers of an array of available services to meet employers' specific needs. They work in conjunction with Recruitment Specialists who assist with job vacancy advertising, applicant recruitment, screening/selection and referral services, resulting in reduced costs and time savings for your company by ensuring that your company interviews applicants who meet the basic requirements of the job.

The Career Solutions section works with job seekers (members) to make sure they have a good resume and the skills needed in today's labor market and may refer for additional training.

On-The-Job Training Program

One source of additional training is On The Job Training. Employers who are unable to find fully experienced applicants may hire members of the Career Solutions Center who have some but not all the skills needed and be reimbursed for up to 50% of a trainee's wages during the training period, subject to funding limits set by the regional Workforce Development Boards.

For More Information

Lafayette Business & Career Solutions-
Business Services 262-5559



On The Job Training may be sequenced with, or accompanied by, other types of federal WIOA (Workforce Investment & Opportunity Act) training such as:

- Customized Training
- Scholarships
- Basic Skills & Remedial Training

Customized Training (CT). CT is customized, classroom training specific to an individual company. Customized Training is conducted with the commitment by the employer to employ, or continue to employ existing employees on successful completion of training. Training can be conducted in-house or through a training institution/provider for the introduction of new technologies, new products or service procedures, or job upgrades that require additional skills. The LWIA shares the cost of customized training 50/50 with participating businesses.

Scholarships. A Scholarship allows an applicant to choose his/her training from an approved training provider list. Applicant must first have been determined through assessment and counseling to be in need of training and have the ability to complete the training. The training must be in a demand occupation.

Basic Skills Training (BST). BST is instruction provided to raise an individual's general competency level. Basic Skills refer to reading (comprehension), language arts (writing and verbal communication) and computational skills which enable an individual to function in the labor market and society. Basic education provides these skills for the first time. Remedial education involves repetition of instruction previously given to the participant.



Maximize Workforce Potential Through Louisiana Apprenticeship Program

Registered apprenticeship is a voluntary industry-driven training program which consists of a system of on-the-job training and related instruction to acquire occupational skills and knowledge needed to work for an industry or specific company.

Training is not only set to industry standards, but is also flexible enough to adapt to an individual employer's needs.

Apprenticeship program sponsors may qualify to use the Workforce Innovation & Opportunity Act (WIOA) funding for On The Job Training to assist with training costs.

Benefits

- Creates a pipeline of highly skilled workers trained to industry/ employer specifications to produce quality results.
- Produces higher retention rates because employees are building a career with your organization.
- Cultivates loyal and motivated employees that contribute to productivity and competency.
- An effective way to prepare for potential workforce expansion.
- Attracts more qualified applicants.
- Helps industries remain competitive by investing in skill development.
- Establishes partnerships with certification and licensing agencies.

Workforce Development Programs



Work Opportunity Tax Credit (WOTC)

Work Opportunity Tax Credit (WOTC) is a federal program that encourages employers to hire persons who have special difficulties finding work. WOTC offers tax-paying businesses incentives to offer more and better jobs to disadvantaged people. WOTC is also designed to encourage employers who hire disadvantaged individuals to keep these workers in the critical first year of employment. Employers can earn federal tax credits between \$2,400 and \$9,000 per qualified hire.

The disadvantaged target groups eligible for the tax credit are:

- **Long-term TANF (welfare benefits) recipient** hired over a two-year period can yield a \$9000 tax credit.
- **Qualified disabled veteran** hire can yield tax a tax credit of \$4800 each.
- **Recipients of Supplemental Security Income (SSI).**
- **Individuals in an approved vocational rehabilitation program.**
- **Other TANF (welfare benefits) recipient** is a member of a family who received TANF benefits for a 9 month period during the last 18 months.
- **Qualified food stamp recipients** ages 18 to 39 and a member of a family receiving food stamps during the last 6 months or received food stamps 3 of the past 5 months.
- **Qualified veterans** who is veteran and a member of a family receiving food stamp benefits 3 of the past 15 months.
- **Unemployed veterans** who have been discharged or released from active duty in the U.S. Armed Forces at any time during the 5-year period prior to hiring date and received unemployment compensation for at least 4 weeks within 1 year before hire date.
- **Disconnected youth** who is certified as having attained age 16 but not age 25 on the hiring date; not regularly attending secondary, technical, or post-secondary school during the 6-month period preceding the hiring date; not regularly employed during such 6-month period; and not readily employable by reason of lacking a sufficient number of basic skills.
- **Qualified ex-felons** hired within one year of release or conviction.

