



FIXED-FEE REIMBURSEMENT RATES and NAICS INDUSTRIES

The Fixed-Fee Reimbursement Rates are used to determine the amount of funding ETP will reimburse the Contractor for each person trained and retained on the job after the completion of training.

It is a flat hourly rate inclusive of training and administrative costs based on training delivery methods (e.g. Class/Lab, Productive Lab, E-learning: including Instructor Led/Distance learning and CBT, and CBT) and type of training (e.g. Advanced Technology). Reasonable training and administrative costs are identified in the T.22, [CCR](#), Section 4412, Reasonable Training and Administrative Costs.

Type of Trainees/Proposal/Program	Class/Lab	Advanced Technology Class/Lab	CBT
	Productive Lab Instructor Led/Distance Learning		
NEW HIRE:	\$20	N/A	\$8
RETRAINING:			
Standard	\$15	\$22	
Small Business <i>(100 or less employees in CA but no more than 250 worldwide)</i>	\$22	\$22	
MEC Entrepreneurial			
Priority Industry/Initiative Standard	\$18	\$26	\$8
Priority Industry Initiative Small Business <i>(100 or less employees in CA but no more than 250 worldwide)</i>	\$26	\$26	
Priority Industry/Initiative MEC Entrepreneurial			
Critical Proposal <i>Note: In extenuating circumstances, a higher reimbursement rate may be considered.</i>	\$18	\$26	

Type of Trainees/Proposal/Program	Class/Lab	Advanced Technology Class/Lab	CBT	
	Productive Lab Instructor Led/Distance Learning			
PROGRAMS/INITATIVES:				
<i>Retrainee Job Creation Program</i>	\$20	\$20	\$8	
AB-118 (ARFVTP) Program Alternative and Renewable Fuel and Vehicle Technology Program	\$18	N/A		
AB-118 (ARFVTP) Program Small Business (100 or less employees in California but no more than 250 worldwide)	\$26	N/A		
Apprenticeship Pilot Program		N/A	N/A	
Apprentices	\$13			
Pre-apprentice and Journeyman (Blended Rate)	\$22			
Ex-Offender/ At-Risk Youth	\$20		\$8	
<i>CNA to LVN</i>	\$18			
Medical Skills (MST) preceptor	\$22			
Medical Skills (MST) didactic	\$22		N/A	
Seasonal Worker	\$15			
Veterans	\$22		\$22	\$8
Veterans Small Business	\$26		\$26	
GUIDELINES AND PILOTS Refer to Guidelines and Pilots section and contact your ETP Development Analyst.				

Guidelines for Applying Fixed-Fee Reimbursement Rates

- ETP has established standard (maximum) trainer-to-trainee ratio requirements for Class/Lab/Productive Lab/E-Learning and Advanced Technology (AT) training, regardless of the class composition (ETP trainees and non-ETP trainees), upon which the fixed-fee reimbursement rates for ETP agreements are based:

Retrainees:	1:20
New Hires:	1:15
AT:	1:10

Note: For variances, contact your ETP Development Analyst.

- **Small Business:** The hourly rates are applicable to (1) single small businesses with 100 or fewer, full-time employees in California, **but** no more than 250 worldwide; and, (2) Multiple Employer Contracts (MEC) serving small businesses with 100 or fewer, full time employees in California, but no more than 250 worldwide.
- **Advanced Technology (AT):** The AT rates are applicable to skills training which requires a trainer-to-trainee ratio of 1:10 or less and is customized to occupations which involve the production or use of the most sophisticated equipment and software in fields such as electronics, computers, and biotechnology.

Note: If the trainer-to-trainee ratio exceeds 1:10, a second trainer must be present during instruction, and the overall trainer-to-trainee ratio must not exceed 2:20. (Note: The 1:10 ratio is not applicable to small businesses as defined above).

- **Budget:** An Applicant need not submit a budget if they are requesting: (a) a rate on the ETP's Fixed-Fee Reimbursement Rate Table; or, (b) a reimbursable rate for training and administration of less than the Fixed-Fee.
- **Priority Industries:** Industry sectors and priority initiatives identified in the current ETP [Strategic Plan](#), and defined by the NAICS codes below, receive 20% more funding than standard reimbursement rates.

Industry sectors identified as priorities:

- Agriculture
- Allied Healthcare
- Biotechnology and Life Sciences
- Construction
- Goods Movement and Transportation Logistics
- Green/Clean Technology
- Information Technology Services
- Manufacturing
- Multimedia/Entertainment
- Technical Services

Projects may qualify for either priority industry rate or critical proposal rate, but not both.

