



## Workforce Training & Funding

Incumbent Worker Training Program  
Small Business Employee Training  
Local Workforce Resources





## Lafayette Economic Development Authority

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 funding for customized workforce training. Employees may be full-time, part-time or interns.

### **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 Workforce Commission / Acadiana Workforce Solutions**

The Workforce 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 Workforce Solutions programs. You can obtain additional information about these and other incentive programs from the Lafayette Economic Development Authority (LEDA).

### **ABOUT LEDA**

LEDA works with businesses as they make decisions to start, expand or relocate to Lafayette and the surrounding communities. Through innovative collaborations with business, government, and education, LEDA strives to grow the community's business base for future development and diversification.

LEDA sets businesses on the right path from the start. By combining our knowledge of the region and in-depth research, LEDA works with the business to build a strong foundation for your growth and expansion. LEDA maintains strong relationships with the organizations that bring out the best of Lafayette's community assets.

LEDA is dedicated to assisting businesses whether they've been here for years or are new to the community. By establishing a tailored action plan, LEDA makes sure businesses stay competitive and successful.

### **OUR MISSION**

LEDA's mission is to catalyze job growth and capital investments that will lead to a strong diversified economy, equitable access to economic opportunity, and an excellent quality of life in Lafayette Parish.

LEDA will achieve its mission by engaging in the best practices in business retention & expansion, business attraction, workforce development & talent attraction, by fostering entrepreneurship and small business development, by curating a positive business climate, and by engaging in efforts to enhance quality of life in the parish.

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](mailto:RyanL@lafayette.org)



## Incumbent Worker Training Program

### 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 to customized training.

### Eligibility Criteria

#### Employers:

1. must have been in business in Louisiana 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 company's needs and complete the IWTP online application at [www.laworks.net](http://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:

#### 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](mailto:RyanL@lafayette.org)



## Incumbent Worker Training Program

### IWTP Additional Information

#### Background & Funding

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

#### Other Eligibility Considerations

- 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

#### Outcomes

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

#### 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 (National Automotive Technicians Education Foundation)
- NCCER (National 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)

**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.**



# Incumbent Worker Training Program

## 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 (Limited to public training providers. Must follow state bid procedures.)
- Vendor Training & Seminars
- Travel

## 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 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 is \$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



## Incumbent Worker Training Program

### Who is Using IWTP?

Approved IWTP Awards for FY 23-24 — Lafayette Region

Employer	City	Award	
Jp Oil Consortium	Lafayette	M & A Safety Services	\$42,312
Mako Consortium	Lafayette	M & A Safety Services	\$27,334
Manuel Consortium	Lafayette	Lantec Of Louisiana LA	\$23,139
Primeaux Consortium	Carencro	Bulldog Safety Services	\$70,070
Acadian Ambulance Service	Lafayette	South Louisiana Comm. Coll.	\$639,546
Acadian Contractors Inc	Abbeville	Lantec Of Louisiana LA	\$186,106
Affordable Rent To Own Furnishings	Lafayette	Lantec Of Louisiana LA	\$49,143
Aries Marine Corporation	Lafayette	M & A Safety Services	\$32,336
Bagwell Energy Service	Delcambre	M & A Safety Services	\$12,133
Blue Fin Services LLC	New Iberia	M & A Safety Services	\$37,772
Burner Fire Control	Broussard	M & A Safety Services	\$36,369
Central Boat Rentals	Berwick	South Louisiana Comm. Coll.	\$50,481
Cleanblast LLC	Crowley	M & A Safety Services	\$33,990
Ecoserv, LLC	Abbeville	M & A Safety Services	\$86,802
Energy Management Company	Erath	M & A Safety Services	\$50,408
Environmental Solutions	New Iberia	M & A Safety Services	\$38,280
Ernest P Breaux Electrical	New Iberia	M & A Safety Services	\$108,900
Evangeline Council On Aging	Ville Platte	Lantec Of Louisiana LA	\$39,050
Gulf Coast Marine Fabricators	Abbeville	M & A Safety Services	\$45,480
Harbinger Medical Group (Tides Medical)	Lafayette	South Louisiana Comm. Coll	\$82,419
Heritage Care Inc DbA	Lafayette	Lantec Of Louisiana LA	\$59,340
Hub Enterprises LLC	Broussard	Bulldog Safety Servic	\$123,310
Magnolia Torque & Testing	Lafayette	Safety Compliance Services	\$49,704
Mistras Group Inc.	Youngsville	Crescent Safety Services	\$50,787
Moncla Workover & Dri	Lafayette	M & A Safety Services	\$83,822
Oeg Offshore Inc.	New Iberia	Lantec Of Louisiana LA	\$95,132
River Rental Tools In	Belle Chasse	M & A Safety Services	\$40,354
Seamar, L. L. C.	Lafayette	M & A Safety Services	\$122,250
Southern Integrated S	Broussard	M & A Safety Services	\$99,949
Swiftships LLC	Morgan City	Mariner-Gulf Consulting	\$212,500
Waveland Services Inc	Eunice	Safety Compliance Services	\$80,218



