



Workforce Training & Funding

January 2022



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 Business & Career Solutions Centers

The Business and Career 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 Business & Career 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 assist local companies in their growth, market development and workforce development; to recruit companies considering locating in Lafayette; and to help develop new companies in Lafayette Parish.

ISO CERTIFICATION

In 1997, LEDA became the first economic development organization in North America to achieve ISO certification. The staff of LEDA practices the concept of *Plan, Do, Check, Adjust*. LEDA acknowledges that the customer defines quality. To ensure customer satisfaction, LEDA is devoted to continuous improvement and strives to maintain a quality driven environment.

Contact Information:

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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.
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:

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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 20-21 — Lafayette Region

| Employer | City | Award | |
|-----------------------|------------------|-------------------------|-----------|
| Acadiana Security Plu | Broussard | Bossier Parish Commun | \$34,177 |
| Ameriglobe LLC | Lafayette | Lantec Computer Train | \$19,971 |
| Aqueos Corporation | Broussard | L. E. Fletcher Techni | \$70,588 |
| Bagwell Energy Servic | Delcambre | M & A Safety Services | \$10,346 |
| BlueLine Manufacturin | Scott | Bulldog Safety Servic | \$101,310 |
| Burner Fire Control I | Broussard | Relyon Nutec Usa, LLC | \$84,348 |
| Diverse Safety And Sc | New Iberia | M & A Safety Services | \$112,333 |
| Ecoserv, LLC | Abbeville | M & A Safety Services | \$119,991 |
| Expeditors & Producti | Lafayette | M & A Safety Services | \$56,318 |
| Fire & Safety Special | Maurice | M & A Safety Services | \$44,254 |
| Heritage Care Inc Db | Lafayette | Lantec Computer Train | \$45,898 |
| Hub Enterprises Inc. | Broussard | Bulldog Safety Servic | \$171,050 |
| Jp Oil Consortium | Lafayette | M & A Safety Services | \$44,287 |
| Laborde Marine Manage | New Orleans | Relyon Nutec Usa, LLC | \$117,583 |
| M & M International L | Broussard | M & A Safety Services | \$17,820 |
| Moncla Energy Service | Lafayette | M & A Safety Services | \$153,040 |
| New Industries LLC | Morgan City | M & A Safety Services | \$69,178 |
| Oci, LLC | Franklin | M & A Safety Services | \$86,295 |
| Southern Tank Testers | Breaux Bridge | M & A Safety Services | \$12,639 |
| Swiftships, LLC | Morgan City | Mariner-Gulf Consulting | \$162,467 |

Acadiana businesses using IWTP: **20** | Training Dollars: **1,533,892**

As of 06/21/21



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 Investment Act (WIA) purposes, www.laworks.net or in a cluster based industry as defined in Vision 2020, www.led.state.la.us

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:

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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)
- Approximately \$1 million based on current funding level
- 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, 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 20-21 — Lafayette Region

*Dollar amounts indicate amount approved not amount expended.