ETP's NAICS Industry Guidelines

2012 NAICS	Priority Industry	Code Range	Industry Name
11	SOME:	Agriculture, Forestry, Fishing, Hunting	
	✓	111110 - 111998	Crop Production
21	NONE	Mining, Quarrying, and Oil and Gas Extraction	
22	ALL:	Utilities	
	✓	221111- 221113	Hydroelectric, Fossil Fuel Electric, Nuclear Electric Power (This was never part of list)
	✓	221114 - 221118	Electric Power Generation (solar, wind, geothermal, Biomass, Other)
	✓	221121 - 221330	Electric Bulk Power Transmission and Control, Distribution, Natural Gas, Water Supply, Irrigation, Sewage Treatments, Steam & Air.
23	ALL	Construction	
31-33	ALL	Manufacturing	
42	SOME:	Wholesale Trade	
	✓	423860	Transportation Equipment & Supplies (except Motor Vehicles) Merchant Wholesalers
	✓	423930	Recyclable Material Merchant Wholesalers
44-45	NONE	Retail Trade	
48-49	SOME:	Transportation and Warehousing	
	✓	481112	Scheduled Freight Air Transportation
	✓	481212	Nonscheduled Chartered Freight Air Transportation
	✓	482111 - 482112	Rail Transportation
	✓	483111	Deep Sea Freight Transportation
	✓	483113	Coastal and Great Lakes Freight Transportation
	✓	483211	Inland Water Freight Transportation
	✓	486110 - 486990	Pipeline Transportation
	✓	488111 - 488190	Support Activities for Air Transportation
	✓	488210	Support Activities for Rail Transportation
	✓	488310 - 488390	Support Activities for Water Transportation
	✓	488510	Freight Transportation Arrangement
	✓	488991	Packing and Crating
	✓	492110	Couriers and Express Delivery Service
✓	493110 - 493190	Warehousing and Storage	
51	SOME:	Information	
	✓	511110 - 511199	Publishing, including Newspaper, Periodical and Book Publishing
	✓	511210	Software Publishing
	✓	512110 - 512120	Motion Picture and Video Production & Distribution
	✓	512191 - 512199	Teleproduction and Other Postproduction Services, Other Motion Picture Video Industries
	✓	512210 - 512220	Record Production, & Integrated Distribution
	✓	512230	Music Publishers

2012 NAICS	Priority Industry	Code Range	Industry Name
51 Continued	✓	512240 - 512290	Sound Recording Studios, and Other
	✓	515111	Radio Networks
	✓	515210	Cable and Other Subscription Programming
	✓	517110 - 517919	Wired Telecommunications Carriers, Cellular, Satellite, Resellers, Other
	✓	518210	Data Processing, Hosting & Related Services
	✓	519130	Internet Publishing, Broadcasting & Web Search Portals
52	NONE	Finance and Insurance	
53	NONE	Real Estate and Rental and Leasing	
54	SOME:	Professional, Scientific, and Technical Services	
	✓	541310	Architectural Services
	✓	541330 - 541340	Engineering and Drafting Services (including Civil, Construction, Environmental and Mechanical Engineering Services)
	✓	541360 - 541380	Surveying and Mapping Services, Geophysical and Non; Testing Laboratories
	✓	541511 - 541513	Customer Computer Programming Services; Computer Systems Design Services; Computer Facilities Management
	✓	541614	Process, Physical Distribution, and Logistics Consulting Services
	✓	541620	Environmental Consulting
	✓	541690	Other Scientific and Technical Consulting Services
	✓	541711 - 541715	Scientific Research and Development Services (except Social Sciences and Humanities)
55	NONE	Management of Companies and Enterprises	
56	SOME:	Administrative and Support and Waste Management and Remediation	
	✓	562910	Remediation Services
	✓	562920	Materials Recovery Facilities
61	NONE	Educational Services	
62	SOME:	Health Care and Social Assistance	
	✓	621410 - 621498	Outpatient Care Centers; Family, HMO, Substance, Kidney...
	✓	621511 - 621512	Medical and Diagnostic Laboratories
	✓	621610	Home Health Care Services
	✓	621910	Ambulatory Services
	✓	622110 - 622310	Hospitals
✓	623110 - 623990	Nursing and Residential Care Facilities	
71	NONE	Arts, Entertainment, and Recreation	
72	NONE	Accommodation and Food Services	
81	NONE	Other Services (except Public Administration)	
92	NONE	Public Administration	

Note: If an industry is not noted as Priority Industry, but a project appears to meet the priority industry criteria, the Field Office Manager may review.

To verify a valid NAICS, see [North American Industry Classification System \(NAICS\) Main Page ? U.S. Census Bureau](#)