## Incumbent Worker Training Program

### Who is Using IWTP?

Employer	City	Award	
Wilkinson Technologies	Youngsville	Bulldog Safety Services	\$55,550
Z. E. Services LLC DbA Zealous Energy	Breaux Bridge	Crescent Safety Services	\$103,292

Acadiana businesses using IWTP: **33** | Training Dollars: **\$2,868,273**



## 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).

### 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).;
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;
4. Employers can not receive IWTP Small Business Employee Training and IWTP customized training concurrently; and
5. The request for training must be in a labor demand occupation(s) as defined for Workforce Innovation & Opportunity Act (WIOA) purposes, [www.laworks.net](http://www.laworks.net) or in a cluster based industry

### 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:

#### Ryan LaGrange

Manager 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](mailto:ryanl@lafayette.org)





## Small Business Employee Training Program

### SBET Additional Information

#### Standardized Training

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

#### SBET Funding

- Funding up to \$3,000 per trainee per state fiscal year (July 1 – June 30)
- 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 online application: <https://iwtp.laworks.net/Launch/LaunchPage.asp?SBET=Y>
- Application must be submitted minimum of 30 days in advance of course start date.
- Need help? Contact Ryan LaGrange at LEDA, 337-593-1405

#### 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

#### Reimbursement

##### On completion of training funds are reimbursed to employer for:

- Tuition
- Training Texts & Manuals

##### 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.**



## Small Business Employee Training Program

### Who is Using SBET?

Approved SBET Awards for FY 23-24 — Lafayette Region

\*Dollar amounts indicate amount approved not amount expended.