| Employer | City | Training Provider | Award |
|--|---------------|---|-------------|
| Abbeville Bldg & Ln A State Chart Sav Bk | Abbeville | Louisiana Bankers Association | \$1,982.00 |
| Acadiana Vascular Center LLC | Lafayette | Lantec Corporate Training Center | \$845.00 |
| Acadiane Renovations Inc. | Franklin | Kheiron, LLC. | \$29,030.00 |
| Accu-Line Wireline Services, LLC | Broussard | M & A Safety Services | \$5,350.00 |
| Ace Plumbing Inc. | Lafayette | La Assoc. Of Plumb-Heat-Cool Contr. | \$900.00 |
| Advanced Energy Services Inc. | Broussard | Kent Safety Solutions | \$3,675.00 |
| Advanced Fire Safety LLC | Broussard | Society Of Louisiana CPAs | \$1,610.50 |
| Advanced Logistics LLC | Lafayette | Bulldog Safety Services, LLC | \$5,490.00 |
| Advancial Federal Credit Union | Lafayette | Lantec Computer Training Center/laf | \$2,490.00 |
| Ags Mechanical Contractors LLC | Rayne | Acadiana Plumbers Association Apa | \$1,920.00 |
| Aie | Lafayette | Lantec Of Louisiana | \$3,440.00 |
| Aie | Lafayette | University Of Louisiana At Lafayette | \$150.00 |
| Alpha Omega Tax Service LLC | Crowley | National Association Of Tax Profess | \$957.00 |
| Arc Energy Equipment, LLC | Scott | Kheiron, LLC. | \$1,650.00 |
| Arsement Redd & Morella LLC | Lafayette | Society Of Louisiana CPAs | \$4,940.00 |
| B N A Marine Services LLC | Amelia | Coastal Safety Training, LLC | \$14,575.00 |
| Balmar LLC | Lafayette | M & A Safety Services | \$1,300.00 |
| Bank Of Erath | Erath | Louisiana Bankers Association | \$3,986.00 |
| Bank Of Gueydan | Gueydan | Louisiana Bankers Association | \$700.00 |
| Bayou Inspection Servs Inc. | Amelia | Coastal Safety Training, LLC, On-Site Traning Inc. | \$2,910.00 |
| Bbr Creative Inc. | Lafayette | Lantec Computer Training Center | \$2,950.00 |
| Bbr Creative Inc. | Lafayette | Excelerant | \$1,000.00 |
| Bbr Creative Inc. | Lafayette | The Winner Institute, Inc. | \$3,589.00 |
| Biltmore Health Services Inc. | Lafayette | Lantec Computer Training Center | \$3,250.00 |
| Boudreaux & Hebert CPAs LLC | Lafayette | Society Of Louisiana CPAs | \$3,023.75 |
| Boys & Girls Clubs Of Acadiana Inc. | Lafayette | Lantec Of Louisiana LLC | \$3,000.00 |
| Braeden Engineering & Consulting, LLC | Broussard | M & A Safety Services | \$5,995.00 |
| Buck & Johnny LLC | Breaux Bridge | The Winner Institute, Inc. | \$1,794.50 |
| Butcher Distributors LLC | Broussard | Lantec Computer Training Center/laf | \$1,000.00 |
| Butcher Distributors LLC | Broussard | Society Of Louisiana CPAs | \$1,371.75 |
| Butcher Distributors LLC | Broussard | Lantec Computer Training Center/br, Lantec Computer Training Center/laf | \$10,685.75 |
| Cadorath Aerospace Lafayette LLC | Broussard | J. Schneider And Associates LTD | \$2,250.00 |
| Calls Plus-A La Qj Program | Lafayette | Accelerated Leadership Training, Accelerated Leadership, LLC, Accelerated Leadership, LLC | \$10,000.00 |
| Cci Piping Systems | Breaux Bridge | Lantec Of Louisiana LI, Lantec Of Louisiana LLC | \$10,925.00 |
| Cci Piping Systems | Breaux Bridge | Kent Safety Solution, Kent Safety Solutions | \$13,825.00 |
| Cci Piping Systems | Breaux Bridge | Excelerant | \$2,406.25 |
| Channel One Digital Inc. | Lafayette | Lantec Computer Training Center/laf | \$600.00 |
| Chemlogic Inc. | Crowley | Proactive Consulting & Engineering | \$12,600.00 |



Small Business Employee Training Program

Who is Using SBET?