Individuals cannot be related to the employer.

Employers are eligible to receive at least 25% tax credit for those qualified individuals employed between 120 and 400 hours and 40% tax credit for those employed 400 hours or more during the first full year of employment (a maximum of \$2,400).

Contact: *Louisiana Workforce Commission, (225) 342-4901*



Tax Credit for Employment of the Previously Unemployed

R.S. 47:6004

Employers are eligible for a \$750 credit for hiring previously unemployed persons in newly created full-time jobs. To qualify for the credit, the employer must increase their full-time employment level by 5% over the previous year and only those additional new employees over the 5% increase are eligible for the credit.

The \$750 per qualified new employee credit can be taken against the employer's state income tax for the taxable period during which the employee completes one year of full-time service.

Only one tax credit shall be allowed for:

- Each previously unemployed person and only if such person was unemployed for at least an eight-week consecutive period prior to his employment OR a recipient of Family Independence Temporary Assistance Program payments and participating in the Family Independence Work Program.
- The credit shall only be allowed for employment of Louisiana residents who have resided in Louisiana for at least six months prior to such employment.

If this credit is claimed, the following tax credits cannot be claimed:

- Credit for hiring eligible re-entrants (R.S. 47:287.748);
- Corporate jobs credit (R.S. 287.749);
- Neighborhood assistance tax credit (R.S. 287.753); or
- Enterprise zone tax exemption contract (R.S. 51:1787).
- Quality Jobs Program (R.S. 51:2455-2462)

Tax Credit for the Employment of Certain First-Time Nonviolent Offenders

R.S. 47:297(O), & 47:287.752

A tax credit is allowed for each taxpayer (employer) who provided full-time employment to an individual who has been convicted of a first-time nonviolent offense and who is less than 25 years of age at the time of the initial employment.

- The credit shall be \$200 per taxable year per eligible employee.
- Only one credit is allowed per taxable year per employee.
- The credit may be received for a maximum of 2 years per employee.



Louisiana Basic Skills Training Tax Credit

R.S. 47:6009

A tax credit is allowed for Louisiana businesses that provide basic-skills training for their full-time employees. The credit, which is administered by the Department of Education, is \$250 per employee and a business's total basic skills training tax credit may not exceed \$30,000 in a tax year.

- Participants must be full-time employees of a Louisiana business or industry who are voluntarily participating in the basic skills course.
- Participants must be Louisiana residents.
- Participants must complete a pre-course evaluation and have grade-equivalent achievement levels below the 12th grade level in reading and mathematics.
- Participants must complete a post-course evaluation performed by an accredited public education agency and must demonstrate at least three years grade level growth in reading and mathematics.

Taxpayer's interested in this credit should apply with the Department of Education before implementing an education program.

Taxpayers receiving incentive tax credits under the Louisiana Quality Jobs Program (R.S. 51:2451 et. seq.) are not eligible to receive this tax credit.

Tax Credit for the Employment of Certain First-Time Drug Offenders

R.S. 47:297(K)

A tax credit is allowed for each taxpayer who provided full-time employment to an individual who has been convicted of a first time drug offense and who is less than 25 years of age at the time of initial employment.

- The credit shall be \$200 per taxable year per eligible employee.
- Only one credit is allowed per taxable year per employee.
- The credit may be received for a maximum of two years per employee.
- The credit shall be available upon certification by the employee's probation officer that the employee has successfully completed a court-ordered drug treatment/rehabilitation program, and has worked 180 days full time for the employer seeking the credit.