Employer	City	Training Provider	Award
Acadiana Vascular Center LLC	Lafayette	Lantec Computer Training Center Laf	\$1,200.00
Ace Specialties LLC	Lafayette	Lantec Of Louisiana LLC	\$2,500.00
Advanced Fire Safety LLC	Broussard	Society Of Louisiana CPAs	\$2,134.00
Advanced Logistics LLC	Lafayette	Bulldog Safety Services, LLC	\$4,340.00
Affiliated Blind Of La Training Ctr Inc.	Lafayette	Lantec Computer Training Center Laf	\$200.00
Affiliated Blind Of La Training Ctr Inc.	Lafayette	Lantec Computer Training Center	\$4,000.00
Aie	Lafayette	Lantec Of Louisiana	\$750.00
Aie	Lafayette	Lantec	\$4,375.00
Apex Commercial Cleaning	Lafayette	The Winner Institute, Inc	\$1,794.50
Arl Construction, Inc.	Franklin	Isafe, LLC	\$10,175.00
Arl Construction, Inc.	Franklin	Kheiron, LLC.	\$16,600.00
Arsement Redd & Morella LLC	Lafayette	Society Of Louisiana CPAs	\$6,440.00
Artema LLC	Lafayette	Lantec Computer Training Center/laf	\$1,800.00
B N A Marine Services LLC	Amelia	Coastal Safety Training, LLC	\$15,120.00
Babineaux Plumbing Inc.	New Iberia	Acadiana Plumbers Association	\$4,760.00
Balmar LLC	Lafayette	Lantec Computer Training Center/laf	\$750.00
Balmar LLC	Lafayette	M & A Safety Services	\$2,297.00
Bank Of Erath	Erath	Louisiana Bankers Association	\$703.75
Basile State Bank Inc.	Basile	Louisiana Bankers Association	\$735.00
Basin Fleeting Inc.	Berwick	Coastal Safety Training, LLC	\$2,595.00
Bbr Creative Inc.	Lafayette	Dale Carnegie Training	\$1,357.00
Bbr Creative Inc.	Lafayette	Excelerant	\$2,062.50
Bbr Creative Inc.	Lafayette	Lantec Corporate Training	\$250.00
Bbr Creative Inc.	Lafayette	The Winner Institute, Inc	\$1,794.50
Bluetide Communications Inc.	Broussard	Lantec Computer Training Center, Lantec Computer Training Center/laf	\$14,170.00
Boudreaux & Hebert CPAs LLC	Lafayette	Society Of Louisiana CPAs	\$1,968.75
Bowls Slips & Grips LLC	Broussard	Crescent Safety Services	\$12,035.00
Boyer Hebert & Angelle LLC	Breaux Bridge	Lantec	\$625.00
Brice Civil Constructors, Inc.	Morgan City	Coastal Safety Training, LLC , On-Site Traning Inc.	\$2,585.00
Butcher Distributors LLC	Broussard	Lantec Computer Training Center/br, Lantec Computer Training Center/laf	\$500.00
Butcher Distributors LLC	Broussard	Lantec Computer Training Center/laf	\$1,308.75
Butcher Distributors LLC	Broussard	Lcpa	\$274.00
Butcher Distributors LLC	Broussard	Society Of Louisiana CPAs	\$1,786.50
C Js Plumbing Repair Inc.	Breaux Bridge	Acadiana Plumbing Association	\$10,840.00
Cabot Emp Cred Un Of Franklin	Franklin	Louisiana Credit Union League	\$562.50
Cadorath Aerospace Lafayette LLC	Broussard	Lantec Of Louisiana LLC	\$3,000.00



## Small Business Employee Training Program

### Who is Using SBET?

Employer	City	Training Provider	Award
Cci Piping Systems	Breaux Bridge	Crescent Safety Services	\$15,250.00
Cci Piping Systems	Breaux Bridge	Lantec Computer Training Center Laf	\$8,425.00
Cci Piping Systems	Breaux Bridge	Lantec Of Louisiana LLC	\$500.00
Cci Piping Systems	Breaux Bridge	South La Community College	\$10,750.00
Check Point Urgent Care LLC	Lafayette	M & A Safety Services	\$1,625.00
Checkpoint Urgent Care Of	Crowley	M & A Safety Services	\$250.00
Chemlogix Inc.	Rayne	Proactive Consulting & Engineering	\$13,750.00
Childrens Museum Of Acadiana	Lafayette	Lantec Computer Training Center/laf, Lantec Of Louisiana LLC	\$2,300.00
Civil And Structural Engineers Inc.	Lafayette	Cadtech Seminars, LLC	\$2,280.00
Cross Diving Services LLC	Morgan City	Coastal Safety Training, LLC , On-Site Training Inc.	\$19,700.00
Crowley Primary Care LLC	Crowley	The Winner Institute, Inc	\$1,794.50
Cypress Fabrication Services, LLC	St Martinville	Coastal Safety Training, LLC	\$30,110.00
Dave Pierret Plumbing Inc.	Youngsville	La Assoc. Of Plumb-Heat-Cool Contr.	\$3,600.00
Deano Hardwoods LLC	Broussard	Dmsi	\$30,030.00
Dexter/duhons Tax Services Inc.	Abbeville	La. Society Of Independent Accounta	\$3,140.00
Digital Machining Systems LLC	Duson	Carnegie Action Systems, Effective Communications And Human Relations, The Winner Institute, Inc	\$10,767.00
Dore & Company Inc.	Abbeville	Internal Revenue Service	\$245.00
Dore & Company Inc.	Abbeville	La. Society Of Independent Accounta	\$989.91
Down Hole Pressure Instruments Inc.	Broussard	La. Society Of Independent Accounta	\$385.00
Downtown Lafayette Unlimited	Lafayette	Lantec Computer Training Center/laf, Lantec Corporate Training	\$1,600.00
Drake Specialties LLC	Lafayette	Lantec Computer Training Center/laf	\$245.00
Drake Specialties LLC	Lafayette	Safety Compliance Services, Inc.	\$150.00
Electric Line Technologies LLC	Broussard	Sygnvs Integrated Solutions	\$9,600.00
Enterprise Data Concepts LLC	Lafayette	Lantec Computer Training Center Laf, Lantec Computer Training Center/laf	\$6,995.00
Enterprise Data Concepts LLC	Lafayette	Lantec Computer Training Center	\$150.00
Enterprise Data Concepts LLC	Lafayette	The Winner Institute, Inc	\$1,794.50
Environmental Plumbing Solutions LLC	Breaux Bridge	Acadiana Plumbers Association	\$2,380.00
Farmers State Bank & Trust Co.	Church Point	Lantec Computer Training Center/laf	\$7,700.00
Farmers State Bank & Trust Co.	Church Point	Louisiana Bankers Association	\$7,788.75
First Pioneers Federal Credit Union	Lafayette	Louisiana Credit Union League	\$8,554.45
Foundation For Wellness	Lafayette	Excelerant	\$3,375.00