| Employer | City | Training Provider | Award |
|---|----------------|---|-------------|
| Computer Fx LLC | Lafayette | Lantec Computer Training Center/laf, Lantec Of Louisiana, Lantec Of Louisiana LLC | \$18,518.00 |
| Crowley Primary Care LLC | Crowley | The Winner Institute, Inc. | \$5,383.50 |
| Cypress Fabrication Services, LLC | St Martinville | Coastal Safety Training, LLC | \$12,200.00 |
| Diamond Services Corporation | Amelia | Alliance Safety Council, M & A Safety Services, Safety & Training Consultants LLC, South La Community College | \$22,199.00 |
| Diamond Services Corporation | Amelia | River Parishes Community College | \$1,300.00 |
| Dore & Company Inc. | Abbeville | La. Society Of Independent Accounta | \$285.00 |
| Down Hole Pressure Instruments Inc. | Broussard | La. Society Of Independent Accounta | \$285.00 |
| Drake Specialties LLC | Lafayette | Lantec Of Louisiana LLC | \$300.00 |
| Durel Medical LLC | Lafayette | The Winner Institute, Inc. | \$1,794.50 |
| Enterprise Data Concepts LLC | Lafayette | Lantec Computer Training Center/laf | \$12,230.00 |
| Families Helping Families Of Acadiana | Lafayette | Lantec Of Louisiana LLC | \$2,645.00 |
| Family Tree Inc. | Lafayette | Lantec Of Louisiana LLC | \$750.00 |
| Farmers State Bank & Trust Co. | Church Point | Louisiana Bankers Association | \$4,938.75 |
| Farmers State Bank & Trust Co. | Church Point | Lantec Computer Training Center/laf | \$4,957.50 |
| Finley Periodontics PLLC | Lafayette | The Winner Institute, Inc. | \$3,589.00 |
| First Steps Referral & Consulting LLC | New Iberia | Lantec Computer Training Center | \$10,295.00 |
| Foster Marketing LLC | Lafayette | Lantec Computer Training Center/laf | \$245.00 |
| Garden City Construction Co Inc. | Lafayette | South La Community College-Lafayette | \$13,515.00 |
| Garys Plumbing & Repair | Rayne | Acadiana Plumbers Association, Kevin Richard | \$1,920.00 |
| Girl Scouts Of La-Pines To The Gulf | Lafayette | Society Of Louisiana CPAs | \$125.00 |
| Globenet, LLC | New Orleans | Lantec Computer Training Center/br, Lantec Corporate Training Br | \$8,990.00 |
| Going Sebastien Fisher & Lebouef Llp | Arnaudville | Society Of Louisiana CPAs | \$3,096.00 |
| Grit | Morgan City | Coastal Safety Training, LLC | \$2,800.00 |
| Gulf Coast Coil Tubing/nitrogen Svcs Inc. | Scott | Crescent Safety Services | \$3,120.00 |
| Gulf Coast International LLC | New Iberia | Lantec Computer Training Center Laf, Lantec Computer Training Center/laf | \$1,965.00 |
| Gulf Land Structures LLC | Lafayette | Kent Safety Solutions, M & A Safety Services | \$30,375.00 |
| Hiltons Restaurant Supply | Lafayette | Lantec Computer Training Center/laf | \$3,360.00 |
| Hooks Management Services LLC | Lafayette | Skylark Services-Linda Larkan | \$3,450.00 |
| Iberia Council On Aging Inc. | New Iberia | The Winner Institute, Inc. | \$1,794.50 |
| Iconvergence Inc. | Lafayette | Lantec Computer Training Center/laf, Lantec Of Louisiana LLC | \$4,350.00 |
| Irq Technology Services LLC | Lafayette | Lantec Of Louisiana LLC | \$250.00 |
| Jewel Specialty & Supp Co Inc. | Broussard | Bulldo Gsafety Services, LLC, Bulldog Safety Servciec, LLC, Bulldog Safety Services, LLC, Bulldog Safety Service, LLC, Bulldog Safety Services, LLC, Bulldog Safety Services, LLC | \$9,050.00 |
| Jmb Companies Inc. | Franklin | Lantec Computer Training Center, Lantec Computer Training Center/laf | \$1,395.00 |
| John Waynes Body & Paint Shop Inc. | Scott | I-Car | \$1,593.75 |
| Kourco Environmental Services Inc. | Lafayette | Crescent Safety Services | \$600.00 |
| La Networx LLC | Arnaudville | Global Knowledge | \$2,495.00 |
| La Wholesale Florist Inc. | Lafayette | Lantec Computer Training Center/laf | \$1,040.00 |



Small Business Employee Training Program

Who is Using SBET?

