



# FIXED-FEE REIMBURSEMENT RATES

Type of Trainees/Proposal/Program	Curriculum based reimbursement rate exemptions:				
	Class/Lab	CBT Delivery Method	Advanced Technology Training Types	Medical Skills (MST) Preceptor Training Types	Medical Skills (MST) Didactic Training Types
	Productive Lab				
	Instructor Led/Distance Learning Delivery Methods				
<b>NEW HIRE:</b>	<b>\$28</b>	<b>\$11</b>	<b>\$28</b>	<b>\$28</b>	<b>\$28</b>
<b>RETRAINING: (See below)</b>					
<b>Standard</b>	<b>\$24</b>				
<b>Small Business</b> <i>(100 or fewer employees in CA but no more than 250 worldwide)</i>					
<b>MEC Entrepreneurial</b>					
<b>Priority Industry/Initiative Standard</b>					
<b>Critical Proposal</b> <i>Note: In extenuating circumstances, a higher reimbursement rate may be considered.</i>					
<b>Retrainee Job Creation Program</b>	<b>\$28</b>				
<b>Veterans Program</b>					
<b>Clean Technology Program</b> <i>Formerly Alternative and Renewable Fuel and Vehicle Technology Program</i>					
<b>Ex-Offender/ At-Risk Youth</b>					
<b>CNA to LVN</b>					
<b>Journeyman/ Pre- apprentice</b>					
<b>Apprenticeship Program</b> <i>Apprentices</i>	<b>\$22</b>				

**GUIDELINES AND PILOTS:** Refer to [ETP Website](#) or your Monitoring Analyst.

# ETP NAICS INDUSTRY GUIDE

## **Guidelines for Applying Fixed-Fee Reimbursement Rates**

- ETP has established standard (maximum) trainer-to-trainee ratio requirements for Class/Lab (CL)/Productive Lab (PL)/ Instructor Led/Distance Learning (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:

- Accommodation and Food Services
- Agriculture, Forestry, Fishing and Hunting
- Arts, Entertainment, and Recreation
- Construction
- Finance and Insurance
- Health Care and Social Assistance
- Information
- Manufacturing
- Mining, Quarrying, and Oil and Gas Extraction
- Other Services (except Public Administration)
- Professional, Scientific, and Technical Services
- Retail Trade
- Transportation and Warehousing
- Utilities

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Priority Industry designations may provide benefits of a higher reimbursement rate than the standard rate, or lower wage requirements (panel approval on case-by-case basis). Priority Industry status does not impact the application process nor does it indicate eligibility or guarantee funding.

NAICS	Priority Industry	Code Range	Industry Name
11	SOME ↓	<b>Agriculture, Forestry, Fishing, Hunting</b>	
	✓	111110 - 111998	Crop Production
21	SOME ↓	<b>Mining, Quarrying, and Oil and Gas Extraction</b>	
	✓	212210-212390	Mining (except Oil and Gas)
22	ALL	<b>Utilities</b>	
23	SOME ↓	<b>Construction</b>	
	✓	236115-237110	Construction of Buildings
	✓	237130-238992	Specialty Trade Contractors
31-33	SOME ↓	<b>Manufacturing</b>	
	✓	311111-332991	Food, Beverage and Tobacco Product, Textile Mills, Apparel, Leather and Allied Product, Wood Product, Paper, Printing and Related Support Activities, Petroleum and Coal Products, Chemical, Plastics and Rubber Products, Nonmetallic Mineral Products; Primary Metal, Fabricated Metal Product, Machinery, Computer and Electronic Product, Electrical Equipment, Appliance, and Component, Transportation Equipment, Furniture and Related Product, Miscellaneous Manufacturing
	✓	332996-339999	
42	NONE	<b>Wholesale Trade</b>	
44-45	SOME ↓	<b>Retail Trade</b>	
	✓	445110-445320	Food and Beverage Retailers
48-49	SOME ↓	<b>Transportation and Warehousing</b>	
	✓	481112	Scheduled Freight Air Transportation
	✓	481212	Nonscheduled Chartered Freight Air Transportation
	✓	482111-483111	Rail Transportation, Deep Sea Freight Transportation, Deep Sea Freight Transportation
	✓	483113	Coastal and Great Lakes Freight Transportation
	✓	483211	Inland Water Freight Transportation
	✓	484110-484230	Truck Transportation
	✓	486210	Pipeline Transportation of Natural Gas
	✓	486990	All other Pipeline Transportation (except Crude Oil)
	✓	488111-488999	Support Activities for Air Transportation, Support Activities for Rail Transportation, Support Activities for Water Transportation, Motor Vehicle Towing, Other Support Activities, Freight Transportation Arrangement, Packing and Crating
	✓	492110	Couriers and Express Delivery Service
	✓	493110 - 493190	Warehousing and Storage
51	SOME ↓	<b>Information</b>	
	✓	512110 - 512240	Motion Picture and Video Production & Distribution, Teleproduction and Other Postproduction Services, Other Motion Picture Video Industries, Music Publishers, Sound Recording Studios
	✓	516110-516210	Radio and Television Broadcasting Stations, Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers
	✓	518210	Data Processing, Hosting, and Related Services
52	SOME ↓	<b>Finance and Insurance</b>	
	✓	523150-523999	Securities, Commodity Contracts, and Other Financial Investments and Related Activities
53	NONE	<b>Real Estate and Rental and Leasing</b>	

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NAICS	Priority Industry	Code Range	Industry Name
<b>54</b>	<b>SOME ↓</b>	<b>Professional, Scientific, and Technical Services</b>	
	✓	541211-541380	Accounting, Tax Preparation, Bookkeeping, and Payroll Services, Architectural Services, Engineering & Drafting Services, Surveying, Geophysical Surveying, and Mapping Services, Testing Laboratories and Services
	✓	541511-541519	Custom Computer Programming Services; Computer Systems Design Services; Computer Facilities Management Services, Other Computer Related Services
	✓	541713-541720	Custom Computer Programming and Design Services, Other Scientific and Technical Consulting Services, Research and Development in the Social Sciences and Humanities
<b>55</b>	<b>NONE</b>	<b>Management of Companies and Enterprises</b>	
<b>56</b>	<b>NONE</b>	<b>Administrative and Support and Waste Management and Remediation</b>	
<b>61</b>	<b>NONE</b>	<b>Educational Services</b>	
<b>62</b>	<b>SOME ↓</b>	<b>Health Care and Social Assistance</b>	
	✓	621111-621999	Ambulatory Health Care Services, Outpatient Care Centers; Family, HMO, Substance, Kidney Dialysis, Medical Laboratories and Diagnostic Imaging Centers, Home Health Care Services, Ambulance Services, Social Assistance
	✓	623110-623990	Nursing and Residential Care Facilities
<b>71</b>	<b>SOME ↓</b>	<b>Arts, Entertainment, and Recreation</b>	
	✓	711110-711510	Performing Arts, Spectator Sports, and Related Industries
<b>72</b>	<b>ALL</b>	<b>Accommodation and Food Services</b>	
<b>81</b>	<b>SOME ↓</b>	<b>Other Services (except Public Administration)</b>	
	✓	813311-813319	Social Advocacy Organizations
<b>92</b>	<b>NONE</b>	<b>Public Administration</b>	

Updated: April 2024 Panel

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