## Small Business Employee Training Program

### Who is Using SBET?

Employer	City	Training Provider	Award
Foundation For Wellness	Lafayette	Lantec Computer Training Center, Lantec Computer Training Center/laf	\$495.00
Foundation For Wellness	Lafayette	Lantec Computer Training Center/laf	\$490.00
Foundation For Wellness	Lafayette	The Winner Institute, Inc	\$250.00
Frisco Industrial Contractors, LLC	Franklin	Isafe, LLC	\$14,050.00
Garys Plumbing & Repair	Rayne, La 70578	Acadiana Plumbers Association	\$7,700.00
Girl Scouts Of La-Pines To The Gulf	Lafayette	Lantec Computer Training Center/laf	\$490.00
Girl Scouts Of La-Pines To The Gulf	Lafayette	Lantec Of Louisiana LLC	\$1,000.00
Going Sebastien Fisher & Lebouef Llp	Opelousas	Society Of Louisiana CPAs	\$1,286.00
Grit	Morgan City	Coastal Safety Training, LLC	\$2,000.00
Hargrave S Plumbing, LLC	Sunset	Acadiana Plumbers Association	\$8,820.00
Iconvergence Inc.	Lafayette	Lantec Computer Training Center/laf	\$1,200.00
Infinity Valve & Supply LLC	Youngsville	Global Shop Solutions	\$48,750.00
Infotech Solutions LLC	Lafayette	Excelerant	\$375.00
Intec Securty Solutions LLC	Scott	Lantec Computer Training Center/laf, Lantec Of Louisiana LLC	\$2,550.00
Integricert LLC	New Iberia	Coastal Safety Training, LLC	\$2,730.00
Jmb Companies Inc.	Franklin	Lantec Computer Training Center Laf	\$3,000.00
John Waynes Body & Paint Shop Inc.	Scott	I-Car	\$2,582.95
Jwra Inc.	Lafayette	La. Society Of Independent Accounta	\$1,710.03
Keystone Energy Tools LLC	Broussard	Lcts-Mep Of Louisiana	\$9,500.00
Keystone Energy Tools LLC	Broussard	The Winner Institute, Inc	\$13,793.50
Kourco Environmental Services Inc.	Lafayette	Crescent Safety Services	\$5,167.00
Kourco Environmental Services Inc.	Lafayette	M & A Safety Services	\$625.00
Laborde Therapy Center LLC	Lafayette	Lantec Computer Training Center/laf	\$500.00
Laborde Therapy Center LLC	Lafayette	Society Of Louisiana CPAs	\$209.00
Laborde Therapy Center LLC	Lafayette	The Winner Institute, Inc	\$4,821.00
Lafayette Shooters Wilderness/ western In	Lafayette	The Winner Institute, Inc	\$1,232.00
Langlinais Broussard & Kohlenberg	Abbeville	Society Of Louisiana CPAs	\$5,758.00
Leda	Lafayette	Lantec Computer Training Center/laf	\$1,695.00
Leda	Lafayette	Lidea-La Ind Dev Exec Association	\$900.00
Leda	Lafayette	South La Community College	\$1,595.00
Leda	Lafayette	University Of Louisiana At Lafayette	\$2,327.28
Louisiana Gulf Coast Exposition Inc.	Lafayette	Lantec Computer Training Center/laf	\$2,503.00
Louisiana Gulf Coast Exposition Inc.	Lafayette	Louisiana State Univ Div Of Cont Ed	\$2,754.00