| Employer | City | Training Provider | Award |
|---------------------------------------|--------------|---|-------------|
| Laborde Therapy Center LLC | Lafayette | The Winner Institute | \$14,356.00 |
| Laborde Therapy Center LLC | Lafayette | Lantec Computer Training Center/laf | \$1,497.00 |
| Laborde Therapy Center LLC | Lafayette | Dale Carnegie Training | \$5,383.50 |
| Lafayette Bar Association | Lafayette | Lantec Computer Training Center/laf | \$2,000.00 |
| Lafayette Bar Association | Lafayette | Bossier Parish Community College | \$139.00 |
| Lafayette Centre Development District | Lafayette | Lantec Of Louisiana LLC | \$750.00 |
| Lafayette Par Conv Vis Bur | Lafayette | The Winner Institute, Inc. | \$1,232.00 |
| Lafayette Restaurant Supply, Inc. | Lafayette | Lantec Computer Training Center/laf | \$1,335.00 |
| Langlinalis Broussard & Kohlenberg | Abbeville | Society Of Louisiana CPAs | \$3,123.00 |
| Leda | Lafayette | University Of Louisiana At Lafayette | \$2,327.28 |
| Louisiana Gulf Coast Exposition Inc. | Lafayette | Lantec Computer Training Center/laf | \$3,335.00 |
| Low Construction Group LLC | Scott | Bulldog Safety Service, LLC, Bulldog Safety Services, Lcl, Bulldog Safety Services, LLC, Bulldog Safety Serviecs, LLC | \$32,900.00 |
| Mahtook & Lafleur LLC | Lafayette | Lantec Computer Training Center/laf | \$9,800.00 |
| Manuel Builders LLC | Broussard | Lantec Computer Training Center/laf | \$735.00 |
| Meche & Whipple C P As | Lafayette | La. Society Of Independent Accounta | \$1,977.50 |
| Miles Perret Center | Lafayette | Lantec Of Louisiana LLC | \$250.00 |
| Moulis Mechanical Inc. | Lafayette | Acadiana Plumbers Association | \$1,400.00 |
| Mr Rooter | Lafayette | Acadiana Plumbers Association | \$960.00 |
| Neunerpate | Lafayette | Lantec Computer Training Center/laf | \$6,950.00 |
| Noble Plastics Inc. | Grand Coteau | The Winner Institute, Inc. | \$10,767.00 |
| Offshore Air & Refrigeration Inc. | Lafayette | Kent Safety Solutions, M & A Safety Services | \$7,300.00 |
| Offshore Air & Refrigeration Inc. | Lafayette | The Winner Institute, Inc. | \$1,794.50 |
| One Acadiana Inc. | Lafayette | The Winner Institute, Inc. | \$1,232.00 |
| Onebane Law Firm | Lafayette | The Center For Legal Studies | \$1,817.00 |
| Onebane Law Firm | Lafayette | Softpro | \$250.00 |
| Operations & Maintenance Solutions | Broussard | M & A Safety Services | \$725.00 |
| Pelstar | Broussard | M & A Safety Services | \$24,770.00 |
| Performance Medical Group, Inc. | Lafayette | Lantec Computer Training Center, Lantec Computer Training Center/laf | \$2,240.00 |
| Pes | Lafayette | The Winner Institute, Inc. | \$8,972.50 |
| Pine Island Chemical Solutions LLC | Lafayette | Proactive Consulting And Engineering | \$22,400.00 |
| Pipes & Plugs LLC | New Iberia | Acadiana Plumbers Association, Manual Entry Of Training | \$5,760.00 |
| Power Performance Inc. | Lafayette | Lantec Computer Training Center/laf | \$1,300.00 |
| Precision Ndt & Consulting LLC | Patterson | M & A Safety Services | \$3,540.00 |
| Premier Data Systems Inc. | Lafayette | Lantec Computer Training Center/laf | \$10,480.00 |
| Pro-T Co Inc. | Broussard | Kent Safety Solutions | \$18,475.00 |
| Rader Solutions Limited Inc. | Lafayette | Lantec Computer Training Center/br | \$14,471.00 |
| Ramey Martin Energy Tools LLC | New Iberia | Lantec Computer Training Center/laf | \$6,205.00 |
| Rayne Building & Loan Association | Rayne | Louisiana Bankers Association | \$3,501.25 |
| Rayne Building & Loan Association | Rayne | Society Of Louisiana CPAs | \$299.00 |
| Rebel V Farm LLC | New Iberia | Lantec Computer Training Center/laf | \$900.00 |
| Robin T Leblanc CPA Cgma LLC | Broussard | Louisiana State Univ Div Of Cont Ed | \$399.00 |



Small Business Employee Training Program

Who is Using SBET?

