



# RETRAINEE – JOB CREATION

- The Panel implemented this program focusing on projects having a job creation impact and demonstrating investment in the California economy (2011). In 2014, employer eligibility was limited to funding for trainees hired into “net new jobs”.
- Employers must show commitment to hire new employees, such as opening, expanding, or upgrading specific plants or facilities, expanding existing business capacity, or recalling or rehiring laid-off workers, with justification to show that the company is renewing a workforce that was reduced due to economic conditions or other reasons leading to attrition.
- Newly-hired employees must be hired into a “net new job”, meaning the number of permanent, full-time employees on the Contractor’s payroll must be higher by at least the number of Job Creation trainees who complete retention, as it was at start-of-term for the ETP Agreement.
- Trainees who do not meet either the date-of-hire or the “net new jobs” eligibility requirement must be re-enrolled in an incumbent worker Job Number appropriate to the type of training and method of delivery.
- Retrainee-Job Creation trainees are subject to the new hire minimum wage requirements.
- The minimum post-retention wage for all Retrainee-Job Creation trainees is \$15 per hour. A maximum of \$2.50 in health benefits may be used to meet this wage, if needed. If in a HUA, the HUA wage applies.
- Part-time Workers, Seasonal Workers, and Temp-to-Perm Workers are included in the requirement for hiring into a net new job.
- Major Seasonal Industry employers and Small Businesses (≤100 employees) are eligible, consistent with existing guidelines and trainee eligibility standards.
- Multiple Employer Contractors (MECs) training CNAs are eligible. Other MECs are eligible with Executive Staff approval.
- Trainee eligibility is linked to the date of hire. As a benchmark, a trainee must be hired within 3-months before the date of project approval, or within the term of the contract.
- Trainees are eligible to begin training while still employed as temporary workers or while in a part-time or seasonal position. For these trainees, the Job Creation eligibility benchmark is measured from date-of-hire into a permanent, full-time position.
- Funding Caps may apply in a given Fiscal Year, see [ETP Funding Limitations](#).
- Employers will be required to provide turnover rate information. Employers with greater than 20% turnover in the preceding year will be required to provide an explanation.
- Contracts will be written for standard 24 month terms.
- If a company is able to solidify anticipated hiring of new employees consequently creating an increase of “net new jobs” within three to six months following initial project development, a Retrainee-Job Creation Job Number for additional funding may be added by Panel Amendment.
- The standard minimum and maximum training hours are 8 and 200. An approved justification is required to exceed the maximum training hours.
- Standard Retrainee-Job Creation criteria applies.

**For further information regarding this Pilot program, please contact [ETP’s Economic Development Unit](#), or call 916-327-5258.**