## Small Business Employee Training Program

### Who is Using SBET?

Employer	City	Training Provider	Award
M & E Consulting Inc.	Lafayette	Dale Carnegie Training	\$6,160.00
M & E Consulting Inc.	Lafayette	Excelerant	\$5,062.50
M & M Oil Tools LLC	Breaux Bridge	Nexgemcam	\$10,750.02
M P W Properties	Lafayette	Lantec Computer Training Center, Lantec Computer Training Center/laf	\$1,730.00
Mana Completion Systems	Sunset	Ram Supply Chain, LLC	\$16,500.00
Map Oil Tools Inc.	New Iberia	Lantec Computer Training Center, Lantec Computer Training Center/laf	\$1,495.00
Martin-Castille Funeral Home Inc.	Lafayette	The Winner Institute, Inc	\$250.00
Meche & Whipple C P As	Lafayette	La. Society Of Independent Accounta	\$2,140.00
Meche & Whipple C P As	Lafayette	Society Of Louisiana CPAs	\$500.00
Miles Perret Center	Lafayette	Lantec Computer Training Center, Lantec Computer Training Center/laf	\$1,735.00
Miles Perret Center	Lafayette	Southwest Safety Training, Inc.	\$525.00
Mr Rooter	Lafayette	Acadiana Plumbers Association	\$3,360.00
N2 Solutions LLC	Lafayette	Lantec Computer Training Center/laf	\$6,280.00
New Day Personal Care Services LLC	Lafayette	Lantec Computer Training Center Laf	\$2,250.00
New Day Personal Care Services LLC	Lafayette	Lantec Computer Training Center	\$500.00
Oats & Marino	Lafayette	Lantec Computer Training Center/laf	\$1,470.00
Offshore Air & Refrigeration Inc.	Lafayette	Crescent Safety Services	\$6,880.00
Oil Center Research International LLC	Lafayette	Lantec Computer Training Center/laf	\$1,800.00
Oil Center Research LLC	Lafayette	Lantec Computer Training Center/laf	\$5,450.00
Operations & Maintenance Solutions LLC	Broussard	J. Schneider And Associates Ltd, J. Schneider And Associates Ltd	\$315.00
Pelican Companies Of America, LLC	Bewrick	Coastal Safety Training, LLC	\$8,050.00
Pes	Lafayette	The Winner Institute, Inc	\$5,383.50
Petra Consultants Inc.	Lafayette	Lantec Computer Training Center/laf	\$845.00
Petra Consultants Inc.	Lafayette	M & A Safety Services	\$1,000.00
Pine Island Chemical Solutions LLC	Lafayette	Proactive Consulting & Engineering	\$31,200.00
Pipes & Plugs LLC	New Iberia	Acadiana Plumbers Association	\$5,680.00
Pixus Digital Printing	Lafayette	The Winner Institute, Inc	\$1,794.50
Poche-Prouet Associates LTD	Lafayette	Cadtech Seminars	\$2,190.00
Premier Data Systems Inc.	Lafayette	Brand State U	\$1,945.00
Premier Data Systems Inc.	Lafayette	Herrick Consulting Group	\$2,250.00
Premier Data Systems Inc.	Lafayette	Lantec Computer Training Center/laf	\$650.00
Pro-T Co Inc.	Broussard	M & A Safety Services	\$8,650.00
Rader Solutions Limited Inc.	Lafayette	Lantec Computer Training Center/laf	\$57,337.00
Rally Marketing, LLC	Lafayette	Lantec Of Louisiana LLC	\$750.00