| Employer | City | Training Provider | Award |
|---|-------------|---|-------------|
| Robin T Leblanc CPA Cgma LLC | Broussard | Society Of Louisiana CPAs | \$598.00 |
| Robin T Leblanc CPA Cgma LLC | Broussard | University Of Louisiana At Lafayette | \$2,880.00 |
| Scotts Of Acadiana | Scott | Lantec Computer Training Center | \$7,245.00 |
| Service Seal LLC | Carencro | M & A Safety Services | \$450.00 |
| Signal 88 Security | Lafayette | The Winner Institute, Inc. | \$1,794.50 |
| Smith Marine Towing Corporation | Amelia | Coastal Safety Training, LLC, Relyon Nutec | \$6,120.00 |
| Specialized Environmental Resources, Inc. | Youngsville | Alliance Safety Council, M & A Safety Services, Safety Council Of Southwest Louisiana | \$8,245.00 |
| Sterling Wellness Solutions LLC | Crowley | Lantec Computer Training Center/laf, Lantec Of Louisiana Lft | \$6,680.00 |
| Swivel Rental & Supply LLC | Lafayette | Kheiron, LLC. | \$7,650.00 |
| Td America LLC | Lafayette | Lantec Computer Training Center/laf | \$980.00 |
| Technical Resource Services Inc. | Broussard | Alliance Safety Council | \$1,198.00 |
| Theriot Family Dental Care Inc Lafayette | Lafayette | Louisiana State Univ Div Of Cont Ed | \$330.00 |
| Theriot Family Dental Care Inc Lafayette | Lafayette | Edda | \$990.00 |
| Tides Medical Group | Lafayette | Excelerant | \$6,500.00 |
| Tobias Inc. | Erath | Bulldog Safety Services, LLC | \$25,650.00 |
| Tops Appliances And Cabinetry | Lafayette | Hornung Creative Consulting #050558 | \$15,000.00 |
| Tops Appliances And Cabinetry | Lafayette | Cpr 2 Geaux, LLC | \$1,350.00 |
| United Way Of Acadiana Inc. | Lafayette | Lantec Computer Training Center/laf | \$5,990.00 |
| Valve & Wellhead Specialists LLC | Scott | Bulldog Safety Services, LLC | \$12,020.00 |
| Variable Bore Rams Inc. | Broussard | Society Of Louisiana CPAs | \$524.00 |
| Variable Bore Rams Inc. | Broussard | Lantec Of Louisiana LLC | \$3,495.00 |
| Vermilion Bank & Trust Co Inc. | Kaplan | Fidelity Informational Services | \$5,985.00 |
| Vige Tujague & Noel | Eunice | Society Of Louisiana CPAs | \$4,691.25 |
| Waste Auditors Inc. | Lafayette | M & A Safety Services | \$3,335.00 |
| Weed Control Services LLC | Scott | Bulldog Safety Services, LLC | \$11,310.00 |

Acadiana businesses using SBET: **141** | Training Dollars: **\$751,921.53**
As of 06/21/21



