

Employment Training Panel



The Employment Training Panel (ETP) is a joint business-labor state agency that funds training to ensure employers have the skilled workers they need to compete locally and globally.



ETP's success is the result of several unique features:

Employer-driven training

Companies decide which workers need training, develop their own training plans, and select their own trainers.

Business investment

Employers invest in training in two ways. First they pay the Employment Training Tax, which makes them eligible for ETP's core funding. Second, they match at least one dollar for every dollar the State spends on training.

Performance based contracting

Contractors earn funds after a trainee completes training and is retained in a job at a required wage for at least 90 days.

Customization

Training is customized to meet the needs of employers and provide high-wage, high-skill, secure jobs for workers.

"BioMarin Pharmaceutical, Inc. is a leader in delivering therapies for chronic and degenerative genetic conditions. Ongoing technical training is a critical component of our industry, and our [ETP-Funded] training program has been critical to strengthening our workforce and operations."

~ Marty Richard, Executive Director of Technical Operations Compliance, BioMarin Pharmaceutical, Inc.

ETP has accomplished the following since 1982:

\$1.9B	REIMBURSED TO EMPLOYERS
98K	BUSINESSES WITH TRAINED WORKERS
1.5M	WORKERS TRAINED

Average hourly earnings for trainees who completed ETP-funded training:

\$37.59	FOR INCUMBENT WORKERS
\$19.95	FOR NEW HIRES

Averages are calculated based on completed contracts over 3 fiscal years, FY21-22 to FY23-24. Data provided by ETP's Research & Analytics Division.

ETP training results in:

\$1	=	\$4
IN FUNDS SPENT ON TRAINING		IN BENEFITS TO CA ECONOMY

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To learn more about partnerships with ETP
Connect@etp.ca.gov | 916.737.4181 | etp.ca.gov

In Partnership with
CALIFORNIA JOBS FIRST

Supporting California Businesses



ETP prioritizes its funding to provide training for:

Small businesses

79% of businesses served by ETP employ 250 or fewer workers, representing over 3,200 small business employers and 10,448 trainees in Fiscal Year 23/24 alone.

Priority Industries

ETP prioritizes training for industries key to the State's economic health, including manufacturing, agriculture, forestry, construction, and healthcare.

Clean Technology to Support Climate Transition

ETP targets training for firms employing "clean technology" methods, including; solar energy generation; energy distribution and conservation; clean air and water; and reduction of landfills.

Targeted Populations

ETP reaches traditionally underserved populations such as workers in high unemployment areas, agricultural workers, veterans, individuals with disabilities, opportunity youth and justice-involved individuals.

Apprenticeship

ETP prioritizes construction apprenticeship as well as apprenticeship training in non-traditional sectors, such as IT, healthcare, and manufacturing. ETP can support training for pre-apprentices, apprentices, and journeyworkers.

Did you know?

No General Fund monies are used to support ETP's core program. ETP is funded through the Employment Training Tax (ETT), paid for by California employers who participate in the Unemployment Insurance system.

ETP directly supports state and local economic development efforts as one of California's key incentives for business recruitment and expansion.

"At Applied Materials, our innovations make possible the technology shaping the future. We are committed to retaining a loyal, stable workforce in the Silicon Valley by investing in the skills of our employees. The resources provided through ETP will accelerate employee training programs needed to continue the State's leadership in the clean technology industries. We are proud to partner with ETP in this endeavor."

~ Ajey Joshi, PhD, Applied Materials



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