## Small Business Employee Training Program

### Who is Using SBET?

Employer	City	Training Provider	Award
Rayne Building & Loan Association	Rayne	Louisiana Bankers Association	\$972.50
Seacraft Shipyard LLC	Morgan City	Coastal Safety Training, LLC	\$18,600.00
Section 705 Fcu	Lafayette	Lantec Computer Training Center	\$1,500.00
Seidl & Associates Inc.	Youngsville	Lantec Computer Training Center	\$2,250.00
Service Seal LLC	Lafayette	M & A Safety Services	\$150.00
Signal 88 Security	Lafayette	The Winner Institute, Inc, The Winner Institute, Inc	\$3,389.00
Southwest Mechanical Service, LLC	Lafayette	Lantec Computer Training Center/laf	\$245.00
Specialized Environmental	Youngsville	M & A Safety Services, M & A Safety Services	\$3,315.00
St Martin Parvol Coun Agi Inc.	Breaux Bridge	Lantec Computer Training Center Laf	\$1,775.00
St Martin Parvol Coun Agi Inc.	Breaux Bridge	Lantec Computer Training Center	\$16,900.00
Star Fabrication Services LLC	Rayne	M & A Safety Services, M & A Safety Services	\$2,100.00
Star Measurement Sales & Service Inc.	Rayne	M & A Safety Services, M & A Safety Services	\$2,000.00
Swivel Rental & Supply LLC	Lafayette	Crescent Safety Services	\$18,942.00
The Rtl Group, LLC	Broussard	Society Of Louisiana CPAs	\$214.00
Theriot Family Dental Care Inc Lafayette	Lafayette	Louisiana Dental Association	\$1,010.00
Theriot Family Dental Care Inc Lafayette	Lafayette	Or Manually Enter Training Providers Name. . .	\$330.00
Thomas Services La LLC	New Iberia	Crescent Safety Services	\$200.00
Valve & Wellhead Specialists LLC	Scott	Bulldog Safet Services, LLC, Bulldog Safety Services, LLC	\$24,970.00
Veris Global LLC	Lafayette	Lantec Computer Training Center	\$1,875.00
Veris Global LLC	Lafayette	Lantec Computer Training Center/laf	\$5,920.00
Veris Global LLC	Lafayette	M & A Safety Services	\$840.00
Vermilion Bank & Trust Co Inc.	Kaplan	Louisiana Bankers Association	\$310.00
Vige Tujague & Noel	Eunice	La. Society Of Independent Accounta	\$2,490.00
Vige Tujague & Noel	Eunice	Society Of Louisiana CPAs	\$2,715.50
Vital Integrators	Broussard	Lantec Computer Training Center/laf	\$10,482.00
Weed Control Services LLC	Scott	Crescent Safety Services	\$11,696.25

Acadiana businesses using SBET: **323** | Training Dollars: **\$869,300.39**  
As of 08/20/24