Approved Training Providers

| IWTP | SBET | Company | Contact Name | Phone Number | Website |
|------|------|---------------------------------------|-------------------|----------------|----------------------------------|
| | | Computer Software Training | | | |
| | ✓ | 3Circles Solutions | Anne Pyle | (337) 205-0759 | www.3circle.solution |
| ✓ | ✓ | Lantec of Louisiana LLC | Brad Berard | (337) 233-2016 | www.lantecctc.com |
| ✓ | ✓ | South Louisiana Community College | Helen McGrath | (985) 372-6245 | 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 |
| | | Business/Soft Skills Training | | | |
| | | Acadiana Training & Development | Crystal Mire | (337) 442-6181 | www.acadianatraining.com |
| | ✓ | Accelerated Leadership | Mike Williams | (337) 706-8889 | www.altrainer.com |
| | ✓ | Blueprints for Business LLC | Jason Lopez | (337) 319-1313 | www.blueprintsformanagers.com |
| | ✓ | Biz Knocks! | Shanna Dorion | (337) 534-4424 | www.bizknocks.com |
| | ✓ | Customer First Personnel Development | Linda Broussard | (337) 984-7570 | |
| | ✓ | Dale Carnegie—The Winner Institute | John Oubre | (337) 278-0713 | www.batonrouge.dalecarnegie.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 |
| | ✓ | Nicholyn Coaching, LLC | Nicky Stansbury | (337) 592-2725 | www.nicholyncoaching.net |
| ✓ | ✓ | South Louisiana Community College | Helen McGrath | (985) 372-6245 | www.solacc.edu |
| | ✓ | Success Source LLC | Cookie Tuminello | (337) 984-1506 | www.cookie-tuminello.com |
| ✓ | ✓ | UL Lafayette — Continuing Ed. | Anita Dupre | (337) 482-6391 | www.ce.louisiana.edu |
| | | Safety Training | | | |
| | ✓ | Advanced Safety & Training | | (337) 231-1323 | www.advancedsafetytraining.com |
| | ✓ | Agile Performance | Baxter Saucier | (337) 366-2370 | |
| ✓ | ✓ | 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 | www.dmatraining.com |
| ✓ | ✓ | 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 |
| ✓ | ✓ | Lofton Safety Services | Shane Gallet | (337) 269-0500 | www.loftonsafety.com |
| ✓ | ✓ | M&A Safety Services | Yvette Choate | (337) 451-4685 | www.masafetyservices.com |
| ✓ | ✓ | Premier Safety & Training LLC | Dean Schexnayder | (337) 356-8689 | www.premiersafetyandtraining.net |
| ✓ | ✓ | RelyOn Nutec | | (337) 408-1286 | www.relyonnutec.com |
| ✓ | ✓ | Safety Environ. & Op. Training (SEOT) | | (337) 264-0323 | www.seot.com |
| ✓ | | Safety Compliance Services, Inc. | Paula Mendoza | (337) 896-6899 | www.scscla.com |
| ✓ | ✓ | Safety Management Systems | | (337) 521-3424 | www.safetymys.com |
| ✓ | ✓ | South Louisiana Community College | Helen McGrath | (985) 372-6245 | www.solacc.edu |
| | ✓ | Southwest Safety Training Inc. | Glenda Poulan | (337) 989-0120 | www.southwestsafetytraining.com |
| ✓ | ✓ | Technical Resource Services Inc. | Neil Collins | (337) 837-4519 | www.trssafety.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 |
|------|------|---|--------------------|----------------|---------------------------------|
| | | Healthcare Training | | | |
| | ✓ | Lofton Medical Services | | (337) 261-3539 | www.loftonstaffing.com/services |
| | ✓ | Apex Innovations | Marianne Bourgeois | (337) 216-4599 | www.apexinnovations.com |
| ✓ | ✓ | Partners for Strategic Advantage | Valerie Roy | (318) 219-4094 | |
| ✓ | ✓ | UL Lafayette College of Nursing | | (337) 482-1614 | www.nursing.louisiana.edu |
| | ✓ | Wellness Express | Shirlene Young | (337) 988-1138 | www.wellnessexpress.org |
| | | Marine Industry Training | | | |
| ✓ | ✓ | 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 |
| | | Other Industry Specific Training | | | |
| ✓ | ✓ | ABC Associated Builders & Contractors | | (225) 752-1415 | www.abcpelican.org |
| | ✓ | Agile Performance Consulting | Baxter Saucier | (337) 366-2370 | |
| | ✓ | Children at The Center | Patti Endsley | (337) 278-5823 | www.childrenatthecenter.org |
| ✓ | ✓ | Louisiana Bankers Association | Ginger Laurent | (225) 387-3282 | www.lba.org |
| ✓ | ✓ | MEPOL | | (337) 394-2764 | www.mepol.org |
| ✓ | ✓ | QualiCal | | (337) 251-1186 | www.qualical.net |
| | | Tech Service Products | Brock Dumestre | (337) 733-4275 | |
| | ✓ | Wynn L. White Consulting Engineers | | (225) 810-0014 | www.wynnwhite.com |
| | | Career Training | | | |
| | | Acadiana Area Career College | | (337) 896-9776 | www.aaccweb.com |
| | | Academy of Interactive Entertainment | | (337) 456-1845 | www.theaie.us |
| | | Cosmetology Training Center | | (337) 237-6868 | www.cosmetlafayettela.com |
| | | Coastal College — Truck Driving | | (800) 982-8455 | www.coastaltruckdriving.com |
| | ✓ | Louisiana State University — Eunice | | (337) 550-1445 | www.lsu.eunice.edu |
| | ✓ | Louisiana State University Med Center | | (337) 261-6012 | www.medschool.lsuhs.edu |
| | | Neill Institute | | (337) 365-6570 | |
| ✓ | ✓ | 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:

Melinda Carter

SBET Specialist

(225)342-8980

Effie Archangel

IWTP Advisor

(337) 262-1277



Other Local Workforce Resources

Louisiana Business and Career Solutions

Louisiana Business and Career Solutions Centers throughout the state offer customized recruitment services to businesses at no cost to the business.

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

The Business Solutions 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 Career Solutions 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 members of the Career Solutions Center 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:

Lafayette Business & Career Solutions
Business Services (337) 262-5511

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:

- Customized Training
- Scholarships
- Basic Skills & Remedial Training

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.

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.