## Approved Training Providers

IWTP	SBET	Company	Contact Name	Phone Number	Website
		<b>Computer Software Training</b>			
	✓	DeVille Training Connection	Tobin DeVille	(337) 459-4270	
✓	✓	Lantec of Louisiana LLC	Brad Berard	(337) 233-2016	www.lantecctc.com
✓	✓	South Louisiana Community College	Cassie Adams	(985) 380-2473	www.solacc.edu
✓	✓	UL Lafayette — Continuing Ed.	Anita Dupre	(337) 482-6391	www.ce.louisiana.edu
	✓	D3 Technologies		(337) 269-9965	www.d3tech.net/learning
		<b>Business/Soft Skills Training</b>			
		Acadiana Training & Development	Crystal Mire	(337) 442-6181	www.acadianatraining.com
	✓	Accelerated Leadership	Mike Williams	(337) 706-8889	www.altrainer.com
		Beacon of Light	Keesha Buteau	(337) 277-4637	www.beaconoflightla.com
		Biz Knocks!	Shanna Dorion	(337) 303-4073	www.bizknocks.com
	✓	BR Consulting	Betsy Richard	(337) 278-8932	www.betsyrichard.com
	✓	Brand State U	Jaci Russo	(337) 962-4611	www.brandstateu.com
	✓	Dale Carnegie—The Winner Institute	John Oubre	(337) 278-0713	www.batonrouge.dalecarnegie.com
		Dr. Mechelle Roberthon Enterprise	Dr. Mechelle Roberthon	(337) 280-5866	www.drmechellerob.com
	✓	ERI Services	Phyllis Dupuis	(337) 501-5847	www.eriservices.com
✓	✓	Excelerant	Tracy Herman	(337) 344-4573	www.exexp.com
		Fulcrum Sales & Marketing	Reece Theriot	(337) 255-6483	www.fulcrumsales.marketing
	✓	Hornung Creative Consulting	Wendy Hornung	(337) 278-1274	www.wendyhornung.com
	✓	National Coalition Building Institute	Dianne Mouton-Allen	(337) 354-9445	ww.ncbi.org
	✓	The Boss Lady Nicky, LLC	Nicky Stansbury	(337) 592-2725	www.thebossladynicky.com
	✓	Sandler Training—Herrick	Carl Herrick	(504) 451-7850	www.herrickconsulting.sandler.com
✓	✓	South Louisiana Community College	Cassie Adams	(985) 380-2473	www.solacc.edu
✓	✓	UL Lafayette — Continuing Ed.	Anita Dupre	(337) 482-6391	www.ce.louisiana.edu
		<b>Safety Training</b>			
	✓	Advanced Safety & Training		(337) 231-1323	www.advancedsafetytraining.com
✓	✓	MEP of Louisiana	Baxter Saucier	(337) 366-2370	www.mepol.org
✓	✓	Bonaventure Fire & Safety	Darren Herpin	(337) 258-2007	www.safety.bonafire.com
✓	✓	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	Shawn Guidry	(337) 278-9714	www.crescentsafetyservices.com
✓	✓	DMA Training Services	Allen Clanton	(337) 578-1971	
✓	✓	Global Training & Environmental	Jeffrey Peatross	(337) 593-8693	www.globaltraining.com
✓	✓	J. Schneider and Associates		(337) 237-9486	www.jschneiderltd.com
✓	✓	LSU Continuing Education	Lisa Verma	(225) 578-4316	www.outreach.lsu.edu
✓	✓	Kent Safety Solutions	Tori Hebert	(337) 330-8188	www.kentsafetysolutions.com
✓	✓	M&A Safety Services	Yvette Choate	(337) 451-4685	www.masafetyservices.com
✓	✓	RelyOn Nutec		(337) 408-1286	www.relyannutec.com
✓	✓	Safety Compliance Services, Inc.	Paula Mendoza	(337) 896-6899	www.teamscsi.com
	✓	Safety Management Systems	Jeff Vidacovich	(337) 521-3400	www.safetymys.com
✓	✓	South Louisiana Community College	Cassie Adams	(985) 380-2473	www.solacc.edu
	✓	Southwest Safety Training Inc.	Glenda Poulan	(337) 989-0120	www.southwestsafetytraining.com
	✓	Think Safe Training LLC	Kevin Milson, Sr.	(866) 998-4465	www.milsonconsulting.com
✓	✓	UL Lafayette — Continuing Ed.	Anita Dupre	(337) 482-6391	www.ce.louisiana.edu



## Approved Training Providers

IWTP	SBET	Company	Contact Name	Phone Number	Website
		<b>Healthcare Training</b>			
	✓	Lofton Medical Services		(337) 261-3539	www.loftonstaffing.com/services
	✓	Apex Innovations	Marianne Bourgeois	(337) 216-4599	www.apexinnovations.com
✓	✓	UL Lafayette College of Nursing		(337) 482-1614	www.nursing.louisiana.edu
	✓	Wellness Express	Shirlene Young	(337) 988-1138	www.wellnessexpress.org
		<b>Marine Industry Training</b>			
✓	✓	Delgado Community College		(504) 483-4038	www.dcc.edu
✓	✓	RelyOn Nutec Maritime		(504) 289-5962	www.relyonnutec.com
✓	✓	SLCC Marine Operations		(985) 385-7036	www.solacc.edu
✓	✓	UL Lafayette – Continuing Ed.	Anita Dupre	(337) 482-6391	www.ce.louisiana.edu
		<b>Other Industry Specific Training</b>			
✓	✓	ABC Associated Builders & Contractors		(225) 752-1415	www.abcpelican.org
	✓	Children at The Center	Patti Endsley	(337) 278-5823	www.childrenatthecenter.org
✓	✓	Louisiana Bankers Association	Ginger Laurent	(225) 387-3282	www.lba.org
✓	✓	MEP of Louisiana	Baxter Saucier	(337) 366-2370	www.mepol.org
	✓	Wynn L. White Consulting Engineers		(225) 810-0014	www.wynnwhite.com
		<b>Career Training</b>			
		Acadiana Area Career College		(337) 896-9776	www.aaccweb.com
		Academy of Interactive Entertainment		(337) 456-1845	www.theaie.us
		Blue Cliff College		(337) 279-2314	www.bluecliffcollege.edu
		Cosmetology Training Center		(337) 237-6868	www.cosmetlafayettela.com
		Coastal College – Truck Driving		(800) 982-8455	www.coastaltruckdriving.com
		Delta College		(337) 326-4759	www.deltacollege.com/lafayette
	✓	Louisiana State University – Eunice		(337) 550-1445	www.lsu.eunice.edu
	✓	Louisiana State University Med Center		(337) 261-6012	www.medschool.lsuhs.edu
✓	✓	South Louisiana Community College	Helen McGrath	(985) 372-6245	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 Louisiana Workforce Commission—Lafayette Region:

#### Elizabeth Bennett

SBET Specialist  
 (225)342-8964  
 ebennett@lwc.la.gov

#### Effie Archangel

IWTP Advisor  
 (337) 262-1277  
 Earchangel@lwc.la.gov





## Other Local Workforce Resources

### Acadiana Workforce Solutions

Acadiana Workforce Solutions Centers throughout the region offer customized recruitment services to businesses at no cost to the business.

- Job Vacancies posted on state online job web-site: [www.laworks.net](http://www.laworks.net)
- Screening of applicants
- Access to search large statewide resume database
- Use of facilities for offsite interviewing

The Business Services 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 Acadiana Workforce Solutions career service 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 job seeker candidates of the Acadiana Workforce Solutions 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:

Acadiana Workforce Solutions  
Business Services (337) 201-5305

### Other Workforce Investment Act Training Programs

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

- Work Experience program
- Customized Training
- Career Scholarships
- Basic Skills & Remedial Training

**Work Experience program:** Acadiana Workforce Solutions can place a qualifying individual of WIOA programs to work with an employer at no cost during a set training period which allows individual to gain work experience.

**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.

**Career 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.



## Other Local Workforce Resources

### Registered Apprenticeship

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.

### 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 \$9,000 tax credit.
- **Qualified disabled veteran** hire can yield tax a tax credit of \$4,800 each.
- **Qualified ex-felons** hired within one year of release or conviction.
- **Individuals in an approved vocational rehabilitation program.**
- **Supplemental Nutritional Assistance Program Recipient (Food Stamps)** 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.
- **Recipients of Supplemental Security Income (SSI).**
- **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 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.
- **Long-Term Unemployment Recipient** Individual who on the day before the individual begins work is in a period of unemployment that is: not less than 27 consecutive weeks and begins working between January 1, 2016 through December 31, 2019.

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).

#### For More Information:

Louisiana Workforce Commission  
<https://www.laworks.net/wotc/>  
(225) 342-2939



## Other Local Workforce Resources

### State Tax Credits

#### **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)

#### **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.